

WOMEN-EMPLOYMENT
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State Minimum-Wage Laws and Orders

July 1, 1942—March 1, 1953

WOMEN'S BUREAU BULLETIN 247

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UNITED STATES DEPARTMENT OF LABOR

MARTIN P. DURKIN, *Secretary*

WOMEN'S BUREAU

FRIEDA S. MILLER, *Director*

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FRIEDA S. MILLER, *Director*
Washington: 1953

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and Orders

July 1, 1932—March 1, 1933



WOMEN'S BUREAU BULLETIN NO. 1

UNITED STATES DEPARTMENT OF LABOR

MARTIN P. BURKIN, Secretary

WOMEN'S BUREAU

LESLIE S. MILLER, Director

Washington: 1933

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, March 30, 1953.

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.

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D.C. 20303

Enclosed for transmission is a bulletin which contains analyses of State minimum wage laws and of State minimum wage orders becoming effective during the period July 1, 1942-July 1, 1952, 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 82 of the 80 jurisdictions now having minimum wage laws or orders in effect. A total of 43 orders in 11 States had not been revised since July 1, 1942 and are therefore not in the analysis but are listed separately on page 21. 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 80 jurisdictions. Statutory changes are included.

The 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. All the orders becoming effective in the first 3 months of 1953 are also included.

Very truly yours,
Mary Forest Sullivan and Alan M. Hand of the Bureau's Division of Women's Labor Laws and Civil and Political Status performed the research and analysis for the report under the direction of Alice Angus, Director, Chief of the Division.
Respectfully submitted,

Edward S. Mirman, Director

Hon. Martin T. Dwyer,
Secretary of Labor

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State Minimum-Wage Laws and Orders—July 1, 1942—March 1, 1953

DEVELOPMENT OF MINIMUM-WAGE LEGISLATION

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,¹ 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.² 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.

² Women's Bureau Bulletin No. 66-1, History of Labor Legislation in Three States, gives the background story of Massachusetts, New York, and California.

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 (the correctness of its decision in the Adkins case) is open and is necessarily presented here." Excerpts from the majority opinion reveal the new position taken by the Court:

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. Pennsylvania³ in 1942, Ohio⁴ in 1945, and Kentucky⁵ 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,

³ *In re Fisher*, 344 Pa. 96, 23 A. 2d 878.

⁴ *Strain v. Southerton*, 75 Ohio App. 435, 62 N. E. 2d 633.

⁵ *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,⁶ 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-

⁶ 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 administrators. 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 occupations 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 amendment gives the commissioner authority to increase the 50-cent statutory 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. However, 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 application only to occupations where overtime beyond 8-48 is permitted in emergencies by the California maximum-hour law. In the Connecticut 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 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. Minnesota 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 practice 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.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Alaska ----- Arizona:	No change in law.			
Retail Trades Industry, No. 1-A. Directory, Apr. 17, 1943. Mandatory, June 17, 1943. (Supersedes order 1 of Feb. 1, 1939.)	"Retail Trades Industry," i. e., all selling of merchandise to consumer and not for purpose of resale in any form. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school. ³	Women and female minors: Experienced----- Inexperienced: ⁶ First 6 months----- Second 6 months----- Full-time employee, i. e., one who works 8 hours a day on 4 or more days a week. Women and minors: Experienced: In laundry industry----- If employee on voluntary absence. Part time----- In dry cleaning industry----- If employee on voluntary absence. Part time----- Inexperienced and apprentices (3 months). ⁸	\$16 a week----- 35 cents an hour----- \$12.50 a week----- 27½ cents an hour----- \$14 a week----- 30 cents an hour----- Weekly rate prorated----- \$18.72 a week ⁷ ----- 52 cents an hour----- -----do----- 57 cents an hour----- \$21.60 a week ⁷ ----- 60 cents an hour----- -----do----- 66 cents an hour----- 90 percent of the applicable minimum rate. (Deductions from minimum wage for meals, lodging, or both, allowed only on special permit.)	Standard workweek, i. e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). ⁴ Less than 4 days a week, 8 hours each. ⁴ Same as for experienced. Do. Less than standard week. 36 a week. Over 36 a week ⁴ or during periods when basic weekly minimum need not be paid. ⁷ Actual time worked. Less than 36 a week. ⁴ 36 a week. Over 36 a week ⁴ or during periods when basic weekly minimum need not be paid. ⁷ Actual time worked. Less than 36 a week. ⁴
Laundry and Dry Cleaning Industry, No. 2-A. Directory, July 12, 1948. Mandatory, Sept. 12, 1948. (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. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school.			

Arkansas:

Wage fixed in law. Mar. 20, 1915.

Digest (Pope) 1937, secs. 9094, 9096-9100; session laws 1943, Act 70 (amending secs. 9084 and 9095.)

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.

California:

Motion Picture Industry, No. 17R, July 1, 1949.

(Supersedes order 17 of Aug. 11, 1931.)

"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 and Mercantile Industries, No. 1-52, Aug. 1, 1952.¹²

(Supersedes orders 1-R and 7-R of June 1, 1947.)

"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 industry; 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).

Females:

Experienced----- \$1.25 a day-----
Inexperienced (6 months)----- \$1 a day-----
All----- 1½ times employee's regular rate.
Pro rata-----

8 a day, 6 days a week.⁹
Do.⁹
Over 8 a day or on seventh consecutive day.¹⁰
Less than 8 a day.

Women 18 and over-----
Women employed at a guaranteed weekly rate of pay.-----

Time and a half employee's regular rate.¹¹
do-----

Over 8 a day or over 6 days a week (in emergencies).
Over 40 a week.

Women and minors:
Experienced adult women and minors.-----

75 cents an hour-----

8 a day, 6 days a week.¹³

Inexperienced women, 18 and over (first 200 hours' employment in skilled or semiskilled occupations).-----

60 cents an hour¹⁴-----

Do.¹³

Minors-----
Women 18 and over, in employments in which overtime is not prohibited by the State's labor code.-----

do-----
1½ times employee's regular rate.

Do.¹³
Over 8 a day or on 7th consecutive day¹⁵ in emergencies.

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.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ¹	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
California—Continued Personal Service Industry, No. 2-52, Aug. 1, 1952. (Supersedes order 2-R of June 1, 1947.)	"Personal Service Industry," 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. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined).	Women and minors..... Minors..... 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 an hour..... 60 cents an hour ¹⁴ 1½ times employee's regular rate. 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.)	8 a day, 6 days a week. ¹³ Do. ¹⁴ Over 8 a day or on 7th consecutive day ¹⁵ in emergencies.
Canning, Freezing, and Preserving Industry, No. 3-52, Aug. 1, 1952. (Supersedes order 3-R of June 1, 1947.)	"Canning, Freezing, and Preserving Industry," 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. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined).	Women and minors..... Minors..... Women 18 and over, in employments in which overtime is not prohibited by the State's labor code, if overtime is necessary to process any perishable product to prevent spoiling; cases of emergency.	75 cents an hour..... 60 cents an hour ¹⁴ 1½ times employee's regular rate. Double the employee's regular rate. (Deductions for meals and/or lodging allowed; maximum charges specified in the order.)	8 a day, 6 days a week. ¹⁶ Do. ¹⁴ Over 8 up to and including 12 in any one day and the first 8 hours worked on the 7th consecutive day. ¹⁷ Over 12 in any one day and over 8 on the 7th consecutive day. ¹⁷
Professional, Technical, Clerical, and Similar Occupations, No. 4-52, Aug. 1, 1952. (Supersedes order 4-R of June 1, 1947.)	"Professional, Technical, Clerical, and Similar Occupations," i. e., professional, semi-professional, managerial, supervisory, laboratory, research, technical, clerical, and office work occupations. <i>Exceptions:</i> 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	Provisions same as for Order No. 1-52, Manufacturing and Mercantile Industries.		

Public Housekeeping Industry, No. 5-52, Aug. 1, 1952.

(Supersedes order 5-R of June 1, 1947.)

Laundry, Dry Cleaning, and Dyeing Industry, No. 6-52, Aug. 1, 1952.

(Supersedes order 6-R of June 1, 1947.)

Industries Handling Farm Products After Harvest, No. 8-52, Aug. 1, 1952.

(Supersedes order 8-R of June 1, 1947.)

Public Utilities Commission and employee's duties as operator are incidental to other duties.

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

Women and minors.....

Minors.....

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 an hour.....

60 cents an hour¹⁴.....

1½ times employee's regular rate.

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.)

8 a day, 6 days a week.^{15 16}

Do.¹⁵
Over 8 a day or on 7th consecutive day¹⁵ in emergencies.¹⁵

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

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.

75 cents an hour.....

60 cents an hour¹⁴.....

do¹⁴.....

1½ times employee's regular rate.

Double the employee's regular rate.

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

8 a day, 6 days a week.¹⁶

Do.¹⁶

Do.¹⁶
Over 8 up to and including 12 in any one day and the first 8 hours worked on the 7th consecutive day.¹⁷

Over 12 in any one day and over 8 on the 7th consecutive day.¹⁷

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
California—Continued Transportation Industries, No. 9-52, Aug. 1, 1952. (Supersedes order 9-R of June 1, 1947.)	"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, parking, rental, maintenance or cleaning of vehicles. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined).	Provisions same as for Order No. 2-52, Personal Service Industry.		
Amusement and Recreation Industries, No. 10-52, Aug. 1, 1952. (Supersedes order 10-4 of June 1, 1947.)	"Amusement and Recreation Industries," i. e., any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined).	Provisions same as for Order No. 2-52, Personal Service Industry.		
Colorado: Laundry Industry, No. 6, Feb. 11, 1951. (Supersedes order 5 Aug. 7, 1941.)	Laundry, i. e., any trade, business, industry, club, institution or branch thereof engaged in (1) washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry services; (3) the producing of laundry service for their own use by business establishments, hospitals, clubs, or profit making institutions; (4) self-service laundries.	Women and minors: Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs and Estes Park). Zone B (remainder of State and from Oct. 1 to June 1, Colorado Springs and Estes Park). All employees.....	55 cents an hour.....do..... 1½ times employee's regular rate. 45 cents an hour.....do..... 1½ times employee's regular rate. (If a definite type of uniform is required by employer, he must supply them and provide for their care without cost to the employee.)	Up to and including 40 a week. ¹⁹ Over 40 and including 44 a week. Over 44 a week; over 8 a day in emergencies. ²⁰ Up to and including 36 a week. ¹⁹ Over 36 and including 44 a week. Over 44 a week; over 8 a day in emergencies. ²⁰

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.	<p>Women and minors: Experienced: Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs, Manitou Springs, and Estes Park). Zone B (remainder of State and from Oct. 1 to June 1 the 3 resort cities mentioned in the Zone A entry). Inexperienced (192 hours in the occupation)—Both zones. All employees.....</p>	<p>55 cents an hour..... 45 cents an hour..... 80 percent of the applicable minimum-wage rate.²¹ 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 48 a week.²⁰ Do.²⁰ Do.²⁰ Over 48 a week; over 8 a day in emergencies.²⁰</p>
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.	<p>Women and minors: Senior operators..... Junior operators (first 12 months and operator still in the training period).²³ All other employees..... All employees.....</p>	<p>65 cents an hour..... 50 cents an hour..... do..... 1½ times employee's regular rate.</p>	<p>Up to 8 a day or 44 a week.²³ Do.²² Do.²² Over 44 a week; over 8 a day in emergencies.²⁰</p>
Public Housekeeping Occupations, No. 8, Mar. 10, 1951. (Supersedes order 4 of June 16, 1940.)	Public housekeeping includes hotels, restaurants, motels, rooming houses, cottage camps, clubs, hospitals, convalescent homes, sanitariums, private schools, colleges, and any establishment that prepares and offers for sale food or refreshments for consumption either on or off its premises; any business which offers lodging accommodations for hire to the public, to employees, or to members, whether such service is the principal business of the employer or merely incidental to another business.	<p>Women and minors: Experienced: Zone A (Denver and adjoining area extending 6 miles from city's corporate limits). Zone B (remainder of State)..... Inexperienced (192 hours in the occupation)—Both zones. All employees.....</p>	<p>55 cents an hour..... 45 cents an hour..... 80 percent of the applicable minimum-wage rate.²¹ 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 48 a week.²⁰ Do.²⁰ Do.²⁰ Over 48 a week; over 8 a day in emergencies.²⁰</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Connecticut: Restaurant Occupation, Nos. 4A and 4B, May 15, 1950.</p> <p>(Set aside by the Superior Court of Hartford County on Dec. 19, 1950, because of wage board's failure to comply with the procedural provisions of the State's minimum-wage law.)</p> <p>Laundry Occupation, Nos. 2A and 2B, Apr. 17, 1951.</p> <p>(Supersedes order 2 of Sept. 29, 1947, and extends coverage to adult males, who had not been covered in the earlier order.)</p>	<p>Laundry establishments, i. e., any place in which any service in connection with any activity of the laundry occupation is performed for compensation, except in domestic service.</p> <p>Laundry occupation includes: (1) any activity in the washing, ironing or processing, incidental thereto, of laundry wares and all other operations carried on in establishments engaged in this business; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith (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.</p>	<p>Women and minors; adult males engaged in production work.</p> <p>Women and minors; adult males engaged in production work in laundries, who do work ordinarily performed by females or minors under 18.</p>	<p>75 cents an hour³⁴.....</p> <p>1½ times employee's regular rate.</p> <p>(Deductions for meals and lodging allowed when these constitute a condition of employment. Amounts must be in accordance with rates set by the Labor Commissioner from time to time. Such deductions not allowed during the period employee is receiving training or new experience at a place other than the regular place of work.)</p>	<p>Up to and including 44 a week.³⁵</p> <p>Over 44 a week.³⁶</p>
<p>Cleaning and Dyeing Occupation, Nos. 3A and 3B, June 27, 1951.</p> <p>(Supersedes order 3 of June 2, 1947, and extends coverage to adult males.)</p>	<p>Cleaning and dyeing, i. e., cleaning, dyeing, redyeing, or pressing garments (including hats), upholstery, rugs, or any other fabrics, any process incidental thereto, including collecting and receiving such articles for the above purposes, of giving out or collecting such articles after they have been cleaned, dyed, re-dyed, or pressed. <i>Exception:</i> Any such process when carried on in establishments manufacturing textiles or garments (including hats).</p>	<p>Women and minors; men. <i>Exception:</i> Adult males receiving at least \$35 a week.</p>	<p>75 cents an hour.....</p> <p>1½ times employee's regular rate.</p>	<p>Up to and including 45 a week.³⁷</p> <p>Over 45 a week.³⁸</p>

Session laws 1951, Public Act 352, July 1, 1951. Mandatory, Jan. 1, 1952.

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

Mercantile Trade, Nos. 7A and 7B, Oct. 1, 1951.

(Supersedes orders 7A and 7B of Mar. 18, 1946.)

Beauty Shop Occupation, No. 1, Nov. 1, 1951.

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

Any industry or occupation, with enumerated exceptions such as agriculture, domestic service, persons covered by the Federal Fair Labor Standards Act and others.

Mercantile trade, i. e., wholesale or retail selling of commodities and any operation supplemental or incidental thereto, including, but not limited to, buying, delivery, maintenance, office, stock, and clerical work. *Exceptions:* Repair and service employees if major portion of their duties is unrelated to the mercantile trade as herein defined.

Beauty shop, i. e., any shop, store, or place, or part thereof, in which is conducted the business of a hairdresser or cosmetician as these terms are defined in the Cosmetology Act.

Women and minors; men.....

75 cents an hour.....

48 a week (maximum for women and minors in practically all industries or occupations).

Women and minors; men:

Experienced full-time and part-time employees.....

75 cents an hour.....

Up to and including 44 a week.²⁷
Do.²⁷

Full-time and part-time beginners. (First 1,000 hours in the trade).²⁸

60 cents an hour.....

Both groups²⁹.....

1½ times employee's regular rate.

Over 44 a week.³⁰

(Deductions for uniforms or other facilities required by an employer as a condition of employment and the reasonable cost of their maintenance may not be charged to the employee, if this would reduce employee's wage below the minimum prescribed by this order.)

Women and minors; men:

3-year operators³¹ and clerks:³²

Full-time.....

\$33 a week.....

Any part of 4 or more days a week.

Part-time³³.....

\$6.50 a day.....

8-hour day or part thereof. Over 44 a week or, if part-time worker, over 8 a day.³⁴

Overtime.....

95 cents an hour.....

2-year operators³⁵ and learner clerks:³²

Full-time.....

\$28.50 a week.....

Part-time³³.....

\$6 a day.....

Overtime.....

85 cents an hour.....

Same as shown for 3-year operators.

1-year operators:³⁶

Full-time.....

\$26 a week.....

Part-time.....

\$5.50 a day.....

Overtime.....

75 cents an hour.....

Same as shown for 3-year operators.

Full-time employees hired after the beginning of the week, or dismissed in good faith as unsatisfactory before the end of the week or voluntarily absent in any week.

Weekly wage may be prorated.....

Actual time worked.

Maids, porters, and cleaners.....

75 cents an hour.....

48 a week (maximum for women and minors).

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

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
District of Columbia: Retail Trade Occupation, No. 3, June 16, 1947. (Supersedes order 3 of Feb. 14, 1938.)	"Retail Trade Occupation," 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.	Women and minors..... Employees whose normal workweek is 36 hours or more, voluntarily absent in any week. Part-time..... Student under 18 for whom certificate is in employer's file (9 months following original issuance of certificate). Overtime..... If employee works a split shift, or spread of hours exceeds 10, or both.	\$25 a week..... Basic minimum wage may be prorated. 65 cents an hour..... 55 cents an hour..... 65 cents an hour..... 75 cents a day in addition to the applicable minimum wage. (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.)	36 up to and including 44 a week. Actual time worked. Less than 36 a week. ³⁷ Do. Over 44 a week. ³⁸
Beauty Culture Occupation, No. 6, Mar. 27, 1948.	"Beauty Culture Occupation" includes all services, operations, or processes used or useful in the care, cleansing, or beautification of skin, nails, or hair, or in the enhance-	Women and minors: Operators and all other employees except maids and cleaners.	\$30.60 a week..... 95 cents an hour.....	34 but not more than 44 a week. Less than 34 a week. ³⁹

(Supersedes order 6 of Sept. 26, 1938.)

ment of personal appearance; and all services, operations, or processes incidental thereto.

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.

See footnotes at end of table.

Maids and cleaners-----

do-----
\$24.50 a week-----

Over 44 a week.
34 but not more than 44 a week.
Less than 34 a week.³⁰
Over 44 a week.
Actual time worked.

Employee whose normal workweek is 34 hours or more, voluntarily absent in any week.

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

75 cents an hour-----
do-----
Basic minimum wage may be prorated.

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

(If employee furnishes and launders uniforms, \$1.50 a week must be added to minimum wage.)

Women and minors:
Office, plant, and other employees except maids and cleaners.

\$30 a week-----

32 but not over 40 a week.

Part time-----
Students under 18 for whom employer has certificates on file (9 months following issuance of certificate).

85 cents an hour-----

Less than 32 a week.³⁷
Do.

Overtime-----

\$1.12½ an hour-----

Over 40 a week.³⁸
32 but not over 40 a week.
Less than 32 a week.³⁷

Maids and cleaners-----

\$26.40 a week-----

Over 40 a week.³⁸
Actual time worked.

Part time-----

75 cents an hour-----

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

99 cents an hour-----

Basic minimum wage may be prorated.

Employee registered under the District of Columbia apprenticeship law for whom employer has apprentice wage permit on file (12 months following date of application).

80 percent of the minimum weekly rate.

(If employee furnishes and launders uniform \$1.50 a week must be added to the minimum wage; if she launders only, \$1; if she furnishes only, 50 cents.)

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
District of Columbia—Continued Office and Miscellaneous Occupations, No. 7, Apr. 25, 1949. ⁴⁰ (Supersedes order 7 of Mar. 13, 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.....	\$31 a week..... 86 cents an hour..... do..... 65 cents an hour.....	32 but not more than 40 a week. Less than 32 a week. ³⁷ Over 40 a week. ³⁸ Less than 32 a week.
	ED. NOTE: 1949 Order invalidated by U. S. Circuit Court of Appeals, May 28, 1953.	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.	\$31 a week..... 86 cents an hour..... do..... \$29.75 a week..... 78 cents an hour..... do..... Basic applicable minimum may be prorated. 95 cents a day in addition to the applicable minimum wage.	32 but not more than 44 a week. Less than 32 a week. ³⁷ Over 44 a week. ³⁸ 32 but not more than 44 a week. Less than 32 a week. ³⁷ Over 44 a week. ³⁸ Actual time worked.
Laundry and Dry Cleaning Occupation, No. 5, Aug. 22, 1951. (Supersedes order 5 of July 8, 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 whatsoever, or (2) the collection, sale, resale, or distribution at retail or wholesale of any laundry or dry cleaning service. Covers all other operations and services connected with the above or incidental thereto including, but not limited to, services of cashiers, telephone operators, office workers, store	Women and minors..... Employees beginning work after the beginning of a workweek or resigning before the end of a work week, or voluntarily absent in any week. Part time..... Overtime..... If employee works a split shift, or spread of hours exceeds 11.	\$30 a week..... 75 cents an hour..... 85 cents an hour..... \$1.12½ cents an hour..... 75 cents a day in addition to the applicable minimum wage. (Deductions against the minimum wage allowed only if	Over 24 but not more than 40 a week. Actual time worked. 24 or less a week. ³⁷ Over 40 a week. ³⁸

Public Housekeeping Occupation, No. 4, June 23, 1952.

(Supersedes order 4 of Jan. 1, 1946.)

Hawaii:

Revised Laws 1945, ch. 75, as amended by Act 15, session laws, 1945 and Act 180 of 1951. Amended rates effective July 1, 1945.

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.

"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.

All employment. *Exceptions:* Public employment; persons at a guaranteed monthly salary of \$300 or more; agricultural work in any workweek in which employer has fewer than 20 employees; domestic service; employment by relatives as specified in the act; work in a bona fide executive, administrative, supervisory, or professional capacity or in the capacity of outside salesmen or as outside collectors; the propagating, catching, cultivating, etc., of fish, shellfish, 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; employments 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.

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.

written consent of employee and written approval of the Minimum Wage and Industrial Safety Board are obtained.)

\$30 a week -----
75 cents an hour -----

\$26 a week -----
67 cents an hour -----

\$22.50 a week -----
60 cents an hour -----

(Deductions for meals, lodging, and uniforms allowed.)

40 cents an hour ⁴¹ -----
1½ times regular rate -----

(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.)

40 to 48 a week.
Less than 40 a week.³⁰
Over 48 a week.³⁸

40 to 48 a week.
Less than 40 a week.³⁰
Over 48 a week.³⁸

36 to 48 a week.
Less than 36 a week.³⁹
Over 48 a week.³⁸

48 a week.
Over 48 a week.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Illinois ----- Kansas ----- Kentucky:	No change since 1942 in orders now in effect. ⁴³ No wage rates now in effect.			
All Industries and Occupations, Directory, Feb. 8, 1947. Mandatory, May 27, 1947. (Supersedes order of June 1, 1939.)	All occupations. <i>Exceptions:</i> Labor on a farm; domestic service in home of the employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum-wage orders are currently in effect: (1) the laundry, dry cleaning, and dyeing order (see Women's Bureau Bulletin No. 191) and (2) the hotel and restaurant order.)	Women and minors: Experienced: ⁴³ Zone 1 ⁴⁴ ----- Zone 2 ⁴⁴ ----- Zone 3 ⁴⁴ ----- All 3 zones-----	50 cents an hour----- 45 cents an hour----- 40 cents an hour----- 1½ times minimum rate-----	Up to 48 a week. Do. Do. Over 48 a week. ⁴⁵
Hotel and Restaurant Industry, Directory, Feb. 26, 1951. (Supersedes order (un- numbered) which be- came mandatory Apr. 1, 1943.)	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.	Women and minors: Zone I: ⁴⁴ Nonservice----- Service----- Zone II: ⁴⁴ Nonservice----- Service----- Zone III: ⁴⁴ Nonservice----- Service-----	60 cents an hour----- 90 cents an hour----- 45 cents an hour----- 67½ cents an hour----- 58 cents an hour----- 87 cents an hour----- 43 cents an hour----- 64½ cents an hour----- 56 cents an hour----- 84 cents an hour----- 41 cents an hour----- 61½ cents an hour----- 60 cents a day in addition to the hourly wage earned.	Up to and including 48 a week. Over 48 a week. ⁴⁴ Up to and including 48 a week. Over 48 a week. ⁴⁴ Up to and including 48 a week. Over 48 a week. ⁴⁵ Up to and including 48 a week. Over 48 a week. ⁴⁵ Up to and including 48 a week. Over 48 a week. ⁴⁵ Up to and including 48 a week. Over 48 a week. ⁴⁵
		If spread of hours exceeds 12, or employee has more than one interval off duty (excluding any		Over 48 a week. ⁴⁵

Louisiana.....
Maine.....

Massachusetts:

Session laws 1946, ch. 545, Sept. 11, 1946.
Dry Cleaning Occupation, No. 29. Directory, May 2, 1949.
Mandatory, Aug. 2, 1949.

(Supersedes order 1-A of Feb. 1, 1944, which superseded order 1 of Oct. 1, 1937. This present order separates the dry cleaning and laundry industry.)

Laundry Occupations, No. 30. Directory, June 1, 1949.
Mandatory, Sept. 1, 1949.

(Supersedes order 1-A of Feb. 1, 1944, which superseded order 1 of Oct. 1, 1937. This present order separates the laundry and dry-cleaning industries.)

No orders issued.
No order now in effect.

Coverage of Minimum-Wage Law and existing orders extended to men.

"Dry-Cleaning Occupation," i. e., any activity connected with the cleaning, dyeing, wet-cleaning incidental to dry-cleaning, spotting, finishing, pressing, repairing, altering, or storing of any article of wearing apparel (including hats), household furnishing, rugs, textiles, furs, and leather; or any other employment connected with the cleaning and dyeing industry not covered by another minimum-wage order. *Exceptions:* Salespersons in this industry who are connected with: (1) The soliciting of sales or opportunities for sales; (2) the collection, distribution, sale or resale of merchandise for dry cleaning service; or (3) services rendered incidental to the sale or resale of dry cleaning services.

"Laundry Occupations," i. e., any activity connected with the washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or any article of wearing apparel, household furnishings, rugs, or textiles, or of any other employment connected with the laundry industry not covered by another minimum-wage order. *Exceptions:* Salespersons in this industry who are connected with: (1) The soliciting of sales or opportunities for sales; (2) the collection, distribution, sale or resale of merchandise for laundry service; or (3) services rendered incidental to the sale of laundry services.

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

Women and minors; men:

Experienced.....

65 cents an hour.....

Maximum for women and minors, 9 a day, 48 a week.^{45 47}
Do.^{46 47}

Inexperienced (320 hours).....

60 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.)⁴⁸

Women and minors; men.....

57 cents an hour.....

Maximum for women and minors, 9 a day, 48 a week.^{45 47}

(Deductions bringing wage below minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.
Deductions from minimum wage for meals and lodging permitted if employee desires these accommodations. Maximum charges specified in order.
If uniforms are required as a condition of employment, the employer must furnish and maintain them.)⁴⁸

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts—Con. Clerical, Technical, and Similar Occupations, No. 24-B, June 16, 1950.</p> <p>(Supersedes orders 24 of Aug. 1, 1941, and 24-A of Mar. 1, 1947.)</p>	<p>“Clerical, Technical, and Similar Occupations,” i. e., all occupations in any general, business, professional, or technical office, or in any laboratory, hospital, library, school, telephone, telegraph, or 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.</p> <p>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, library workers, draftsmen, technicians, including dental and medical 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.</p>	<p>Women and minors; men:⁴⁹ Experienced employees.....</p> <p>Inexperienced employees (800 hours in the occupations; but if covered by the On-the-Job-Training Program or the Apprentice Training Program, 1040 hours).</p>	<p>65 cents an hour.....</p> <p>60 cents an hour.....</p> <p>(Deductions, other than those required by law, bringing wage below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.</p> <p>Deductions for meals and lodging permitted at prices specified in the order.</p> <p>If uniforms are required as a condition of employment the employer must furnish and maintain them.)⁴⁸</p>	<p>Maximum for women and minors, 9 a day, 48 a week.^{48 50} Do,^{48 50}</p>
<p>Public Housekeeping Occupations, No. 25-B, Aug. 1, 1950.</p> <p>(Supersedes order 25-A, mandatory Mar. 2, 1948. Transfers to this present order occupations covered by the Building Service order of 1949, if they</p>	<p>“Public housekeeping industry” includes any activity in establishments directly or indirectly connected with the preparation of and offering of food or beverages for human consumption; and the offering or furnishing of rooms or lodgings for remuneration, or other services rendered, either to the public, employees, members or guests of members, paying guests, students, or others, whether as the principal business of the employer or as a unit of another business.</p>	<p>Women and minors; men: Nonservice employees (including counter workers, unless special permission is granted by the Minimum Wage Commission). Service employees.....</p>	<p>65 cents an hour.⁵¹.....</p> <p>45 cents an hour.⁵¹.....</p> <p>(Deductions for meals and lodging permitted at prices specified in the order. But deductions bringing wages</p>	<p>9 a day, 48 a week (maximum for women and minors).^{48 50} Do,^{48 50}</p>

are in establishments covered by this present order.)

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

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.

Personal Services Occupations, No. 23 B, Dec. 14, 1950.

(Supersedes Beauty Culture Order 23, Mandatory Apr. 1, 1943.)

See footnotes at end of table.

below the minimum allowed, only if consent of employee and approval of Minimum Wage Commission are obtained.

If uniforms are required to be worn as a condition of employment, the employer must furnish and maintain them.)⁴⁶

Women and minors; men:

Barbering and hairdressing:

Experienced.....
Inexperienced (first 1,040 hours in the occupation).

All other employees except maids.

Maids.....

70 cents an hour.....

60 cents an hour⁴².....

70 cents an hour.....

60 cents an hour.....

9 a day, 48 a week (maximum for women and minors).^{46 50}

Do.^{46 50}

Do.^{46 50}

(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.

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.)

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts—Con. Food Processing Occupations, No. 31, Oct. 20, 1951.</p> <p>(Supersedes three mandatory orders—Canning and Preserving, No. 19 of Mar. 2, 1939; Candy, No. 6 of Mar. 1, 1943; and Bread and Bakery Products, No. 15-A of Oct. 1, 1944.)</p>	<p>Food processing, i. e., the preparation, processing, or packaging of food for human or other consumption, including, but not limited to canning, preserving, and the production of candy, confectionery, bakery products, dairy products, malt beverages, or soft drinks. <i>Exceptions:</i> Occupations within the industry covered by another minimum-wage order.</p>	<p>Women and minors; men:⁴⁹ Experienced..... Inexperienced (600 hours).....</p>	<p>75 cents an hour..... 65 cents an hour⁵².....</p> <p>(Deductions, other than those allowed by law, bringing wage below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained. Deductions 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.)⁴⁸</p>	<p>9 a day, 48 a week (maximum for women and minors).^{4, 6, 50}</p>
<p>Mercantile Occupations, No. 26-B, Dec. 26, 1951.</p> <p>(Supersedes mandatory order 26-A of Oct. 1, 1948.)</p>	<p>“Mercantile occupations” include any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, or industrial, commercial, or individual users. Includes all work connected with the soliciting of sales or opportunities for sales or the distributing of such merchandise, wares, etc., and the rendering of services incidental to the sales, use, or upkeep of same, whether performed on employer's premises or elsewhere; the selling of ice cream and soft drinks where the selling of such commodities is not the main business of the establishment. Covers all types of mercantile occupations other than those determined by the Minimum Wage Commission to be of such a nature that the em-</p>	<p>Women and minors; men:⁴⁹ Full-time employees: Experienced..... Inexperienced (780 hours).....</p> <p>Part-time employees: Experienced..... Inexperienced (780 hours).....</p>	<p>\$27 a week..... 67½ cents an hour..... \$24 a week..... 60 cents an hour..... 67½ cents an hour..... 60 cents an hour.....</p> <p>(Deductions, other than those allowed by law, bringing wage below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.</p>	<p>36 but not more than 44 a week.⁵³ Over 44 a week.⁴⁶ 36 but not more than 44 a week.⁵³ Over 44 a week.⁴⁸ Less than 36 a week.⁵⁰ Do.⁵⁰</p>

Amusement and Recreation Occupations, No. 27-A, Aug. 18, 1952.

(Supersedes order 27 which became mandatory Feb. 1, 1949.)

Session laws 1952, ch. 558, Sept. 30, 1952.

(Amending ch. 151 of the General Laws as last amended by ch. 777 of 1949 to establish a 65-cent statutory rate.)

See footnotes at end of table.

ployer 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.)

“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.

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:

Regular employees.....

70 cents an hour.....

Ushers.....

62½ cents an hour.....

Casual employees ⁵⁴.....

do.....

Caddies:

Experienced.....

\$1.25 per round.....

Inexperienced ⁵⁵.....

\$1.00 per round.....

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

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.⁴⁵)

Women and minors; men.....

75 cents an hour.....

(46)

Maximum for women and minors, 9 a day, 48 a week.^{46 16}

Do.^{46 16}

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts—Con. Building Service Occupations, No. 28A, Dec. 1, 1952. (Supersedes order 28, which became mandatory Aug. 2, 1949.)</p>	<p>"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.</p>	<p>Women and minors; men: Employees other than those classified as residential property employees.</p> <p>Residential property employees ---- If living quarters not furnished as part of wage. If living quarters furnished as part of wage.</p>	<p>70 cents an hour-----</p> <p>65 cents an hour----- \$28 a week-----</p> <p>\$26 a week-----</p> <p>(Deductions, other than those allowed by law, bringing wage below the minimum allowed only if written consent of employee and approval of Minimum Wage Commission are obtained. 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.)</p>	<p>Maximum for women and minors employed in the establishments listed in footnote 46, 9 a day, 48 a week.⁴⁶ Less than 28 a week. 28 or more a week.</p> <p>Do.</p>
<p>Minnesota: Retail Merchandising Business, No. 18, June 30, 1947. (Separates this industry from the All Occupations order of July 11, 1938.)</p>	<p>"Retail Merchandising Business," i. e., the trade of selling any commodity, article, goods, wares, or merchandise to the consumer and not for the purpose of resale in any form.</p>	<p>Women and minors: Experienced:</p> <p>Class A and Class B cities.⁴⁶-----</p> <p>Class C cities⁴⁶-----</p> <p>Class D cities⁴⁶-----</p>	<p>\$22.50 a week----- 55 cents an hour----- do----- \$21.50 a week----- 50 cents an hour----- do----- \$20 a week----- 45 cents an hour----- do-----</p>	<p>36 to 48 a week. Over 48 a week.⁴⁷ Less than 36 a week.</p> <p>Same as for class A and B cities.</p> <p>Do.</p>

Nevada:
 Wage fixed in law.
 Rates effective Mar.
 22, 1945. (1941 Supp.
 to Compiled Laws,
 secs. 2825.45-46; ses-
 sion laws: 1943, ch.
 88; 1945, ch. 166.)

Private employment. *Exception:* Domestic
 service.

Inexperienced, 18 years of age or
 over:

Class A and Class B cities: ⁴⁸

First 3 months

\$19 a week
 40 cents an hour
 do.

Same as for experienced.

Second 3 months

\$20.50 a week
 45 cents an hour
 do.

Do.

Class C cities: ⁴⁸

First 3 months

\$17.50 a week
 37 cents an hour
 do.

Do.

Second 3 months

\$19 a week
 40 cents an hour
 do.

Do.

Class D cities: ⁴⁸

First 3 months

\$16 a week
 34 cents an hour
 do.

Do.

Second 3 months

\$17.50 a week
 37 cents an hour
 do.

Do.

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

Rates same as for inexperienced
 in first 3 months.

Do.

(Deductions for meals al-
 lowed. Amounts specified
 in order.)

Females:

Experienced

\$4 a day, \$24 a week
 50 cents an hour

8 a day, 48 a week.
 Less than 8 a day; less than
 48 a week.⁴⁸

Inexperienced (3 months)

\$3 a day, \$18 a week (if stipu-
 lated by employer and em-
 ployee).

8 a day, 48 a week.

All

1½ times employee's regular
 rate.

Over 8 to 12 a day; over 48 to
 56 a week (in emergencies
 as specified).

(Deductions for meals and/or
 lodging allowed as specified
 in the law.

If special uniforms are re-
 quired by employer he must
 furnish and launder them
 without cost to the em-
 ployee.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New Hampshire: Retail Trade Occupation, No. 5-A, Dec. 30, 1946. (Supersedes order 5 which became mandatory Jan. 6, 1941.)</p>	<p>"Retail Trade Industry," 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.</p>	<p>Women and minors: Experienced..... Inexperienced⁶¹ (6 months).....</p>	<p>50 cents an hour..... 35 cents an hour.....</p>	<p>10¼ a day, 54 a week (maximum for women and minors).^{62, 63} Do.^{64, 65}</p>
<p>Session laws 1949, chs. 310, July 28, 1949 and 82, Apr. 20, 1951, amending ch. 213, Revised Laws 1942; Attorney General's interpretation of Sept. 9, 1949.⁶²</p>	<p>"Any employees." <i>Exceptions:</i> 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.</p>	<p>Women and minors; men: Experienced..... Inexperienced (6 months).....</p>	<p>50 cents an hour..... 35 cents an hour (on permit).....</p>	<p>Maximum for females and minors: 10 a day, 48 a week for manual or mechanical labor in any manufacturing establishment; 10¼ a day, 54 a week for such labor in other employments.</p>
<p>Laundry Occupation, July 28, 1949. (Amends mandatory order 2 of July 1, 1938.)</p>	<p>"Laundry Occupation," i. e., any activity directly concerned with the washing, ironing or processing of laundry wares; collection, distribution or sale of laundry services; producing of laundry services either on their own behalf or for others by business establishments, clubs, institutions, and overnight camps. Laundry establishment, i. e., any place in which any phase of laundry service is conducted.</p>	<p>Women and minors: Experienced..... Inexperienced (3 months).....</p>	<p>50 cents an hour..... 35 cents an hour.....</p>	<p>Maximum for women and minors, 10¼ a day, 54 a week.⁶⁵ Do.⁶⁶</p>
<p>Dry cleaning Occupation, No. 7, Directory, July 28, 1949. (Amends directory order 7 of May 20, 1940.)</p>	<p>"Dry Cleaning Industry," i. e., any activity directly connected with cleaning, dyeing, pressing or processing of any article of wearing apparel, household furnishings, or fabrics of any kind whatsoever; and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed or pressed.</p>	<p>Women and minors: Experienced..... Inexperienced⁶¹ (3 months).....</p>	<p>50 cents an hour..... 35 cents an hour..... (Deductions for meals and lodging allowed; maximum rates specified in the order. If uniforms are required, a fair charge may be deducted for them but this must not be more than the uniform's actual cost.) (No deductions from the minimum wage allowed except for Social Security Taxes.)</p>	<p>Do. Do.</p>

<p>Beautician Occupation, No. 4-A, July 28, 1949.</p>	<p>"Beautician Occupation," i. e., any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.</p>	<p>Women and minors: Licensed hairdressers and manicurists who are not licensed hairdressers.</p>	<p>50 cents an hour.....</p>	<p>Maximum for women and minors, 10¼ a day, 54 a week.⁽⁵⁰⁾</p>
<p>(Amends order 4-A which became mandatory Feb. 2, 1942.)</p>		<p>Apprentices⁽⁶¹⁾ (6 months)..... Students enrolled in registered schools who work on paying customers.</p>	<p>35 cents an hour..... 50 percent of the charge made for the service. (No deductions from the minimum wage, other than taxes, allowed unless labor commissioner has approved.)</p>	
<p>Restaurant Occupation, No. 3A, Oct. 1, 1950.</p>	<p>Restaurant occupation, i. e., any activity directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also provided to the public for pay.</p>	<p>Women and minors: Nonservice employees..... Service employees.....</p>	<p>50 cents an hour⁽⁶⁴⁾..... 40 cents an hour⁽⁶⁴⁾.....</p>	<p>(⁽⁵⁰⁾ (⁽⁶⁵⁾), (⁽⁵⁰⁾ (⁽⁶⁵⁾),</p>
<p>(Supersedes mandatory order 3 of Nov. 1, 1938.)</p>	<p>Restaurant establishment, i. e., any establishment which prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box-lunch, or curb service; the term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasimedical preparations.</p>	<p>Women and minors under 21: Nonservice employes (all hotels)..... Service employes:⁽¹⁸⁾ Resort hotels (as defined)..... All-year hotels.....</p>	<p>(Deduction of 40 cents per meal allowed but total per week may not exceed \$4.80 or 12 meals.)</p> <p>50 cents an hour..... 35 cents an hour..... 40 cents an hour.....</p>	
<p>Hotel, Cabin and Tourist Home Occupations, Directory order No. 8, Jan. 1, 1952.</p>	<p>"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.)</p>		<p>(Deductions for meals and/or lodging allowed, the rates to conform to rates established by the State's Unemployment Compensation Bureau.)</p>	<p>(⁽⁶⁵⁾), (⁽⁶⁵⁾), (⁽⁶⁵⁾),</p>
<p>See footnotes at end of table.</p>				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942—MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New Jersey: Beauty Culture Occupations, No. 5, Jan. 10, 1943.</p>	<p>"Beauty Culture Occupations," i. e., services, operations, or processes used or useful in care, cleansing, 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.</p> <p>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. <i>Exceptions:</i> 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.</p>	<p>Women and minors: Other than maids..... Maids..... All.....</p>	<p>\$18 a week..... \$15 a week..... 1½ times minimum hourly rate..... 40 cents an hour; not under \$1.40 on any day called to work.</p>	<p>48 a week. Do. Over 48 a week. Less than 48 a week.</p>
<p>Restaurant Occupations, No. 6, Aug. 13, 1943.</p>	<p>"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. <i>Exceptions:</i> Person working in a nonprofit institution who, while so working, receives from such institution benefits of a charitable or educational nature or instruction and training in a recognized profession and whose work for such institution is an incident of his or her receipt of such benefits; persons subject to the provisions of another minimum-wage order of the State.⁶⁴</p>	<p>Women and minors: Service employees, i. e., employees whose duties relate solely to the serving of food to patrons seated at tables, or at tables and counters in establishments where all food is prepared in a kitchen separate from the room in which food is served, and to the performance of duties incidental thereto, and who customarily receive gratuities from such patrons.</p> <p>Nonservice employees, i. e., employees not in service group.</p> <p>If employee works a split shift or spread of hours exceeds 10 a day.</p>	<p>32¼ cents an hour⁶⁷..... 35¼ cents an hour..... 48¾ cents an hour.....</p> <p>45 cents an hour⁶⁷..... 48 cents an hour..... 67¼ cents an hour..... 50 cents a day in addition to the applicable minimum wage.</p>	<p>24 up to 48 a week. Less than 24 a week.⁶⁸ Over 48 a week.⁶⁸</p> <p>24 up to 48 a week. Less than 24 a week.⁶⁷ Over 48 a week.⁶⁸</p>

Laundry and Cleaning and Dyeing Occupations, No. 7, Oct. 23, 1946.

(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.

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 ⁶⁹.....

Zone B ⁶⁹.....
Clerks (18 and over).....

Minors under 18.....

50 cents an hour ⁷⁰.....

45 cents an hour ⁷⁰.....

\$22 a week.....
At hourly minimum rate applicable to nonclerical workers.

do.....

10 a day, 54 a week (maximum for laundries).³⁷

Do.³⁷

30 to 48 a week.³⁷

Less than 30 a week.³⁷

8 a day, 40 a week (maximum).

Women and minors:

Zone A ⁶⁹.....

Zone B ⁶⁹.....

60 cents an hour.....

90 cents an hour.....

55 cents an hour.....

82½ cents an hour.....

40 or less a week.⁷¹

Over 40 a week.⁶⁸

44 or less a week.⁷¹

Over 44 a week.⁶⁸

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New York: Session laws 1944, ch. 792, July 1, 1944.</p> <p>Retail Trade Industry, No. 7. Directory, Nov. 12, 1945. Mandatory, May 19, 1947.</p>	<p>Coverage of Minimum-Wage Law extended to men.</p> <p>"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. <i>Exceptions:</i> 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.</p>	<p>Women and minors; men.....</p> <p>Employee whose normal hours are over 30 and up to 40, taking voluntary leave in any week.</p> <p>Cooperative students and pharmacy apprentices.</p> <p>Part-time employees.....</p> <p>Overtime: In communities having a population of: 10,000 and over.....</p> <p>Over 5,000 and under 10,000.....</p> <p>5,000 and under⁷².....</p> <p>If employee works a split shift, or spread of hours exceeds 11, or both.</p>	<p>\$21 a week.....</p> <p>52½ cents an hour.....</p> <p>50 cents an hour.....</p> <p>75 cents an hour.....</p> <p>57½ cents an hour.....</p> <p>79 cents an hour.....</p> <p>52½ cents an hour.....</p> <p>79 cents an hour.....</p> <p>52½ cents an hour.....</p> <p>79 cents an hour.....</p> <p>75 cents a day in addition to the applicable minimum wage.</p>	<p>Over 30 and up to 40 a week. Actual time worked.</p> <p>Up to and including 48 a week. Over 48 a week.⁷³ 30 or less a week.³⁷</p> <p>Over 40 a week.⁷² Over 40 but not more than 44 a week. Over 44 a week.⁷³ Over 40 but not more than 48 a week. Over 48 a week.⁷²</p>
			<p>(The minimum wage shall be subject to no deductions other than those specifically authorized by law.</p> <p>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 launders, cleans, repairs, or maintains her uniform, employer must pay the usual commercial charge for such service.)</p>	

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 check-rooms 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.

Women and minors; men:

All employees except as indicated below.

Cashiers, cleaners, porters, and matrons in motion-picture theaters:

In cities of:

Over 50,000 population and all communities in Nassau and Westchester Counties.

10,000 to 50,000 population except communities in Nassau and Westchester Counties.

Less than 10,000 population except communities in Nassau and Westchester Counties.

Ticket takers and doormen in motion-picture theaters:

(Population groups same as shown for cashiers, cleaners, etc.)

Ushers, ramp and checkroom attendants, other unclassified-service staff workers, and messengers in motion-picture theaters; bat boys, ball chasers; scoreboard boys, and messengers in professional sports promotion and exhibition:

In New York City, and Nassau and Westchester Counties.

In the remainder of the State...

Beach chair and umbrella attendants and locker-room attendants at beaches and pools.

Pinsetters:

In New York City, and Nassau and Westchester Counties.

In the remainder of the State.....

Ushers at sports exhibitions:

In cities of over 150,000 population.

In the remainder of the State.....

75 cents an hour.....	
-----do-----	
70 cents an hour.....	
65 cents an hour.....	
70 cents an hour.....	
65 cents an hour.....	
60 cents an hour.....	
60 cents an hour.....	
55 cents an hour.....	(74)
50 cents an hour.....	(74)
55 cents an hour.....	
12 cents per line.....	
9 cents per line.....	
\$3 per event.....	
\$2 per event.....	

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New York—Continued Amusement and Recreation Industry, No. 8, Apr. 22, 1951.—Con.</p>	<p>Of this type The order covers the amusement and recreation industry in New York City and Westchester Counties. It includes the operation of amusement parks, carnivals, circuses, and other similar enterprises. It also covers the operation of amusement and recreation facilities in hotels, resorts, and other places of public accommodation.</p>	<p>Womens and minors; men: Golf caddies: In New York City and Nassau and Westchester Counties. In the remainder of the State.....</p>	<p>\$1 per bag for each round of 9 holes or less. \$2 per bag for each round of 10 to 18 holes. \$1 per bag for each round of 9 holes or less. \$1.50 per bag for each round of 10 to 18 holes. (The value of meals and lodging actually furnished to an employee may be considered an addition to the cash wages paid. Maximum charges permitted are specified in the order. No deductions from the minimum wage allowed except as authorized by statute. If employer requires uniforms he must furnish, launder, clean, and maintain them.)</p>	
<p>Confectionery Industry, No. 3-b, Mar. 3, 1952. (Supersedes order 3-a of Nov. 30, 1947.)</p>	<p>"Confectionery Industry" includes all activities, services, and processes in the manufacture, preparation, and packaging of candy, confections, sweetmeats, chewing gum, sweetened cough drops, and sugared nuts. All occupations necessary to the production of the articles specified, including but not limited to office, clerical, maintenance, wrapping, packaging, and shipping. <i>Exception:</i> Employee who works in any week solely at a nonconfectionery occupation covered by another minimum wage order.</p>	<p>Women and minors; men: Full-time employees^{7a}..... Part-time employees^{7a}..... 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. <i>Exceptions:</i> 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.</p>	<p>75 cents an hour..... \$1.12½ an hour..... 80 cents an hour..... \$1.20 an hour..... \$30 for that week..... (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.)</p>	<p>8 a day, 40 a week.^{31 7b} Over 8 a day, over 40 a week.^{7a} Up to and including 32 a week.^{31 7b} Over 8 a day, over 40 a week.^{7a}</p>

Laundry Industry, No. 1-b, Feb. 15, 1953.

(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:

Zone I ⁷¹-----

Employee 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-----

Zone II: ⁷²-----

(Same coverage as the second entry in Zone I.)

Part-time employees-----

Overtime-----

\$28 a week-----

75 cents an hour (to be paid whenever the minimum weekly wage need not be paid).

80 cents an hour-----

\$1.12½ an hour-----

\$26 a week-----

70 cents an hour-----

(To be paid whenever the minimum weekly wage need not be paid.)

75 cents 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.)

Over 30 up to and including 40 a week.

Actual time worked.⁷³

30 or less a week.⁷⁴

Over 40 a week.⁷⁵

Over 30 up to and including 40 a week.

Actual time worked.⁷⁶

30 or less a week.⁷⁷

Over 40 a week.⁷⁸

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New York—Continued Beauty Service In- dustry, No. 2-b, Feb. 15, 1953.</p> <p>(Supersedes order 2-a of Oct. 19, 1947.)</p>	<p>“Beauty Service Industry” 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. <i>Exceptions:</i> 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.</p>	<p>Women and minors; men: Employees other than maids, cleaning women, and porters: Full time⁷⁸.....</p> <p>Overtime..... Employee voluntarily absent;⁷⁹ total stoppage of business in excess of 6 hours in a day as specified; during first week of employment of new employee hired after beginning of week, or one dismissed as unsatis- factory before end of week.</p> <p>Part time⁷⁹.....</p> <p>Maids, cleaning women, and porters.....</p>	<p>\$32 a week.....</p> <p>\$1.20 an hour..... 80 cents an hour.....</p> <p>\$1 an hour.....</p> <p>\$1.50 an hour..... 80 cents an hour.....</p> <p>(The minimum wage shall be subject to no deductions ex- cept those specifically authorized by law or per- mitted by this order. Employer selling uniforms to his employees may not charge more than the actual cost to him. Deductions from an employee's wages, in any week, may not ex- ceed the amount of earned wage over and above the minimum weekly rate.</p>	<p>Over 24 to 40 hours on 4 or more days a week. Over 40 a week.⁷¹ Less than 40 a week.</p> <p>24 hours or less on 3 days or less a week, at the direc- tion of employer.⁸⁰ Over 8 a day. 8 a day, 48 a week.</p>

Cleaning and Dyeing Industry, No. 4-b, Feb. 15, 1953.

(Supersedes order 4-a of Nov. 30, 1947.)

"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:

Experienced.....

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.)

\$24 a week.....

80 cents an hour.....

\$1.20 an hour.....

85 cents an hour.....

\$22.50 a week.....

75 cents an hour.....

\$1.12 1/2 an hour.....

80 cents an hour.....

Inexperienced (8 weeks in any occupation in the industry.)

Experienced and inexperienced:
On any day employee works a split shift.

1 1/2 times the applicable basic minimum hourly wage for each hour of work.

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

Deductions for meals and lodging actually furnished allowed. Maximum amounts specified in order.)

24 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.⁸¹

Over 40 a week.⁸²

Less than 24 a week.⁸³

Same as shown for experienced.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>w York—Continued Restaurant Industry, No. 5-b, Feb. 15, 1953. (Supersedes order 5-a of Nov. 30, 1947.)</p>	<p>"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. <i>Exceptions:</i> 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.</p>	<p>Women and minors; men: Full time: Nonservice..... Service employees..... Part time: Nonservice employees..... Service employees..... Overtime: Nonservice and service employees..... 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.</p>	<p>75 cents an hour (with meals, 65 cents). 52 cents an hour (with meals, 42 cents). 80 cents an hour (with meals, 70 cents). 57 cents an hour (with meals, 47 cents). 1½ times the applicable full time "with meals" rate, plus 10 cents hourly if meals not furnished. 75 cents "in addition to the hourly wages earned."</p> <p>(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</p>	<p>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. Do. 30 or less^a a week.⁸³ Do.⁸³ Over 44 a week during 1st year of this order; over 42 a week, 2d year; and over 40 a week thereafter.^{73 84}</p>

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.

Women and minors; men:

All-year hotels:

Nonresidential employees:

Nonservice:

In New York City..... 75 cents an hour ⁶⁵.....

In remainder of the State..... 72 cents an hour ⁶⁵.....

Service (excludes bell boys and baggage porters temporarily covered by order 6a):

In New York City..... 50 cents an hour ⁶⁵.....

In remainder of the State..... .do. ⁶⁵.....

Service and nonservice:

Part time..... 4 cents an hour in addition to the applicable minimum hourly rate.

Overtime:

In New York City..... 1½ times the applicable minimum hourly rate.

In remainder of the State..... .do.

Residential employees:

In New York City..... \$28 a week ⁶⁵.....

In the remainder of the State..... \$26 a week ⁶⁵.....

Overtime..... 1½ the applicable prorated minimum rate.

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. 75 cents in addition to the hourly wages earned

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.⁶⁹

Over 40 a week.⁷²

Over 44 a week (over 43 after Feb. 15, 1956).⁷²

44 or less a week

Do.

Over 44 a week.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New York—Continued Hotel Industry, No. 6-b, Feb. 15, 1953—Con.		Women and minors: men—Continued Resort hotels: Nonservice..... Chambermaids..... Service..... Part time..... Overtime.....	\$28 a week ⁸⁵ \$24 a week ⁸⁵ \$20 a week ⁸⁵ ¾ of the applicable minimum weekly wage. 1½ the applicable prorated minimum rate.	48 or less but more than 24 hours or 3 days a week. 24 hours or less or 3 days or less a week. ⁸³ Over 48 hours a week or on 7th consecutive day. ⁸⁴
Building Service Indus- try, No. 9, Feb. 15, 1953.	"Building Service Industry" includes any person, corporation, or establishment en- gaged in whole or in part in the renting, serv- icing, cleaning, maintaining, or managing buildings or building space, and all occu- pations, operations, and services in connec- tion therewith or incidental thereto. The industry includes, but is not limited to, real estate owners, building owners, operators, lessors, managing agents, and independent contractors. <i>Exceptions:</i> (1) Any building owned, operated, and used solely for relig- ious, charitable, or educational purposes by a nonprofit organization, organized ex- clusively for religious, charitable, or educa-	Women and minors; men: Janitors in residential buildings that are: Centrally heated..... Not centrally heated..... "All other" building service em- ployees.	75 cents per unit per week..... 60 cents per unit per week..... 75 cents an hour..... \$1.25 an hour.....	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 non- residential buildings.
			(The minimum wage shall be subject to no deductions ex- cept as authorized by statute. Any employer in the establish- ments covered must furnish, launder, clean, and main- tain uniforms. If employee furnishes uniforms at the re- quest or direction of emp- loyer or as a condition of employment, employer must reimburse him or her for the cost thereof within the per- iod specified. In lieu of laundering and maintaining uniforms, em- ployer may elect to pay regu- larly to employees an ad- ditional 3 cents an hour.)	
			(The minimum wage shall not be subject to any deductions whatsoever except as au- thorized by law.	

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.

North Dakota:

Manufacturing Occupation, No. 2, Sept. 1, 1949.

(Supersedes order 2 of Apr. 4, 1922, reprinted Aug. 15, 1939.)

Public Housekeeping Occupation, No. 1, Aug. 13, 1951.

(Supersedes order 1 of May 6, 1946.)

"Manufacturing Occupation," i. e., all processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops; and in the drapery and furniture covering workshops, the garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores; employees of creameries and produce houses and the candy-making departments of retail candy stores and of restaurants; in bakery and biscuit manufacturing establishments, in candy manufacturing, and in bookbinding and job-press-feeding establishments.

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

Women:

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

Women:

Full-time employees:
Waitresses or counter girls.....

Chambermaids or kitchen help....
Part-time employees.....

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.)

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

\$23.25 a week; \$100.75 a month....

\$22.15 a week; \$96 a month.....
1/4s of weekly wage.....

(Deductions allowed for meals, lodging, or both, as specified in the order.)

8 1/2 a day, 48 a week, maximum set by hour law for women. *Exception:* Places of less than 500 population.⁶⁸

8 1/2 a day, 48 a week, maximum in cities or towns 500 or more population; 9 a day, 58 a week elsewhere.

Do.
For each hour worked.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
North Dakota—Con. Mercantile Occupation, No. 3, Aug. 14, 1951. (Supersedes order 3 of May 9, 1946.)	Mercantile, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise including the sales force, wrapping force, auditing or checking force; shippers in the mail-order department; receiving, marking, and stockroom employees; and all other women, except those performing office duties solely.	Women: Full-time employees: Experienced.....	\$23.25 a week; \$100.75 a month.....	8½ a day, 54 a week, maximum in cities or towns of 500 or more population; 9 a day, 54 a week elsewhere. Do. For each hour worked.
Laundry, Cleaning and Dyeing Occupation, No. 4, Jan. 24, 1953. (Supersedes order 4 of March 10, 1947.)	"Laundry, Cleaning or Dyeing Establishment," i. e., a place where clothes are washed or cleaned or dyed by any process, by any person, firm, institution, corporation, or association and such work shall include all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials. Includes work performed in laundry departments, in hotels and factories.	Inexperienced (1 year)..... Part-time employees..... Women: Experienced.....	\$19.25 a week; \$83.40 a month..... ¼s of weekly wage..... \$24 a week (with laundry privileges at 33½ percent, not to exceed \$5 maximum per week).	Do. Do. 38 to 48 a week.
		Inexperienced: ⁸⁷ First 2 months..... Next 3 months..... Part time.....	\$20 a week; \$86.67 a month (with laundry privileges as above). \$22 a week; \$95.34 a month (with laundry privileges as above). ¼s of weekly minimum for each hour worked. ¼s of weekly minimum for each hour worked.	Do. Do. Under 32 a week. 32 and under 38 a week.
Ohio: Food and/or Lodging Occupations, No. 3, amended, Dec. 15, 1950. (Supersedes order 3, mandatory Mar. 30, 1937.)	Food and lodging establishments include all restaurants, licensed or unlicensed, operated as the principal business of the employer or as a unit of another business; restaurants operated by governmental subdivisions including boards of education, wherein food in liquid and/or solid form is prepared and served for human consumption; catering and banquet service, box-lunch service, or curb service; transit and residential or apartment hotels, motels, apartment houses, tourist homes and tourist cabin reservations offering lodging or living accommodations; boarding houses serving one meal or more a day; rooming houses; hospitals, sanitariums, and rest homes; clubs, private and public. <i>Exception:</i> Establishments operating "soda fountains"	Women and minors: Full time: Nonservice employees: Cities over 100,000 population... Cities of 50,000 to 100,000 population. Cities of 5,000 to 50,000 population. Elsewhere in the State..... Service employees in all four population groups. Part time (employees working 30 hours a week or less at the direction of employer): Nonservice employees: Cities over 100,000 population... Cities of 50,000 to 100,000 population.	55 cents an hour..... 53 cents an hour..... 51 cents an hour..... 49 cents an hour..... 40 cents an hour..... 60 cents an hour ⁸⁸ 58 cents an hour ⁸⁸	Over 24 and up to 48 a week. Do. Do. Do. Do. First 24 in week. ⁸⁹ Do. ⁸⁹

	<p>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.</p>	<p>Cities of 5,000 to 50,000 population. Elsewhere in the State Service employees in all four population groups. Inexperienced (60 days)</p>	<p>56 cents an hour⁸⁸ 54 cents an hour⁸⁸ 45 cents an hour⁸⁸ 10 cents an hour less than the applicable minimum rates cited above. (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.)</p>	<p>Do.⁸⁸ Do.⁸⁹ Do.⁸⁹</p>
<p>Oklahoma..... Oregon: Nut Processing and Cracking, No. 11, Aug. 1, 1942. (Supersedes order 10 of July 22, 1941.)</p>	<p>No orders now in effect. Nut processing and cracking</p>	<p>Women and minors: Cracking and shelling Processing, bleaching, grading, and packing.</p>	<p>40 cents an hour⁹⁰ 1½ employee's regular rate 40 cents an hour 1½ employee's regular rate</p>	<p>8 a day, 44 a week. Over 8 a day, over 44 a week in emergency. 10 a day, 60 a week. Over 10 a day, over 60 a week in emergency.</p>
<p>See footnotes at end of table.</p>				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953—Continued

State, title and number of order, and effective date ¹	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Oregon—Continued Public Housekeeping, No. 14, Jan. 13, 1943. (Supersedes order 13 of July 22, 1941, and 14 of June 13, 1944.)</p>	<p>"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, barmaids, linen-room girls, cleaners, janitresses and janitors, 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.</p>	<p>Women and minors: Experienced..... Inexperienced:⁹² First 200 hours..... Next 200 hours.....</p>	<p>65 cents an hour..... 97½ cents an hour..... 40 cents an hour..... 60 cents an hour..... 50 cents an hour..... 75 cents an hour..... (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.)</p>	<p>8 a day, 44 a week.⁹¹ Over 8 a day, over 44 a week in emergency on permit. 8 a day, 44 a week.⁹¹ Over 8 a day, over 44 a week in emergency on permit. 8 a day, 44 a week.⁹¹ Over 8 a day, over 44 a week in emergency on permit.</p>
<p>Manufacturing, No. 8, Oct. 19, 1943. ■ (Supersedes order 7 of July 22, 1941.)</p>	<p>"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. <i>Exceptions:</i> Any such activity covered by another minimum-wage order of the State; women employed in administrative, executive, or professional capacities, defined as: (1) Work predominantly intellectual, man-</p>	<p>Women and minors..... Regularly employed woman or minor..... Any woman or minor.....</p>	<p>65 cents an hour..... 1½ employee's regular rate or 1½ the minimum. 97½ cents an hour..... (Employee may not be required to contribute from the minimum wage for the purchase or maintenance of</p>	<p>8 a day, 44 a week.⁹³ Sundays or legal holidays (unless Sunday in regularly scheduled workweek). Over 8 a day or over 44 a week in emergency, on permit.</p>

<p>Laundry, Cleaning and Dyeing Occupation, No. 7, Aug. 29, 1950.</p> <p>(Supersedes order 7 of Feb. 15, 1947.)</p>	<p>Laundry, cleaning and dyeing occupation includes all places where two or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distributing clothing and materials. <i>Exception:</i> Women employed in an administrative or executive capacity as specified.</p>	<p>Women and minors.....</p>	<p>60 cents an hour..... 1½ times employee's regular rate.</p> <p>(Employee may not be required to contribute from the minimum wage for the purchase or maintenance of uniforms, tools, or equipment, or for the laundering and cleaning of uniforms.)</p>	<p>8 a day, 44 a week. Over 8 a day, over 44 a week, in emergencies, on permit.</p>
<p>Hospitals, Sanitariums, Convalescent and Old People's Homes, No. 5, Jan. 7, 1951.</p> <p>(Supersedes orders 5 and 5A of July 22, 1941, as amended Nov. 26, 1941.)</p>	<p>Hospitals, sanitariums, convalescent or old people's homes—cooks, kitchen helpers, waitresses, janitors, charwomen, and all other women and minors employed therein. <i>Exceptions:</i> Trained nurses, student nurses, or other professional or executive help.</p>	<p>Women and minors: Experienced..... Inexperienced: First 200 hours ²²..... Second 200 hours.....</p>	<p>65 cents an hour..... 40 cents an hour..... 50 cents an hour..... 1½ times employee's regular rate.</p> <p>(Employee may not be required to contribute from the minimum wage for the purchase or maintenance of uniforms, tools, or equipment, or for the laundering and cleaning of uniforms.)</p>	<p>8 a day, 44 a week.²⁴ Do.²⁴ Do.²⁴ Over 8 a day, over 44 a week, in emergencies.²⁴</p>
<p>Minors, No. 10, Oct. 11, 1951.</p> <p>(Supersedes order 9 of July 22, 1941.)</p> <p>See footnotes at end of table.</p>	<p>Industries for which the State Wage and Hour Commission has not established by individual or special order a different wage. <i>Exceptions:</i> Minors employed at domestic work and at chores in or about private residences; newspaper carriers and newspaper vendors.</p>	<p>Minors (persons under 18 years of age)---</p>	<p>50 cents an hour.....</p>	<p>8 a day, 44 a week (maximum).</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Oregon—Continued Mercantile, No. 9, May 6, 1952. (Supersedes order 9 of May 5, 1948.)	"Mercantile establishment," i. e., any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.	Women and minors: Women and experienced minors..... Inexperienced minors (first 40 hours). Regular employees..... High school and college students working only after school or on Saturdays (800 hours).....	70 cents an hour..... \$1.05 an hour..... 60 cents an hour..... 90 cents an hour..... \$1.05 an hour..... 60 cents an hour.....	8 a day, 44 a week. ⁹¹ Over 8 a day, over 44 a week in emergency, on permit. 8 a day, 44 a week. ⁹¹ Over 8 a day, over 44 a week in emergency, on permit Sundays or legal holidays (unless establishment regularly open such days).
Canning, Dehydrating, and Barreling Operations, No. 2, May 6, 1952 (rates not changed). (Supersedes order 2, of June 8, 1946.)	"Canning, Dehydrating, and Barreling Operations," i. e., work in the canning or processing of fresh fruit, vegetables, fish, shellfish, or crustacea, or in the barreling or preserving of fresh fruit and berries. <i>Exception:</i> Farmer who processes only the product of his own farm.	Women and minors..... Women 18 years and over.....	66 cents an hour ⁹⁰ Time and a half..... Double time..... Time and a fourth..... Time and a half..... Double time.....	10 a day. Over 10 to 12 a day. Over 12 a day. Seventh day—first 8 hours. Seventh day—over 8 to 12 hours. Seventh day—over 12 hours.
Preparing Poultry, Rabbits, Fish or Eggs for Distribution, No. 6, Feb. 10, 1953.	"Preparing Poultry, Rabbits, Fish, or Eggs for Distribution," i. e., any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, packing, candling, separating, slaughtering, plucking, or otherwise preparing poultry, rabbits, fish,	Women and minors: Women and experienced minors.....	75 cents an hour..... 1½ times employee's regular rate.	8 a day, 40 a week. ⁹¹ Over 8 a day, over 40 a week in emergencies, on permit. ⁹⁵

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.
 Mandatory, Oct. 1, 1947.

"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.

Puerto Rico ⁸⁷

Leaf Tobacco Industry, No. 1, Mar. 26, 1943.

"Leaf Tobacco Industry," i. e., including but not by way of limitation, the receiving, weighing, stowing, classification or grading, fermentation, stemming, packing or baling, warehousing, drying, or any other operation related to the handling of leaf tobacco before it is used in the manufacture of cigars, cigarettes, or other like products.

See footnotes at end of table.

Women and minors:

Full-time employees:

Service.....
 Nonservice.....
 Service and nonservice.....

29 cents an hour.....
 39 cents an hour.....
 1½ times the basic hourly rate applicable to employee.

Over 24 to 44 a week.
 Do.
 Over 44 a week.⁸⁸

Part-time employees:

Service.....
 Nonservice.....

32 cents an hour.....
 42 cents an hour.....

24 or less a week at direction of employer.⁸⁹
 Do.⁸⁹

(The minimum wage shall be subject to no deductions except as authorized by statute.

Deductions allowed for meals and lodging as specified in order.

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 employee 35 cents for each required laundering.)

All employees.....

25 cents an hour ⁹⁰.....
 1½ times employee's regular rate.

40 a week.
 Over 40 a week.⁹¹

(Employee may not be required to contribute from the minimum wage for the purchase or maintenance of uniforms, tools, or equipment, or for the laundering and cleaning of uniforms. Employer must provide and pay for any special protective garments required to safeguard the health or prevent injury to an employee).

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Puerto Rico—Continued Sugar Industry, No. 3, Apr. 28, 1943.	"Sugar Industry," i. e., the production of sugarcane in both the agricultural and the industrial phases.	Workers performing operations not expressly enumerated in the order and not customarily performed by women: In agricultural phase of the industry.	\$1.40 a day for small and interior farms; \$1.50 a day for others. Twice the minimum rate (to be prorated). 33 cents an hour Twice the minimum rate	8 a day. Over 8 a day. ⁹⁹ 8 a day. Over 8 a day. ⁹⁹
Beer and Carbonated Drink, No. 5, Mar. 13, 1944, modified June 5, 1944.	"Beer and Carbonated Drinks Industry," i. e., the preparation, production, distribution, or sale of beer, with or without alcohol, or of any soft drink prepared with carbonated water.	All employees: Beer Carbonated drinks Both industries, employees 18 years or over.	30 cents an hour 30 cents an hour Twice employee's regular rate	8 a day, 48 a week. Do. Over 8 a day or over 48 a week. ⁹⁹
Restaurant, Canteen, or Soda Fountain, No. 6, June 15, 1944, modified Apr. 14, 1945.	"Restaurant, Canteen, or Soda Fountain."...	All employees: Regular workers (as defined): Employees 18 years and over: Zone I ¹⁰⁰ Zone II ¹⁰⁰ Minors: Zone I ¹⁰⁰ Zone II ¹⁰⁰ Temporary workers: Employees 18 years and over: Zone I ¹⁰⁰ Zone II ¹⁰⁰ Minors: Zone I ¹⁰⁰ Zone II ¹⁰⁰ Employees 18 years and over	\$10 a week \$8.50 a week \$8 a week \$7 a week 30 cents an hour 25 cents an hour 22½ cents an hour 18½ cents an hour Twice employee's regular rate	8 a day, 48 a week. Do. 8 a day, 40 a week. Do. 8 a day, 48 a week. Do. 8 a day, 40 a week. Do. Over 8 a day or over 48 a week. ⁹⁹
Theaters and Movies, No. 7, Apr. 4, 1945.	"Theaters and Movies," i. e., establishments or places where plays or other artistic productions are given by actors, musicians, or singers for profit, or where moving pictures are shown for profit.	All employees: Employees 18 years and over: Zone I ¹⁰¹ Zone II ¹⁰¹	35 cents an hour 25 cents an hour Twice employee's regular rate	8 a day, 40 a week. ¹⁰² Do. ¹⁰² Over 8 a day or over 40 a week. ⁹⁹

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 ¹⁰¹ -----	30 cents an hour-----	8 a day, 40 a week. ¹⁰²
Zone II ¹⁰¹ -----	20 cents an hour-----	Do. ¹⁰²
All workers:		
Employees 18 years and over:		
Regular (as defined):		
Zone I ¹⁰³ -----	\$12 a week-----	8 a day, 48 a week.
Zone II ¹⁰³ -----	\$10 a week-----	Do.
Zone III ¹⁰³ -----	\$8 a week-----	Do.
Special employees, i. e., those selling merchandise priced at 25 cents or less:		
Zone I ¹⁰³ -----	\$10 a week-----	Do.
Zone II ¹⁰³ -----	\$8.50 a week-----	Do.
Zone III ¹⁰³ -----	\$7 a week-----	Do.
Temporary:		
Zone I ¹⁰³ -----	30 cents an hour-----	Do.
Zone II ¹⁰³ -----	25 cents an hour-----	Do.
Zone III ¹⁰³ -----	20 cents an hour-----	Do.
All employees-----	Twice employee's regular rate-----	Over 8 a day or over 48 a week. ⁹⁹
Minors under 18, apprentices, and messengers.	75 percent of the applicable minimum wage.	8 a day, 40 a week.
	(Deductions allowed for meals and lodging. Amounts for each zone specified in the order.)	
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. ¹⁰¹	8 a day, 48 a week.
Employees 18 years and over-----	Twice the applicable minimum rate.	Over 8 a day, or over 48 a week. ⁹⁹
Minors under 18-----	66½ percent of applicable minimum rate.	8 a day, 40 a week.
All employees-----	The minimum varies according to type of work. For skilled workers range extends from 60 cents to \$1.10 an hour. For semiskilled workers minimum is 45 cents an hour; for unskilled, 32 cents an hour.	8 a day, 44 a week. ¹⁰⁴
Employees 18 years and over-----	Twice employee's regular rate-----	Over 8 a day or over 44 a week. ⁹⁹

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942—MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Puerto Rico—Continued Transportation Industry, No. 12, Jan. 2, 1947, amended Feb. 1, 1948.	"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. <i>Exceptions:</i> Transportation performed by the Federal, Insular, or Municipal Governments for purposes entirely governmental; transportation work incidental to an employer's business, if such business is covered by another order.	All employees..... If employee works a split shift.....	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. Twice employee's regular rate... 1½ employee's regular rate..... Twice regular rate of pay.....	8 a day, 48 a week. ¹⁰⁴ Over 8 to 9 hour shift. After 9 a day.
Laundry and Dry Cleaning Industry, No. 13, July 1, 1947.	"Laundry and Dry Cleaning Industry," i. e., any act, process, operation, service, or work performed in connection with the washing, cleaning, starching, ironing, or dyeing of clothes or material of any kind. Includes the preparing, wrapping, collecting, delivering, return, transporting, and distributing of said clothes or material.	All employees: Employees other than piece workers (rates specified in the order), and messengers and drivers. Messengers..... Drivers..... Employees 18 years and over.....	25 cents an hour..... \$7.50 a week..... 40 cents an hour..... Twice employee's regular rate..	8 a day, 48 a week. ¹⁰⁴ Do. ¹⁰⁴ Do. ¹⁰⁴ Over 8 a day, over 48 a week. ⁹⁹
Furniture and Other Wooden Products Industry, No. 14, Sept. 15, 1948.	"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.	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.....	75, 60, 40, and 30 cents an hour according to classification. 60, 45, 30, and 25 cents an hour... 15 cents an hour..... 85 percent of the minimum fixed for the particular occupation. Twice employee's regular rate..	8 a day, 48 a week. ¹⁰⁴ Do. ¹⁰⁴ Do. ¹⁰⁴ Do. ¹⁰⁴ Over 8 a day or over 48 a week. ⁹⁹
Quarrying Industry, No. 15, Nov. 22, 1948.	"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.	All employees..... Employees 18 years and over.....	Range from \$1 an hour to 35 cents an hour, according to occupational classification. Twice employee's regular rate..	8 a day, 44 a week. ¹⁰⁴ Over 8 a day or over 44 a week. ⁹⁹
Wholesale Trade Industry, No. 16, Oct. 1, 1949.	"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	Women and minors; men.....	50 cents an hour..... Double the employee's regular rate.	8 a day, 44 a week. Over 8 a day, over 44 a week, or over 5½ days a week. ⁹⁹

Pineapple Industry,
No. 17, Sept. 1, 1950.

branches of manufacturing concerns. Includes the processes of buying, selling, storing, transporting, or any activity relating to these processes, but excludes an establishment having 2 or fewer employees engaged on any of these processes part of the time only. (Such establishments come under the provisions of the order for the other industry.) *Exceptions:* Executives and administrators; bona fide professional employees; traveling salesmen.

"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.

Coffee Industry, No.
19, Oct. 26, 1950.

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

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

In industrial phase of the industry.....

30 cents an hour.....

8 a day, 48 a week.²⁵

In agricultural phase of the industry—

Zone I ¹⁰⁵.....

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

Do.²⁵

Zone II ¹⁰⁵.....

Range according to type of work, from \$1.95 a day to \$4 a day.

Do.²⁵

All employees covered.....

Double the employee's regular hourly rate.

Over 8 a day, over 48 a week.

All employees:

Coffee pickers.....

50 cents an almud, which is 4/5 of a liter.¹⁰⁶

(¹⁰⁷).

All others.....

\$1.44 a day ¹⁰⁸.....

All employees:

In industrial phase of the industry:

Zone I ¹⁰⁸.....

35 cents an hour.....

8 a day, 48 a week.

Zone II ¹⁰⁸.....

30 cents an hour.....

Do.

In agricultural phase of the industry:

Zone I ¹⁰⁸.....

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

Do.

Zone II ¹⁰⁸.....

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

Do.

All employees covered.....

Double the employee's regular rate.

Over 8 a day, over 48 a week.

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

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico—Continued Hospital, Clinic, or Sanitarium Occupations, No. 4, July 1, 1951.</p> <p>(Supersedes order 4 of July 17, 1943, as amended Jan. 17, 1944.)</p>	<p>“Hospital, Clinic, or Sanitarium Occupations” include any service in a public or private establishment where medical treatment is offered or where patients are interned, as well as any dependency of such establishments, whose employees are not covered by another wage order. Excepts hospitals of municipal governments from the provisions applying to minimum-wage rates and deductions for services.</p>	<p>All employees other than those in an administrative, executive, or professional capacity; registered nurses, student nurses in accredited schools, dietitians, and laboratory and X-ray technicians:</p> <p>All employees, except office employees, chauffeurs, and manual laborers (as defined).</p> <p>Office employees.....</p> <p>Chauffeurs.....</p> <p>Manual laborers:</p> <p>Skilled (as defined).....</p> <p>Semiskilled (as defined).....</p> <p>Unskilled (as defined).....</p> <p>All employees covered.....</p>	<p>31 cents an hour.....</p> <p>40 cents an hour.....</p> <p>50 cents an hour.....</p> <p>60 cents an hour.....</p> <p>45 cents an hour.....</p> <p>32 cents an hour.....</p> <p>Double the employee's regular rate.</p> <p>Guaranty of payment for 44-hour week.</p> <p>(Deductions allowed for meals, lodging, and laundry at rates specified in the order.)</p>	<p>8 a day, 48 a week.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Over 8 a day, over 48 a week.</p> <p>At least 30 a week.</p>
<p>Printing, Publishing, and Other Graphic Arts Industry, No. 20, Nov. 5, 1951.</p>	<p>Printing, Publishing, and Other Graphic Arts include all work or services necessary or related to the printing or publication of books, newspapers, reviews, pamphlets, maps, plans, music, advertisements, or commercial or other type of printing material, as well as the manufacturing of rubber stamps and all work, service, or products of printing, 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.</p> <p>Occupations include the acquisition, compilation, writing, translation of, news and in-</p>	<p>All employees other than professional, administrative, and executive:</p> <p>Newspapers, monthly or weekly periodicals, photoengraving:</p> <p>All employees except repair and maintenance.</p> <p>Commercial printing and publishing:</p> <p>All employees except repair and maintenance:</p> <p>Zone I¹⁰⁰.....</p> <p>Zone II¹⁰⁰.....</p> <p>Repair and maintenance employees:</p> <p>Skilled (as defined).....</p> <p>Semiskilled (as defined).....</p> <p>Unskilled (as defined).....</p> <p>Employees not covered by the Federal Fair Labor Standards Act.</p>	<p>60 cents an hour.....</p> <p>43 cents an hour.....</p> <p>40 cents an hour.....</p> <p>60 cents an hour.....</p> <p>45 cents an hour.....</p> <p>35 cents an hour.....</p> <p>Double the employee's regular rate.</p>	<p>8 a day, 44 a week.²³</p> <p>Do.²³</p> <p>Do.²³</p> <p>Do.²³</p> <p>Do.²³</p> <p>Over 8 a day.</p>

Needlework Industry, No. 21, Jan. 2, 1953. ¹¹⁰	formation, and the supervision, inspection, moving of materials, cleaning, caretaking, and the repair and maintenance of the building. Needlework not covered by the Federal Fair Labor Standards Act.	Employees covered by the Federal Fair Labor Standards Act. All employees.....	1½ times the employee's regular rate. Double the employee's regular rate.	Do. Over 44 a week.
Hotel Industry, No. 22, Sept. 1, 1952. ¹¹⁰	Hotel Industry.....	All employees other than professional, administrative, and executive: Shopworkers.....	25 cents an hour..... Twice employee's regular rate... Piece rates based on 20 cents an hour.	8 a day, 44 a week, 6 days a week. Over 8 a day or 44 a week, 6 days a week.
		Homeworkers.....		
		All employees other than professional, administrative, and executive: Class A (as defined):		
		Zone I: ¹¹¹		
		Service (as defined).....	36 cents an hour.....	8 a day, 48 a week, 6 days a week.
		All other.....	40 cents an hour.....	Do.
		Zone II: ¹¹¹		
		Service.....	31 cents an hour.....	Do.
		All other.....	35 cents an hour.....	Do.
		Zone III: ¹¹¹		
		Service.....	28 cents an hour.....	Do.
		All other.....	32 cents an hour.....	Do.
		Class B:		
		Zone I: ¹¹¹	32 cents an hour.....	Do.
		Zone II: ¹¹¹	28 cents an hour.....	Do.
		Zone III: ¹¹¹	24 cents an hour.....	Do.
		All employees.....	Twice employee's regular rate..	Over 8 a day or 48 a week, 6 days a week.
			Wage guaranty 1½ times em- ployee's regular rate.	
			Wage guaranty 32 hours at em- ployee's regular rate. (Deductions allowed for meals and lodging as specified in the order.)	More than 20 but less than 32.
Ice Cream Industry, No. 23, Feb. 2, 1953.	Ice Cream Industry.....	All employees other than professional, administrative, and executive:		
		Chauffeurs.....	50 cents an hour.....	8 a day, 48 a week, 6 days a week.
		Chauffeurs, helpers.....	30 cents an hour.....	Do.
		Peddlers.....	20 cents an hour or 30 percent of the gross product of daily sales, whichever is higher.	Do.
		All other.....	37½ cents an hour.....	Do.
		All employees.....	Twice the regular rate.....	Over 8 a day or 48 a week, 6 days a week.
		All employees other than peddlers.....	Wage guaranty of 4 hours a day..	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Rhode Island:¹¹³ Session laws 1945, ch. 1624, July 1, 1945. Public Housekeeping Occupations, No. 6. Directory, Mar. 1, 1947. Mandatory, Sept. 15, 1947.</p> <p>Laundry and Dry Cleansing Industries, No. 3-R, June 1, 1951. (Supersedes mandatory order 3 of Sept. 12, 1938.)</p>	<p>Coverage of Minimum-Wage Law and existing orders extended to men.</p> <p>"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. <i>Exceptions:</i> Employment on a farm or domestic service in a private home, unless these are operated as rooming houses.</p> <p>The term public housekeeping occupations expressly includes such occupations as chambermaid, parlormaid, linen-room worker, elevator operator, cashier, clerical worker such as room clerk and desk clerk, coatroom attendant, matron, charwoman, telephone operator, cleaner, janitor, bellboy, porter, doorman, and all workers that may be properly classified in this occupation in any establishment furnishing rooms and/or lodging for remuneration.</p> <p>"Laundry Occupations," i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; the collection, distribution, or sale of laundry service; the producing or rendering of such activity; or service by the employer upon his own behalf or for others, more specifically by hotels, overnight camps, clubs, business establishments, factories, bakeries, self-service laundries, automatic laundries, and any type of rental laundries, and other like establishments. <i>Exceptions:</i> Wards or charges of charitable organizations.</p>	<p>Women and minors; men: Service, i. e., workers employed as bellboys, page boys, or porters who customarily receive gratuities. Nonservice.....</p> <p>If employee works on more than two shifts in any day, or spread of hours exceeds 10 (12 in resort hotels).</p> <p>Women and minors; men: Experienced..... Inexperienced (30 days)..... Experienced and inexperienced: <i>Exceptions:</i> Driver salesmen and driver saleswomen—they must receive not less than the basic minimum for all hours worked over 45 a week.</p>	<p>30 cents an hour..... 35 cents an hour.....</p> <p>50 cents an hour..... 55 cents an hour..... 75 cents a day in addition to the hourly wage. (Deductions from minimum wage allowed only when authorized by statute or provided for in this order. Deductions allowed for meals and lodging as specified in order. Employer must furnish, launder, clean and maintain uniforms which are required as a condition of employment. In lieu of laundering uniforms employer may elect to pay employee an additional \$1 per week.)</p> <p>70 cents an hour..... 65 cents an hour..... \$1.05 an hour.....</p> <p>(Employer prohibited from making or requiring any charges against, or deductions from, the minimum wage other than authorized by law, except at employee's specific request in writing.)</p>	<p>40 or over a week.¹¹³ Less than 40 a week.</p> <p>40 or over a week.¹¹³ Less than 40 a week.</p> <p>Up to 45 a week.¹¹⁴ Do.¹¹⁴ Over 45 a week.¹¹³</p>

Retail Trade Occupations, No. 4-R-2, Nov. 15, 1952.

(Supersedes mandatory order 4-R of Sept. 1, 1948.)

South Dakota:

Wages fixed in law. (Session laws: 1943, ch. 76, effective July 1, 1943; 1945, ch. 77).^{11a} (Amends ch. 309 of 1923.)

"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 cleansers, self-service cleansers, or other types of rental cleansers. "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.

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

See footnotes at end of table.

Women and minors; men:

Experienced	\$28 a week ^{11a} 70 cents an hour	36 to 44 a week. Less than 36 a week. ^{11b}
Experienced (780 hours)	\$26 a week ^{11a} 65 cents an hour	36 to 44 a week. Less than 36 a week. ^{11b}
Experienced and inexperienced	95 cents an hour \$1.25 an hour	Over 44 a week. ^{11c} On 7th consecutive day. Actual time worked.
Employee whose normal hours are 36 or more, taking voluntary leave and working less than 36 hours. Students under 18 ^{11r} If employee works a split shift, or spread of hours exceeds 12, or both.	Prorated	
	60 cents an hour	Less than 36 a week.
	\$1 a day in addition to the applicable minimum wage. (If uniforms are required as a condition of employment, employer must furnish and maintain them.)	
Females over 14 years of age: In cities with population of 2,500 or over.	\$15 a week	10 a day, 54 a week (maximum). Less than 54 a week.
Elsewhere	Prorated	
	\$12 a week	10 a day, 54 a week (maximum). Less than 54 a week.
Learners, apprentices, and women mentally or physically deficient.	Prorated To be fixed by Industrial Commissioner.	

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Utah: Restaurant Occupation, No. 2, Nov. 20, 1947, as amended in May 1951. (Supersedes orders 4 of Aug. 5, 1940, and 2 of June 1, 1946.)</p>	<p>"Restaurant," i. e., any place selling food or beverages in solid or liquid form to be consumed on the premises. <i>Exceptions:</i> Retail ice-cream or retail soft-drink (nonalcoholic) establishments where as much as 90 percent of the business volume is from ice-cream or soft-drink sales.</p>	<p>Women and minors: Experienced full-time employees in: Class 1 cities¹¹⁹..... Class 2 cities¹¹⁹..... Class 3 cities¹¹⁹..... Class 4 cities¹¹⁹..... All cities—Voluntary absence of employee whose normal work-week is 48 hours. Experienced part-time employees in: Class 1 cities¹¹⁹..... Class 2 cities¹¹⁹..... Class 3 cities¹¹⁹..... All 3 classes of cities..... Inexperienced¹²¹ (3 months): Full-time employees..... Part-time employees.....</p>	<p>\$21 a week..... \$20 a week..... \$19 a week..... \$17 a week..... Weekly wage to be prorated..... 57 cents an hour..... 54½ cents an hour..... 52 cents an hour..... "Regular rate"..... \$1 a week less than the applicable minimum weekly wage. 2 cents an hour less than the rates prescribed for experienced employees. (Furnishing of meals to employees allowed if a mutual agreement has been signed and copy filed with Industrial Commission. If uniforms are required by the establishment, employer must furnish, launder, and maintain them.)</p>	<p>48 a week.¹²⁰ Do.¹²⁰ Do.¹²⁰ Do.¹²⁰ Actual working time. First 2 in any day. Do. Do. After first 2 in any day.¹²⁰</p>
<p>Retail Trade Occupations, Amendment of June 1, 1952. (Amends order 1 of Sept. 1, 1947.)¹²²</p>	<p>"Retail Trade Occupations," i. e., any industry or business operated for the purpose of selling, offering for sale, or distributing goods, wares, and merchandise at retail to selected individuals or to the general public, and rendering services incidental to such operations.</p>	<p>Women and minors: Experienced: Salt Lake City and Ogden..... Logan, Provo, Murray, and Tooele. In all other cities and towns having a population of more than 2,500. In towns and municipalities having a population of 2,500 or less and in all unincorporated areas.</p>	<p>65 cents an hour..... 29 cents an hour..... 56 cents an hour..... 51 cents an hour.....</p>	<p>48 a week for women, 44 for minors under 18 (maximum).^{123 124} Do.^{123 124} Do.^{123 124} Do.^{123 124}</p>

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).¹²⁵
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 hour¹²⁵.....

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

(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.)

Women and minors:¹²⁶

Class 1 cities:¹²⁷

Experienced.....

Learners (2 months).....

Class 2 cities:¹²⁷

Experienced.....

Learners (2 months).....

Class 3 cities:¹²⁷

Experienced.....

Learners (2 months).....

65 cents an hour.....

60 cents an hour.....

60 cents an hour.....

55 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. *Exception:* Resort hotels under the conditions specified.
If uniforms are required as a condition of employment, employer must furnish them and provide for their care and upkeep.)

Maximum: 8 a day,¹²⁸ 48 a week, 6 days a week.¹²⁹

Do.^{126 128}

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See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942—MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Utah—Continued Laundry and Cleaning, Dyeing and Pressing Industries, No. 4 as amended, Jan. 25, 1953.</p> <p>(Supersedes order 4 of Sept. 1, 1947.)</p>	<p>“Laundry,” i. e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is conducted.</p> <p>“Cleaning, Dyeing, and Pressing Industry” 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.</p>	<p>Women and minors: In Laundry Industry: Experienced.....</p> <p>Inexperienced (3 months).....</p> <p>In Cleaning, Dyeing and Pressing Industry: Experienced.....</p> <p>Inexperienced (6 months).....</p>	<p>65 cents an hour.....</p> <p>60 cents an hour.....</p> <p>70 cents an hour.....</p> <p>65 cents an hour.....</p>	<p>Maximum for women, 8 a day, 48 a week; for minors, 8 a day, 44 a week.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p>
<p>Washington: Office Workers, No. 43, Apr. 1, 1949.</p> <p>(Supersedes order 37 of Jan. 1, 1942.)</p>	<p>“Office Workers” 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. <i>Exceptions:</i> 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 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.</p>	<p>Women and minors.....</p>	<p>65 cents an hour.....</p> <p>(If a definite type of uniform is required by the establishment, employer must supply the uniforms and provide for their care and upkeep, including laundering.)</p>	<p>(12^b).</p>

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 In-
dustry and General
Amusement and Recre-
ation Industry,
Nos. 45 and 45-A,
Nov. 28, 1949.¹³⁰

"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:* 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 or recreation to the public.

"Theatrical Amusement and Recreation Industry" includes both moving-picture and legitimate theaters and food and drink dispensaries operated in connection therewith.

"General Amusement and Recreation Industry" includes, but is not limited to, 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.

Women and minors.....

65 cents an hour.....

Women and minors:

Women.....

65 cents an hour.....

Minors.....

50 cents an hour.....

(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.)

(6 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.")

(The wage orders for both branches of this industry specify that hours of employment of women and minors "shall be subject to any applicable statutes of the State." These industries, however, are not covered by the hour law for women.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Washington—Continued Public Housekeeping, No. 46, Jan. 23, 1950.</p> <p>(Supersedes orders 23 (public housekeeping) and 36 (apartment houses) of Oct. 4, 1921, and Dec. 7, 1937, respectively.)</p>	<p>“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. <i>Exceptions:</i> 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 internes, dietitians, and laboratorians.</p>	Women and minors.....	<p>65 cents an hour.....</p> <p>(If meals are furnished, 40 cents per meal may be deducted from the wages paid. A definite employer-employee agreement must be made if lodging rooms are furnished by employer as part of the minimum wage. Maximum amounts specified in the order.</p> <p>If a special uniform is required, it must be furnished and laundered by employer.)</p>	<p>8 a day (maximum set by hour law for women employed in hotels, restaurants, and several other industries).</p> <p>Order specifies that the hours of women and minors in this industry “shall be subject to any applicable statutes of the State.”</p>
<p>Beauty Culture Industry, No. 47, Feb. 13, 1950.</p> <p>(Supersedes order 35-A of Dec. 1, 1940.)</p>	<p>“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.</p>	Women over 18 years of age licensed by the State to practice beauty culture.	<p>65 cents an hour.....</p> <p>(Employee may not be required to contribute from the minimum wage for the purchase, maintenance, laundering, or cleaning of uniforms required to be worn as a condition of employment.)</p>	<p>8 a day (maximum set by hour law for women in mercantile establishments under which term “Beauty parlors” are included).</p> <p>Order specifies that the hours of employment of women in this industry “shall be subject to any applicable statutes of the State.”</p>

Laundry, Dry Cleaning and Dye Works Industry, No. 48, June 5, 1950.

(Supersedes order 25 of Dec. 14, 1921.)

"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 fabrics 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 program, when such program is properly supervised by school personnel or in accordance with written agreements or approved training schedules.

Minors, No. 49, July 10, 1950.

(Supersedes order 42 of Oct. 1, 1942.)

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 hour¹³¹.....

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.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942-MARCH 1, 1953¹-Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Washington—Continued Manufacturing and General Working Conditions, No. 50, July 17, 1950. (Supersedes order 40 of Sept. 7, 1942, and order 30 of 1922.)</p>	<p>Manufacturing, i. e., any industry, business or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing or fashioning by preparing and combining materials by nature or machinery, or producing goods, wares and merchandise by some industrial process, including but not being confined to work performed in dressmaking, millinery, drapery and furniture-covering houses, garment, art needlework, furmaking operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuit-making and book-binding establishments. <i>Exceptions:</i> 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.</p>	<p>Women and minors: Experienced..... Inexperienced: First 320 hours..... Next 160 hours.....</p>	<p>65 cents an hour..... 65 cents an hour..... 60 cents an hour.....</p>	<p>8 a day. (Maximum set by Hour Law for mechanical and other establishments. The term "mechanical" is interpreted by the State to include manufacturing.) Do. Do.</p>
<p>Food Processing Industry, No. 51, Mar. 12, 1951. (Supersedes order 38 of July 3, 1942.)</p>	<p>Food processing, i. e., any industry, business or establishment operated for the purpose of processing by canning, freezing, cooking or otherwise of food for human or other consumption, including the processing of fruit, vegetables, fish, shellfish, dog food, or any other products for the purpose of preserving them for food purposes, for human or other consumption. <i>Exceptions:</i> (Same as the two last Exceptions shown for the Manufacturing Order.)</p>	<p>Women and minors.....</p>	<p>65 cents an hour.....</p>	<p>(192).</p>
<p>Fresh Fruit and Vegetable Packing Industry, No. 52, Apr. 16, 1951.</p>	<p>Fresh fruit and vegetable packing industry, i. e., any industry, business, establishment, person, firm, association or corporation engaged in handling, packing, packaging, grading, storing or delivering to storage or</p>	<p>Women.....</p>	<p>65 cents an hour.....</p>	<p>(193).</p>

(Supersedes order 39 of Sept. 7, 1942.)	to market or to a carrier for transportation to market, any agricultural or horticultural commodity in its raw or natural state as an incident to the preparation of such products for market. <i>Exceptions:</i> Same as for the Food Processing Industry; employees specifically covered by another minimum-wage and welfare order.		
Telephone and Telegraph Industry, No. 53, May 1, 1951.	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.	Women and minors: Experienced..... Inexperienced (160 hours).....	65 cents an hour..... 50 cents an hour..... (132). (132).
(Supersedes order 27 of Dec. 14, 1921.) Wisconsin: No. C-5, Feb. 10, 1947...	Any occupation, trade, or industry other than domestic service and agriculture. (See entries following.)	Women and minors: In cities having a population of: 3,500 or over..... 1,000 but less than 3,500..... Elsewhere in the State.....	45 cents an hour ⁴⁰ ¹³³ 40 cents an hour ⁴⁰ ¹³³ 38 cents an hour ⁴⁰ ¹³³
(Supersedes order 1 (Form C-5) of June 10, 1932.)			Women: In general, 9 a day, 50 a week; hotels 10 a day, 55 a week; minors under 18, 8 a day, 40 a week. ¹³⁴
No. C-5, Feb. 10, 1947, as amended Apr. 5, 1948.	Industrialized agriculture, i. e., truck gardens, cherry and other fruit orchards, gardens conducted or controlled by canning companies, and the culture or harvesting of sugar beets and cranberries.	Women and minors.....	do. ¹³³
No. C-5a, Feb. 10, 1947.	Domestic service in private homes. <i>Exception:</i> Casual employment of minors under 18 in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade, or profession of the employer, such as caring for children, mowing lawns, raking leaves, shoveling snow, etc. Order defines casual employment as employment outside school hours, for a period of not more than 5 consecutive hours and not more than 10 hours in a week.	Women and minors: If board only is furnished: In cities of: 3,500 or over..... 1,000 but less than 3,500..... Elsewhere in State..... If both board and lodging are furnished: In cities of: 3,500 or over..... 1,000 but less than 3,500..... Elsewhere in State..... Geographic areas same as those shown above.	(Order C-5 permits deductions for board and lodging in the various occupations covered by the order, as specified.) \$12 a week..... \$10.75 a week..... \$10.25 a week..... \$8 a week..... \$7.25 a week..... \$7 a week..... Rates same as the hourly rates of the general order. (See above.)
	Agriculture other than industrialized agriculture.	Women and minors: If board only is furnished..... If board and lodging are furnished..... If board, lodging, and washing are furnished..... All.....	45 or more a week. Do. Do. Do. Do. Do. Less than 45 a week. \$10.25 a week..... \$7.25 a week..... \$6.50 a week..... 38 cents an hour..... 45 or more a week. Do. Do. Less than 45 a week.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE ORDER, JULY 1, 1942-MARCH 1, 1953¹—Continued

State, title and number of order, and effective date ²	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Wisconsin—Continued Factories Canning or First Processing Fresh Fruits and Vegetables, special order 1952, (order issued each season).	"Canning or First Processing Fresh Fruits or Vegetables."	Women 18 years and over; girls and boys 16 to 18 years of age.	1½ times employee's regular rate. ¹³⁵	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. ¹³⁵

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 1943, 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 Employee called to work on any day must be paid at least 4 hours' wages at the rate at which he or she is classified.

⁶ Number not to exceed 33¼ 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 4 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 rates 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 Employee called to work on any day must be paid for half the usual day's work, but in no event for less than 2 hours' work, at the employee's regular rate which shall be not less than the applicable minimum wage prescribed by the order.

¹⁴ Number employed at this rate may not exceed 10 percent of the number of persons regularly employed in the establishment. Where fewer than 10 persons are employed in an establishment, employment of one learner or one minor at the lesser rate is permitted.

²⁹ 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.

³⁰ Maximum hours for females employed in mercantile establishments in Connecticut 8 a day, 48 a week.

³¹ 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.

³² 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."

³³ Part-time operators and clerks are defined as those employed on 1, 2, or 3 days a week, irrespective of the number of hours worked on any one day.

³⁴ Maximum hours for women and minors employed in hairdressing or manuring establishments in Connecticut 9 a day (10 allowed on 1 day in week), 48 a week, 6 days a week.

³⁵ 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.

³⁶ Defined as any person holding an operator's license issued by the State who has not yet achieved 2,000 hours of experience under this license.

³⁷ Employees, other than full-time students under 18 years of age on days when schools are in session, must be paid at least 4 hours' wages at the applicable minimum rate on any day called to work. New Jersey's laundry and cleaning and dyeing order provides that the 4 hours be paid for at 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.

³⁸ 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

¹¹ 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.

¹⁶ Employee called to work on any day must be paid for at least 2 hours at not less than the applicable minimum rate.

¹⁷ Hours may not exceed 72 in any 7 consecutive days, after which the employer may not employ the worker for a 24-hour period.

¹⁸ 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.

¹⁹ 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.

²⁰ 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 relaxation permit from the Industrial Commission.

²¹ 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.

²² 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.

²³ 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.

²⁴ 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.

²⁵ Employee called to work on any day must be paid for at least 4 hours for that day at his or her regular rate or the minimum rate, whichever is higher. (For adult males employed in Cleaning and Dyeing Occupations in Connecticut and for employees in the Confectionery Industry in New York, the minimum rate must be paid for the 4 hours.) If a laundry's regular working day on Saturday is less than 4 hours, the Connecticut order requires that the guaranteed daily wage be paid for 3 hours.

²⁶ Maximum hours for women and minors in "manufacturing and mechanical establishments," under which terms laundries and cleaning and dyeing are included, are 9 a day, 48 a week. In emergencies, labor commissioner may allow 10 hours a day, 55 hours a week, for 8 weeks in any 12 consecutive months. In a National emergency, the number of weeks may be extended under the conditions specified in the statute.

²⁷ Employee called to work on any day must be compensated for a minimum of 4 hours' earnings at his or her regular rate. In Connecticut mercantile establishments where instances of regularly scheduled employment of less than 4 hours has been agreed to in writing by employer and employee, and approved by the Labor Department, the 4-hour guaranteed wage may be waived, provided the minimum daily pay in every instance is at least twice the applicable minimum hourly rate.

²⁸ Number of beginners over the age of 18 may not exceed 5 percent of the persons regularly employed in the establishment.

manufacturing, mechanical, or mercantile establishments, laundries, hotels, restaurants, telegraph or telephone establishments or offices, and express or transportation companies. General offices, however, are not covered by the hour law.

³⁰ Employee to whom the weekly minimum rate applies must be paid for at least 4 hours at the applicable part-time hourly rate, on each day she reports for work under general or specific instructions. Part-time workers must be paid for 3 hours, except that full-time students on days when school is in session may be paid for the number of hours actually worked.

⁴⁰ On June 12, 1952, the District of Columbia Municipal Court of Appeals reversed the decision of the Municipal Court of the District of Columbia and declared this order invalid, terming it a miscellaneous "catch-all" order. At the time this bulletin was sent for publication, decision on an appeal to the Circuit Court of Appeals had not been rendered. (See Editor's Note on p. 26.)

⁴¹ The act authorizes the Department of Labor and Industrial Relations to make regulations providing for payment of a lower hourly rate to learners, apprentices, etc., and to children 14 years of age and under.

⁴² An Illinois retail trade order, directory Aug. 12, 1948, was declared void by the Circuit Court of Sangamon County, June 7, 1949.

⁴³ Learners may be employed only by special permit from commissioner of industrial relations who fixes the rate for each learner. Maximum learning period 720 hours. Learners may not exceed one-third of the total number of regular full-time employees. Employer must obtain learner certificate for worker before he can pay rates lower than those fixed in the order.

⁴⁴ Zone 1 includes cities of 20,000 or more population and contiguous territory within 5 miles thereof; zone 2—cities having between 4,000 and 20,000 population and contiguous territory within 2 miles thereof; zone 3—rest of State.

⁴⁵ Maximum hours for women and girls in practically all industries 10 a day, 60 a week.

⁴⁶ Hour law establishes 9 hours a day, 48 hours a week as the maximum for "women and children" employed in or in connection with any factory, workshop, manufacturing, mercantile or mechanical establishment, telegraph office or telephone exchange, express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manicuring or hairdressing establishment, motion picture or other theater or other place of amusement, garage, hospital in a nonprofessional capacity, or as an elevator operator, or a switchboard operator in a private exchange. It expressly exempts women and minors who are: (1) Employed exclusively as personal secretaries; (2) declared by the commissioner to be employed in a supervisory capacity; and (3) professional personnel in hospitals. Labor Commissioner is granted authority by the law, however, to permit the employment of office workers for more than 9 hours a day (but not more than 48 hours a week) and of nonprofessional hospital employees for more than 9 hours a day or 48 hours a week in an emergency. The law cites several permissible variations from its established maximum-hour standards.

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

⁴⁷ Employee reporting for duty on any day at the time set by employer must be paid at least 3 hours' wages at the applicable minimum rate, unless employment on that day is rendered impossible by conditions beyond the employer's control.

⁴⁸ Employee may not be required to make a deposit for uniforms or for any other purpose, except by permission of the Minimum Wage Commission.

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⁴⁰ 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 may be distributed.

⁶⁰ 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 working for more than one employer from this provision.

⁶¹ 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.

⁶² The Minimum-Wage Commission may grant to any person, including a learner or apprentice, whose employment in barbering or hairdressing is part of a cooperative educational program, including an on-the-job-training program or an apprentice-training program, a special license authorizing employment at wages less than the applicable minimum-wage rates set by the order and for such period of time as shall be fixed by the Commission and stated in the license. The food processing occupations order has a similar provision for persons whose employment in food processing is part of a cooperative educational program.

⁶³ 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.

⁶⁴ "Casual 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 direct request 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.

⁶⁵ 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.

⁶⁶ 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.

⁶⁷ Maximum hours for women and girls in mercantile and several other occupations, 54 a week. In cases of emergency or when industrial commission grants special exemption, longer hours are permitted.

⁶⁸ Employee reporting for work on any day at the time and place designated by employer, must be paid for at least $\frac{1}{2}$ day's work at the rate agreed upon in the contract of employment. Provision not applicable if employer has given 8 hours' notice that her services will not be required on that particular day.

⁶⁹ 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.

⁷⁰ No part-time employee, able and willing to work shall be employed less than 4 hours in any 1 day.

⁷⁴ 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.

⁷⁵ 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.

⁷⁶ The minimum daily wage shall be at least 4 hours' pay at the applicable minimum wage rate. The minimum daily wage of an employee, other 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.

⁷⁷ 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 II 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.

⁷⁸ 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.

⁷⁹ 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.

⁸⁰ 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 shall be paid for not less than 8 hours of work on that day.

⁸¹ Employees in the four following classifications need not be paid the minimum weekly wage, but must be compensated at not less than the applicable basic 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 in such week; (2) a new employee, never heretofore employed, 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.

⁸² Employee reporting for duty on any day at the request or permission of employer must 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.

⁸³ Employee called to work on any day, whether assigned to duty or not, must be paid for the maximum length of the stint she is hired to work (3 hours, if 1 shift; 6 hours if 2 shifts; 8 hours if 3 shifts) at the applicable minimum rate. The hotel order provides that actual hourly earnings must be paid, if such earnings exceed the minimum daily wage. Employee-students exempted from this provision on any workday when they are required to attend school, must be paid for each hour of actual work or permitted attendance in the establishment at the applicable minimum hourly rate.

⁶¹ 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. Authorization of labor commissioner required for employment of learners in the retail trade and dry cleaning industries. No establishment covered by the beautician occupation order may have more than one apprentice at any one time.

⁶² The 1949 amendment directed the labor commissioner "to readjust minimum wages for women and minors insofar as it may be necessary" in view of the minimums fixed by the statute. Such readjustments have been made and the orders, as reprinted, provide for a basic wage rate of 50 cents for experienced workers and of 35 cents, on permit, for inexperienced workers.

By attorney general ruling, minimum wages for women and minors may continue to be established by wage order for occupations exempt from the statutory rate as well as for all other occupations covered by the original law. (The latter exempts domestic service in the home of the employer and labor on a farm.)

⁶³ Hour law permits labor commissioner to grant laundries a special license permitting operation for 60 hours a week for 3 months a year. Daily maximum may not be exceeded.

⁶⁴ Labor commissioner is authorized to make regulations with reference to the service of students employed in restaurants who receive meals in lieu of pay.

⁶⁵ New Hampshire's hour law establishes 10 1/4 a day, 54 a week as the maximum for women and minors employed at manual or mechanical labor in employments other than manufacturing. It expressly exempts hotel and cabin labor, including dining and restaurant service operated therewith and incidental thereto, and boarding house labor.

⁶⁶ The New Jersey minimum-wage law expressly exempts hotels from its coverage.

⁶⁷ Guaranteed weekly wages of \$8.50 (service) and \$11.50 (nonservice) are established in the order for workers whose hours total more than 24 in any week.

⁶⁸ Maximum hours for women 18 years and over, 10 a day, 54 a week.

⁶⁹ Zone A includes Bergen, Camden, Essex, Hudson, Mercer, Middlesex, Morris, Passaic, and Union Counties. Zone B includes Atlantic, Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Monmouth, Ocean, Salem, Somerset, Sussex, and Warren Counties.

⁷⁰ If 40 hours' work is not available to an employee in any week, a bonus of 10 percent must be added to the applicable minimum rate, when employee's total wage for that week is less than the amount employee would receive for 40 hours.

⁷¹ Employees, other than minor students attending school, must be paid at least \$2 on any day called to work. Not applicable on days when it is established that employer has made available to the employee the minimum number of hours of work mutually agreed upon prior to the commencement of work on that day.

⁷² Maximum hours 8 a day, 48 a week for females and male minors between 16 and 18 years of age. To make one or more short days in week, 10 hours allowed on one day and up to 9 hours on the 4 remaining days, but weekly hours may not exceed 48. In mercantile establishments, the 8-48 hour maximum does not apply during 2 weeks in year for inventory and for 7 consecutive days from Dec. 4 through 23, selected by the employer who must notify the Industrial Commission.

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

⁷³ 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.

⁸⁴ Hour law expressly exempts from the 8-48 hour maximum females over 16 employed in resort or seasonal hotels or restaurants in rural communities and small cities and villages as specified.

⁸⁵ In all-year-hotels nonresidential employees receiving one meal per day may be paid 5 cents less than the applicable basic hourly rates and 10 cents less if two or more meals are received; for residential employees in such establishments who receive meals, a weekly differential of \$7 is permitted. In resort hotels employees who receive lodging but no meals may be paid \$5 less than the weekly minimum rate established for employees receiving neither meals nor lodging if 3 meals but no lodging, \$7 less; and if both lodging and 3 meals a day are received, \$12 less.

⁸⁶ The order provides that "all existing State hour and wage laws applying to women workers shall apply to all manufacturing industries and establishments."

⁸⁷ Number of employees paid less than the rates for experienced workers may not exceed 25 percent of an establishment's employees.

⁸⁸ High-school students enrolled in the part-time cooperative school-work program conducted by the Ohio Department of Education are excluded for a period not exceeding one school year from the provision providing for premium rates for part-time workers.

⁸⁹ Employee reporting for work on any day pursuant to employer's instructions must be paid for at least 3 hours' employment.

⁹⁰ Pieceworkers must be paid a rate which will enable at least 50 percent of such workers to earn not less than the minimum.

⁹¹ Employee reporting for work on any day must be paid for half the usual day's work (Oregon's Poultry order sets 4 hours) at his or her regular rate. Provision not applicable to apprentices as specified.

⁹² Permit must be obtained before employer may hire workers at the inexperienced rate. The Rhode Island retail trade order also requires a certificate for any student under 18 employed in retail trade.

⁹³ 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.

⁹⁴ Hour regulations not applicable in the event of disaster within the community.

⁹⁵ Maximum for women and minors, 8 a day, 44 a week.

⁹⁶ Maximum for women and girls, 10 a day, 48 a week.

⁹⁷ Order 2, promulgated in February 1943, covered the sugar industry but the Supreme Court of Puerto Rico declared it void and unconstitutional. Order 3 was accordingly adopted. Order 10 covering the dairy industry was also declared void by the territorial supreme court.

⁹⁸ This minimum has been in effect since March 1, 1945. An escalator clause in the order set minimum hourly rates of 20 cents, 22 1/4 cents, and 24 cents respectively, for periods beginning Mar. 26, 1943, Apr. 16, 1943, and Mar. 1, 1944.

⁹⁹ The 1949 amendment to the women's employment law of Puerto Rico removed the limitation on women's hours of work. The amendment provides, however, that if employee is not covered by the Federal Fair Labor Standards Act, double the regular rate must be paid for hours over 8 and up to 12 a day and for hours over 48 and up to 72 a week.

If covered by the Federal act, 1 1/2 times the regular rate must be paid for hours over 8 and up to 12 a day or over 40 and up to 60 a week. Three times the regular rate must be paid to (1) all women, for hours worked in excess of 12 a day; (2) those not covered by the act, for hours over 72 a week; (3) those covered by the act, hours over 60 a week.

¹⁰⁰ Zone I—Aguadilla, Arecibo, Bayamon, Caguas, Guayama, Mayaguez, Ponce, Rio Piedras (including Hato Rey) and San Juan. Zone II—All other places.

Footnotes continued on page 76

¹⁰¹ Zone I—San Juan and Rio Piedras. Zone II—All other places.

¹⁰² Employee who works 4 hours or less a day during more than 1 performance of a show or movie is entitled to pay for 4 hours' work at the applicable minimum rate. Employee who works 3 hours or less during only 1 performance of a show or movie is entitled to pay for 3 hours' work at the minimum rate for that particular zone.

¹⁰³ Zone I—San Juan and Rio Piedras. Zone II—Aguadilla, Arecibo, Bayamon, Caguas, Fajardo, Guayama, Humacao, Mayaguez and Ponce. Zone III—All other places.

¹⁰⁴ Employee must be paid at least 4 hours' wages on any day called to work, under conditions specified in the order.

¹⁰⁵ Zone I includes farms (1) in the municipalities of Aguadilla, Cidra, Corozal, Lajas, Las Piedras, Mayaguez, Morovis, Naranjito, San German, Toa Alto; (2) in certain small villages; (3) in the municipal jurisdiction of Bayamon; and (4) in any other municipality of the mountainous region of Puerto Rico or of the west coast. Zone II. Includes farms located in the remainder of the Territory.

¹⁰⁶ Order provides that the minimum-wage increase or decrease according to the price of coffee set by a Production Board. A scale of prices attached to the order shows the minimum-wage rates applicable as the price of the product is increased or decreased.

¹⁰⁷ "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.

¹⁰⁸ Zone I includes dairies in the municipalities of Loiza, Canovanas, Carolina, Caguas, Trujillo Alto, Rio Piedras, San Juan, Guaynabo, Catano, Bayamon, Toa Baja, Toa Alto, 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.

¹⁰⁹ Zone I includes the capital; Zone II, all other localities in the Territory.

¹¹⁰ Proposed order No. 21 was approved prior to No. 22, but final order No. 22 was issued before final order No. 21.

¹¹¹ In hotels with casinos (classified as Class A), Zone I includes the capital and the municipalities of Carolina, Trujillo Alto, Bayamon, Catano, Guaynabo, and Aguas Buenas; Zone II—Ponce, Mayaguez, and Arecibo; Zone III—All other localities. In all other hotels (classified as B) Zone I includes the capital, Zone II, the municipalities of Aguadilla, Arecibo, Bayamon, Caguas, Guayama, Mayaguez, and Ponce; and Zone III, all other localities.

¹¹² 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 in Providence. 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.

¹¹³ Maximum hours for women and minors, 9 a day, 45 a week. If 5-day week is worked, daily hours may be 9 $\frac{3}{4}$.

¹¹⁴ 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.

¹¹⁵ No reduction may be made in wage because of summer or seasonal schedules of store or in week in which a holiday occurs.

¹¹⁶ Employees, other than students who cannot work a full 4 hours a day during the regular hours of the store, must be paid at least 4 hours' wage on any day called to work.

¹¹⁷ 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.

¹¹⁸ The provisions of the 1943 act enacted for a 2-year period were made permanent in 1945.

¹¹² The 1952 amendment to the Utah retail trade order revised the minimum-wage section of the 1947 order by establishing hourly instead of weekly basic minimum-wage rates for each of the four classifications of cities and towns. It made slight changes in the classifications of the two smaller-sized population groups, and expressly repealed the section dealing with odd-hours' differentials and overtime.

¹¹³ Employee called to work on any day must be paid for at least 4 hours at the rate of 65 cents an hour. Exception: Minors must be paid for at least two hours.

¹¹⁴ Hour law permits overtime if life or property is in imminent danger. In emergencies or peak periods in the business of an employer, Industrial Commission may permit longer hours. Regulations issued by the Commission prescribe certain conditions for obtaining permits for such overtime.

¹¹⁵ Number may not exceed 25 percent of the total number of workers covered by this order in the establishment.

¹¹⁶ Employment of girls under 18 and of boys under 16 prohibited in this industry. Boys 16 and under 18 may be employed 8 hours a day, 6 days, 44 hours a week if certificate has been obtained from school superintendent or the local issuing officer.

¹¹⁷ Class 1—Cities over 10,000 population; class 2—cities of 3,000 and under 10,000 population; class 3—Cities of under 3,000 population and all other incorporated or unincorporated areas.

¹¹⁸ A one-half-hour meal period must be included in the 8 hours. In emergencies females over 21 may be employed over 8 hours a day or on the 7th day, if employer obtains a permit from the Industrial Commission.

¹¹⁹ Hour laws for women and for minors set an 8-hour maximum, and this applies to office workers in the industries and establishments covered by these laws: Mechanical or mercantile establishments, laundries, hotels, and restaurants by the women's law and all industrial employment by the minors' law. Women employed in general offices would not, however, come under this 8-hour standard. The wage order specifies that "the hours of employment of women and minors as office workers shall be subject to any applicable statutes of the State."

¹²⁰ For this industry, Washington issued 2 orders: 1 for theatrical amusement and recreation and the other for general amusement and recreation. Except for the variance in the definitions of coverage, the provisions of both orders are identical.

¹²¹ Whenever Administrator of the Wage and Hour Division of the United States Department of Labor shall issue a certificate or certificates permitting the employment of learners, apprentices, messengers, and handicapped workers, at wage rates below the minimums fixed in this order, the payment of wages in accordance with such permits shall not constitute a violation of the order.

¹²² A provision in the order states that hours of employment of women and minors shall be subject to any applicable statutes of the State. The canning and packing of perishable fruits and vegetables are expressly exempted from the State's 8-hour law.

¹²³ Piece rates on a particular kind of work are deemed adequate if they yield to 75 percent of the women and minors, 3 cents per hour more than the prescribed minimum.

¹²⁴ Maximum hours; however, under the 9-50-hour law women may be employed 10 hours a day, 55 hours a week, during emergency periods not exceeding 4 weeks a year, if time and a half employee's regular rate is paid. Industrial commission must be notified of such overtime within 24 hours. Attendants in sanitariums required to be on duty for more than 55 hours a week must be paid, as a minimum, for 55 hours a week.

¹²⁵ No basic minimum-wage rate set in this order. The State's order for any occupation, trade, or industry sets three rates according to size of city or town: 45 cents in cities of 3,500 population or over; 40 cents in cities of 1,000 up to 3,500; and 38 cents elsewhere in the State.

¹¹⁹ 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.

¹²⁶ During the canning season, maximum hours for women and minors over 16 are 9 a day, 54 a week, except on 12 emergency days in the season of actual canning of a product when women and minors 16 to 18 years of age may be employed 11 hours a day, 60 hours a week. Hour limitation may be waived for boys of 16 and 17 years in 10 weeks during canning season under conditions specified in the order. Before and after the canning season, maximum hours are 9 a day, 50 a week for women 18 years 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	New Hampshire (any employee)
Arkansas (women and girls)	New Jersey
California	New York (women and minors; men)
Colorado	North Dakota
Connecticut (any employee)	Ohio
District of Columbia	Oklahoma (adult women)
Illinois	Oregon
Kansas	Pennsylvania
Kentucky	Rhode Island (women and minors; men)
Louisiana (women and girls)	South Dakota (women and girls)
Maine	Utah
Massachusetts (any person)	Washington
Minnesota	Wisconsin
Nevada (women and girls)	
Alaska (women)	Puerto Rico:
Hawaii (all employees)	(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:

Arkansas	New Hampshire (2 or-	Pennsylvania
California	ders)	Rhode Island
Colorado	New Jersey	South Dakota
*Connecticut	New York (2 orders)	Utah (2 orders)
Kentucky	North Dakota	Washington
Massachusetts	Ohio	Wisconsin
Nevada	Oregon	

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:

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

Laundries

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

Arizona	Nevada	Rhode Island
Arkansas	New Hampshire	South Dakota
California	New Jersey	Utah
Colorado	New York	Washington
Connecticut	North Dakota	Wisconsin
Massachusetts	Oregon	

Dry cleaning and dyeing

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

Arizona	Nevada	Oregon
Arkansas	New Hampshire	Rhode Island
California	New Jersey	Utah
Connecticut	New York	Washington
Massachusetts	North Dakota	Wisconsin

*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	
*Massachusetts	Washington	

*Listed here because of statutory rate provision.

Transportation

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

Arkansas	*Massachusetts	Wisconsin
California	Nevada	
*Connecticut	*New Hampshire	

Agriculture

Two States—Nevada and Wisconsin—and Hawaii, and Puerto Rico.

Domestic service

One State—Wisconsin.

Other

Miscellaneous Occupations: Three States—*Connecticut, *Massachusetts, and *New Hampshire—and the District of Columbia.

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	Nevada	Oregon
California	*New Hampshire	South Dakota
*Connecticut	New York	Washington
Kentucky	North Dakota	Wisconsin
Massachusetts		

All manufacturing

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

Arkansas	*Massachusetts	Oregon
California	Nevada	South Dakota
*Connecticut	*New Hampshire	Washington
Kentucky	North Dakota	Wisconsin

Certain branches of manufacturing

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

California	New York	Washington
Massachusetts	Oregon	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.
Washington..... 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 children's underwear, neckwear, etc.

Druggists' preparations, proprietary medicines and chemical compounds.
Pocketbook and leather goods.

Paper box.
Millinery.
Knit goods.
Jewelry.

Minnesota:

Restaurant.
Telegraph.

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.

ANALYSIS OF STATE MINIMUM-WAGE LAWS

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Alaska: 2 Compiled Laws Annotated (1949), secs. 43-2-31 to 43-2-37. (Year legislation first enacted: 1939.)</p>	All occupations-----	Women over 18 years-----	Attorney general-----	Minimum wage fixed by law.					Noncompliance subject to fine or imprisonment.
<p>Arizona: 4 Code Annotated (1939), secs. 56-401 to 56-413, 56-901. (Year legislation first enacted: 1917.)</p>	Any occupation, i. e., any class of work in any industry, trade, business, or branch thereof. <i>Exceptions:</i> Domestic service in the home of the employer; agricultural labor.	Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.	Industrial commission. (Commission composed of 3 members appointed by the governor, with the advice of the senate, for terms of 6 years.) Has power to propose administrative regulations as it deems appropriate to complete wage board report and to safeguard minimum fair wage standards established.	Minimum wage established by wage order.	Wage sufficient to meet cost of living necessary for health and fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage, commission or wage board (1) shall take into account all relevant circumstances affecting the value of the service or class of service rendered; (2) shall be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered; (3) shall consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards; and (4) shall consider the minimum cost of living.	Investigation at discretion of commission, or on petition of 20 or more residents of the State engaged in any particular occupation, to ascertain whether substantial number of women or minors in that occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in its possession, with or without special investigation, commission shall appoint a wage board.	Commission appoints wage board of 3 representatives each of employers and employees, and 1 industrial commissioner to be designated chairman. After studying evidence and testimony of witnesses board must, within 10 days after its organization, submit a report recommending minimum fair wage standards. Within 10 days, commission must accept or reject this report. If accepted, commission issues a directory order. After 60 days, if no appeal has been taken, the order becomes mandatory.	At any time after an order has been in effect 1 year, commission may on its own motion, and shall on petition of 20 or more residents of the State engaged in any particular occupation, reconsider rates set and reconvene the same wage board or appoint a new one to recommend whether or not rates should be revised.	Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.
<p>Arkansas: Statutes Annotated (1947), secs. 81-613 to 81-619. (Year legislation first enacted: 1915.)</p>	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 by any person, persons, partnership, or corporation whatsoever except those expressly exempted by law. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; domestic, agricultural, or horticultural employees; and switchboard operators employed in a public telephone exchange which has less than 750 stations; employees of railroad companies whose hours are regulated by Federal laws; executive or managerial employees who exercise real supervision and managerial authority and receive at least \$35 per week exclusive of bonuses and commissions.	Females-----	Commissioner of labor-----	Minimum wage fixed by law. ¹	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	Investigation at discretion of commissioner to determine necessity of raising or lowering the minimum wage set by law.	Minimum wage set by law but commissioner has power to raise or lower such wage in any occupation, trade, or industry after investigating and holding public hearings. Commissioner has power, after public hearing, to establish regulations for hotels and restaurants provided the wage rate is not lower than will supply the cost of proper living and safeguard health and welfare, and provided also that it shall not exceed the rate established by law.		Noncompliance punishable by fine.
<p>California: Labor Code (Deering, 1943), secs. 61, 70 to 74, 1171 to 1204, as amended 1951 pocket supp. (Year legislation first enacted: 1913.)</p>	Any occupation, trade, or industry.	Women; minors (girls under 21, boys under 18 years of age). <i>Special licenses:</i> Any woman physically defective by age or otherwise may be granted license fixing a lower wage. License must be renewed every 6 months. Apprentice or learner: Special wage for fixed period.	Industrial welfare commission through division of industrial welfare in department of industrial relations. (Industrial welfare commission composed of 5 persons, at least one of whom shall be a woman, appointed by the Governor for terms of 4 years.)	Minimum wage established by wage order.	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	Investigation at discretion of commission to ascertain whether wages paid are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, payrolls, records, and witnesses. If convinced of need after investigation, commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees in an industry, with a representative of the commission as chairman. After studying the evidence, the board recommends minimum-wage standards to the commission, which, after a public hearing, fixes minimum wages and standards for the industry and issues a mandatory order.	At any time after a mandatory order has been issued, commission may on its own motion, or upon petition of employers or employees, reconsider such order. Commission shall proceed in the same manner as prescribed for an original order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.

¹ Commissioner given authority to raise or lower wage set by law under certain conditions. Refer to columns on procedures.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Colorado: 3 Statutes Annotated (1935), ch. 97, secs. 5, 236 to 256, as amended 1951 pocket supplement. (Year legislation first enacted: 1913.)</p>	Any occupation, i. e., any and every vocation, trade, pursuit, or industry.	Women; minors (persons of either sex under 18 years of age). <i>Special licenses:</i> In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise or less efficient than a woman worker of ordinary ability may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed 1/10 of the total number of workers in an establishment.	Industrial commission. (Commission composed of 3 members appointed by the Governor, with the consent of the senate, for terms of 6 years. Not more than 1 member may represent employees, nor more than 1, employers.)	Minimum wage established by wage order.	Wage sufficient for living wage. Wage fair and reasonable, and consistent with maintenance of health and morals, i. e., a wage sufficient to meet minimum standards of living sufficient for the maintenance of women and minors in health and morals, and to provide a reasonable surplus for support during periods of sickness or other emergencies.	Investigation at request of not less than 25 persons engaged in occupation, or at discretion of commission if there is reason to believe that substantial number of employees are paid wages inadequate to supply necessary cost of living and maintain health. Investigation conducted by examining books, payrolls, papers, other records, and witnesses and by public hearings at which employers, employees, or other interested persons may testify. If convinced of need commission either fixes minimum-wage rates or appoints a wage board.	Commission sets minimum wage for occupation and issues mandatory order; or, commission establishes a wage board composed of not more than 3 representatives of employers, an equal number of employees and of the public, and, if it so desires, a representative of the commission. The representatives of the employers and the employees to be elected by their respective groups, so far as practicable, subject to approval by the commission; and at least 1 member of every group to be a woman. Wage board investigates occupation and reports to commission a minimum wage, which commission may accept or reject. After acceptance and a public hearing, commission issues mandatory order.	Whenever a minimum-wage rate has been established in any occupation, commission may, if it deems proper or necessary so to do, upon petition of either employers or employees, reconvene the same wage board, or establish a new one, and any recommendation made by such board shall be dealt with in the same manner as the original recommendation of a wage board.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover backwages and costs.
<p>Connecticut: 2 General Statutes (1949), secs. 3786 to 3796, as amended 1951 Supp. secs. 829b to 839b. (Year legislation first enacted: 1933.)</p>	Any industry or occupation. <i>Exceptions:</i> Employment in agriculture; in domestic service in or about a private home; in a bona fide executive, administrative, or professional capacity; in activities of an educational, charitable, religious or nonprofit organization where the employer-employee relationship does not, in fact, exist or where the services rendered to such organizations are on a voluntary basis; public employment; employment of an individual subject to the provisions of the Federal Fair Labor Standards Act.	All persons..... <i>Special licenses:</i> Any person, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.	Labor commissioner..... Has authority to make administrative regulations appropriate to carry out purpose of the law, to be issued only after consultation with an advisory board and after publication and public hearing. Advisory board is tripartite in nature and composed as is a wage board. Has authority to make such administrative regulations as he deems appropriate in connection with recommendations of wage board.	Minimum wage fixed by law, with provision for issuance of occupational wage orders through wage boards.	Wage fairly and reasonably commensurate with the value of a particular service or class of service rendered. In establishing a minimum fair wage commissioner and wage board (1) may take into account all relevant circumstances affecting the value of the services rendered, including hours and conditions of employment affecting the health, safety, and general well-being of the workers; (2) may be guided by such considerations as would guide a court in a suit for the reasonable value of services rendered; and (3) may consider the wages, including overtime or premium rates, paid in the State for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of persons in an occupation is receiving less than a fair wage. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need commissioner shall appoint a wage board to report on the establishment of minimum fair wage rates of not less than the rate fixed by the minimum-wage law.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report, recommending minimum fair wage standards. Commissioner, within 15 days must accept or reject this report. If accepted, report must be published, and a public hearing held. After final approval of wage-board report, commissioner issues an order defining minimum fair wage rates in the occupation, including such administrative regulations as he deems appropriate.	At any time after an order has been in effect for 6 months or more, commissioner may, on his own motion, and shall, on petition of 50 or more residents of the State, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether or not the rates should be modified. The procedures shall be the same as prescribed initially. Administrative regulations may be revised by commissioner, after notice and public hearing, without reference to a wage board provided such revision could legally have been included in original order.	Noncompliance punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.
<p>District of Columbia: 2 Code Annotated (1951), secs. 36-401 to 36-422. (Year legislation first enacted: 1918.)</p>	Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exception:</i> Domestic service.	Women; minors (persons of either sex under 18 years of age). <i>Special licenses:</i> In an occupation in which only time rates are established, a woman whose earning capacity has been impaired by age or otherwise may be granted license authorizing a wage less than the minimum. Learner or apprentice for fixed period.	Minimum wage and industrial safety board. (Board composed of 3 members appointed by the District commissioners for terms of 3 years, 1 member each to represent employers, employees, and the public.)	Minimum wage established by wage order.	Wage adequate to supply necessary cost of living to women and to maintain them in health and protect their morals. Wage not unreasonably low for minors.	Investigation at discretion of board to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health and morals. Investigation conducted by examining books, registers, payrolls, other records of employers, and witnesses, and by public hearings at which any interested person may testify. If convinced of need, after investigation, board may convene a conference.	Board appoints wage conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 of the public, and 1 or more members of the board. After investigation conference submits a report, recommending minimum-wage standards, which board may approve or disapprove. If approved, report must be published and public hearing held. After final approval of conference report, board issues mandatory order.		Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Hawaii: Revised Laws (1945), ch. 75, secs. 4351 to 4366, as amended session laws 1945, act 15, p. 120; 1949, act 292, p. 250; 1951, act 180, p. 227.</p> <p>(Year legislation first enacted: 1941.)</p> <p>Editor's Note: Since this bulletin went to press, Hawaii has amended its statute to increase the minimum wage to 65 cents an hour in the city and county of Honolulu and 55 cents an hour elsewhere in the Territory. These rates became effective July 1, 1953 (Act 77 of 1953).</p>	<p>All employment. <i>Exceptions:</i> Employees guaranteed monthly salary of \$300; in agriculture for any work-week in which employer employs less than 20 persons; in domestic employment in or about a private home; employment by brother, sister, brother-in-law, sister-in-law, son, daughter, or spouse, or if under 20, by father or mother; in bona fide executive, administrative, supervisory, or professional work; outside salesmen or collectors; in the propagating, catching, taking, harvesting, cultivating, or farming of any kind of fish, shellfish, crustacea, sponges, seaweeds or other aquatic forms of animal or vegetable life, including the going to and returning from work and the loading and unloading of such products prior to first processing; seamen; driver of a vehicle carrying passengers for hire operated solely on call from a fixed stand; golf caddies; employees affected by the Federal Fair Labor Standards Act.</p>	<p>Men, women, minors.</p> <p><i>Special licenses:</i> Director may provide by special certificate for employment of learners, apprentices, or persons whose earning capacity is impaired by age or physical or mental deficiency or injury, at a wage less than minimum for a fixed period; and, by regulation, may establish a lower rate for children 14 and under.</p>	<p>Commission of labor and industrial relations through the director of labor and industrial relations.</p> <p>Commission given power to make, issue, amend, and rescind rules and regulations as are necessary to carry out the provisions of the act.</p>	<p>Minimum wage fixed by law.</p>	<p>Wages adequate to health, efficiency, and general well-being.</p>				<p>Noncompliance subject to fine or imprisonment or both.</p> <p>Employee may recover back wages, costs, and attorney's fees; and, in cases of willful violation, an additional equal amount as liquidated damages.</p>
<p>Illinois: Statutes Annotated (Smith-Hurd, 1950), ch. 43, secs. 198.1 to 198.17.</p> <p>(Year legislation first enacted: 1933.)</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.</p>	<p>Women; minors (females under 18 and males under 21 years of age).</p> <p><i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Department of labor.....</p> <p>Has authority to make such administrative regulations as it deems appropriate to implement or supplement and safeguard minimum fair wage standards established by wage boards.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing fair wage, department and wage board (1) may take into account all relevant circumstances affecting the value of the service or class of service rendered; (2) may be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered; and (3) may consider wage paid in the State for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards.</p>	<p>Investigation at discretion of department, or on petition of 50 or more residents of any county, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in its possession, with or without an investigation, the department through its director shall appoint a wage board.</p>	<p>Director appoints wage board composed of an equal number of representatives, but not more than 2, of employers and employees, and 1 representative of the public to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, department issues a directory order.</p> <p>After 9 months, and following a public hearing, department may make this order mandatory.</p>	<p>At any time after an order has been in effect 1 year or more, department may on its own motion, and shall on the petition of 50 or more residents of any county, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether rates should be modified. The procedure followed shall be the same as prescribed initially.</p> <p>Department may at any time and from time to time, after notice and public hearing, make modifications or additions to any administrative regulations without reference to a wage board if such modifications or additions could legally have been included in original order.</p>	<p>Publication of names of employers not complying with directory order.</p> <p>Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both.</p> <p>Employee may recover back wages, costs, and attorney's fees.</p>
<p>Kansas: General Statutes Annotated (1949), secs. 44-639 to 44-650, 75-3402.</p> <p>(Year legislation first enacted: 1915.)</p>	<p>Any industry or occupation....</p>	<p>Women; minors (females under 18 and males under 21 years of age).²</p>	<p>Labor commissioner.....</p>	<p>Minimum wage established by wage order.</p>	<p>Wages reasonable and not detrimental to health and welfare.</p>	<p>Investigation at discretion of commissioner to ascertain whether substantial number of women and minors in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health. If convinced of need, after investigation, commissioner shall publish notice of public hearing at which all persons will be given a hearing.</p>	<p>After notice and hearing, commissioner may issue mandatory order.</p>	<p>Whenever wages have been made mandatory in an occupation, upon petition of either employers or employees, commissioner may at his discretion reopen the question.</p>	<p>Noncompliance a misdemeanor, punishable by fine.</p> <p>Employee may recover back wages, costs, and attorney's fees.</p>

² Decision of State attorney general Aug. 13, 1938.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Kentucky: Revised Statutes (1945), secs. 337.010, 337.210 to 337.360, 337.990. (Year legislation first enacted: 1935.)</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; person, firm, or corporation subject to regulation by the State public service commission.</p>	<p>Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Commissioner of industrial relations. Has authority to amend and change administrative regulations as he deems necessary or appropriate as a further safeguard to the minimum fair wage standards established by the wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board shall consider the cost of living and all other relevant circumstances affecting the value of the service rendered, and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.</p>	<p>Investigation by commissioner on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, with or without investigation, commissioner shall request the Governor to appoint a wage board.</p>	<p>Governor, at request of commissioner, appoints wage board composed of 9 members, 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months, and following a public hearing, commissioner may make the order mandatory.</p>	<p>At any time commissioner may, on his own motion, or on petition of 50 or more residents, reconsider rates and reconvene the same wage board or have a new one appointed to recommend whether or not rates should be modified. The procedures followed shall be the same as prescribed initially. Commissioner may at any time, after notice and public hearing, but without reference to a wage board, make modifications or additions to any administrative regulations, if they could legally have been included in the original order.</p>	<p>Publication of names of employers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Louisiana: 16 Revised Statutes (1950), secs. 23: 351 to 23: 367, 23: 291. (Year legislation first enacted: 1938.)</p>	<p>Any occupation or industry. <i>Exceptions:</i> Labor on a farm; domestic service; municipalities having population of 10,000 or less; females employed in an executive capacity, as defined.</p>	<p>Women and girls. <i>Special licenses:</i> Any woman or girl physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a wage less than the minimum. Apprentice license is issued for a fixed period.</p>	<p>Commissioner of labor. Has authority to make such administrative regulations as he deems necessary or appropriate to safeguard the minimum usage (sic) standards and to carry out the act.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage adequate to supply necessary cost of living and maintain health.</p>	<p>Investigation at discretion of commissioner to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by calling for statements and examining books, payrolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need, after investigation, commissioner is empowered to call a conference.</p>	<p>Commissioner calls conference composed of an equal number of representatives of employers and employees in the occupation or industry involved and 1 or more representatives of the public, 1 of the public group to be designated chairman, but public representatives must not exceed the number in either of the other groups. After studying evidence and testimony of witnesses, conference, on request of commissioner, must within 60 days of its organization submit a report recommending minimum-wage standards. Commissioner may accept or reject any or all of the recommendations. If accepted, public hearing must be held. After final approval of conference report, commissioner issues a mandatory order.</p>	<p>When commissioner specifies a minimum wage hereunder, it shall not be changed for 1 year. Whenever wages have been made mandatory in an occupation, upon petition of either employers or employees, commissioner may at his discretion reopen the question and reconvene the former conference or call a new one. The procedures followed shall be the same as prescribed initially.</p>	<p>Noncompliance a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Maine: 1 Revised Statutes (1944), ch. 25, secs. 101 to 115, p. 574. (Year legislation first enacted: 1939.)</p>	<p>Packing fish or fish products in oil, mustard, or tomato sauce.</p>	<p>Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Rates below those for experienced workers may be set for learners and apprentices.</p>	<p>Commissioner of labor and industry.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage, commissioner and wage board shall (1) take into account all relevant circumstances affecting the value of the service or class of service rendered in the seasonal industry, business, occupation, and employment; (2) be guided by like consideration as would guide a court in a suit for the reasonable value of services; and (3) consider the wage paid in the State for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards.</p>	<p>Investigation at discretion of commissioner or on petition of 50 or more residents of State to ascertain whether a substantial number of women or minors in the industry are paid less than a fair wage, or oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need, after investigation, commissioner shall appoint a wage board.</p>	<p>Wage board shall be composed of an equal number of representatives but not more than 3 each of employers and employees to be appointed by commissioner; and not more than 3 representatives of the public (1 to be chairman) to be appointed, at request of the commissioner, by the chief justice of the State supreme judicial court. Within 60 days board must hold public hearing and submit report of its findings as to the conditions in the industry and as to minimum fair wage standards. Report and determinations of wage board must be filed with commissioner, who, within 10 days, shall send certified copy to each employer. Within 5 days commissioner must file report, findings, and determinations of wage board as a public record after which the minimum-wage rate becomes effective.</p>	<p>Publication of names of employers not complying with order. If employer has failed for a period of 2 months to pay minimum fair wage rates, commissioner may institute court action to enforce. Penalty: Fine, imprisonment, or both. Employee may recover back wages, costs, and attorney's fees.</p>	

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Massachusetts: 4A Laws Annotated (Recompiled 1949), ch. 151, secs. 1 to 22 as amended 1951 pocket supp., and session laws 1952, ch. 558. (Year legislation first enacted: 1912).</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein whether operated for profit or otherwise. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; work by persons being rehabilitated or trained under rehabilitation or training programs in charitable, educational, or religious institutions; or work by members of religious orders; outside salesmen.</p>	<p>Any person. <i>Special licenses:</i> Any person, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Minimum-wage commission established in the department of labor and industries under control of commissioner of labor and industries. (Commission composed of associate commissioners of labor and industries.) Commission has authority to amend, rescind, and add to the administrative regulations recommended by a wage board.</p>	<p>Minimum wage fixed by law, with provisions for issuance of occupational wage orders through wage boards.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage for any service or class of service, commissioner and the wage board (1) may take in account the cost of living and all other relevant circumstances affecting the value of the service or class of service rendered; (2) may be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered; and (3) may consider the wages paid in the Commonwealth for work of like or comparable character by employers who voluntarily maintain minimum fair wage standards.</p>	<p>Investigation at discretion of commissioner, or on petition of 50 or more residents of the Commonwealth, to ascertain whether substantial number of persons in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. Questioning employees during working hours permitted. If convinced of need, on basis of information in his possession, with or without investigation, commissioner shall direct commission to appoint a wage board.</p>	<p>Commission appoints a wage board composed of equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated as chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commission must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a mandatory order.</p>	<p>At any time after an order has been in effect 1 year or more, commissioner may on his own motion, and shall on petition of 50 or more citizens of the Commonwealth, reconsider rates established and direct commission to reconvene the same wage board or call a new one to consider modification. The procedures followed shall be the same as prescribed initially. At any time and from time to time, after notice and public hearing, commission may, without reference to a wage board, make such modifications or additions to administrative regulations as it deems appropriate to effectuate the purposes of the act, provided such modifications or additions could legally have been included in the original order. Commissioner is required to see that every wage order is periodically reviewed by a wage board at least once in every 2 years.</p>	<p>Publication of names of employers not complying with mandatory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Minnesota: 13 Statutes Annotated (1945), secs. 177.01 to 177.19, as amended 1951 pocket supplement. (Year legislation first enacted: 1913.)</p>	<p>Any occupation, i. e., any business, industry, trade, or branch of trade, or vocation. <i>Exceptions:</i> Domestic service in a private home; agriculture.</p>	<p>Women; miners (persons of either sex under 21 years of age). <i>Special licenses:</i> In an occupation in which only time rates are established, a woman physically defective may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed 1/10 of the total number of workers in an establishment. Any woman or minor earner, apprentice or handicapped person unable to earn the established minimum, shall be granted a license to work for a wage commensurate with his or her ability.</p>	<p>Industrial commission. (Commission composed of 3 members appointed by governor, by and with the advice and consent of the senate, for terms of 6 years.)</p>	<p>Minimum wage established by wage order.</p>	<p>Wage sufficient to maintain health and supply necessary comforts and conditions of reasonable life. In determining minimum wages, which are required to be on an hourly basis, commission shall consider prevailing number of hours of work in various industries.</p>	<p>Investigation at discretion of commission, or on request of at least 100 persons engaged in occupation, to ascertain whether women or minors are paid less than living wage. Investigation conducted by examining papers, books, witnesses, or by holding public hearings at which employers, employees, or other interested persons may testify. If convinced of need, after investigation, commission appoints an advisory board to make recommendations concerning minimum wages.</p>	<p>Advisory board is composed of not less than 3 or more than 10 representatives of employers, an equal number of representatives of employees, and 1 or more of the public, the representatives of the public not to exceed the number in either of the other groups. At least 1/5 of the members of the board must be women and the public group must include at least 1 woman. Recommendations of advisory board are advisory only and not binding upon the commission. After obtaining recommendations of advisory board and giving notice to interested persons to permit participation at public hearing, commission sets a minimum wage and issues a mandatory order.</p>	<p>All wage rates ordered by the commission shall remain in force until new rates are determined. At the request of approximately 1/10 of the employers or employees in an occupation, commission must reconsider rates and may order new rates. Reconsideration of rates and a new order may be made on commission's own initiative.</p>	<p>Noncompliance a misdemeanor, punishable by fine or imprisonment. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Nevada: 1 Compiled Laws Supplement (1931-1941), secs. 2825.41 to 2825.52 as amended supplement (1943-49). (Year legislation first enacted: 1937.) Editor's Note: Since this bulletin went to press, Nevada has increased the statutory minimum wage of experienced female workers to 75 cents an hour, \$6 for an 8-hour day, and \$36 for a 48-hour, 6-day week. For inexperienced workers the minimums are \$5 (instead of \$3) a day, and \$30 (instead of \$18) a week under the same conditions as shown in the chart above. The new rates became effective Mar. 21, 1953 (A.B. 160).</p>	<p>Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.</p>	<p>Any female</p>	<p>Labor commissioner</p>	<p>Minimum wage fixed by law.</p>	<p>Wage sufficient to maintain health and welfare.</p>				<p>Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages.</p>

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>New Hampshire:³ 1 Revised Laws (1942), ch. 213, secs. 1 to 24 as amended session laws 1949, ch. 310; and 1951, ch. 82.</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.</p>	<p>Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Labor commissioner. Has authority to make administrative regulations as he deems appropriate to implement and safeguard minimum fair wage standards established by wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage for any service or class of service, commissioner and wage board (1) may take in account all relevant circumstances affecting the value of the service or class of service rendered; (2) may be guided by like considerations as would guide a court in a suit for the reasonable value of services; and (3) may consider the wages paid in the State for work of like or comparable character by employers who voluntarily maintain minimum fair wage standards.</p>	<p>Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value for service rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in his possession, with or without investigation, commissioner shall appoint a wage board.</p>	<p>Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 5 months and following a public hearing, commissioner may make the order mandatory.</p>	<p>At any time after an order has been in effect for 1 year or more, commissioner may on his own motion, and shall on petition of 50 or more residents, reconsider rates set therein and reconvene the same wage board, or appoint a new one, to recommend whether or not rates should be modified. The procedures followed to be as prescribed for setting rates initially. At any time and from time to time, after notice and public hearing, commissioner may make such modifications or additions to administrative regulations as he deems appropriate, without reference to a wage board, provided such modifications or additions could legally have been included in the original order.</p>	<p>Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Session Laws 1949, ch. 310. (Year legislation first enacted: 1933.)</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Employees engaged in household labor, domestic labor, farm labor, outside salesmen, summer camps for minors, restaurants, hotels, inns, and cabins; and employees subject to provisions of FLSA of 1938 as amended and regulations or orders issued thereunder.</p>	<p>Any employee. <i>Special licenses:</i> Any person with less than 6 months experience in an occupation, or whose earning capacity is impaired by age or physical or mental deficiency or injury may be paid less than the wage fixed by law (but not less than 35 cents per hour) upon application to and authorization from the commissioner.</p>		<p>Minimum wage fixed by law, subject to modification by wage board action.⁴</p>				<p>Commissioner may on his own motion, and shall on petition of 50 or more residents, reconsider rates established in the statute and appoint a wage board to consider a proposed modification for any occupation.⁵</p>	<p>Employee may recover unpaid wages and an additional equal amount as liquidated damages.</p>
<p>Editor's Note: After this bulletin was in press, New Hampshire amended its minimum-wage law to increase the statutory minimum-wage rate to 60 cents an hour for experienced workers and to add to the persons previously exempted from this rate, newsboys and golf caddies. The new law provides a 50-cent hourly minimum for ushers at theaters and pin boys at bowling alleys. In addition, the rate which the labor commissioner is authorized to grant to an experienced worker was raised to 45 cents an hour. The statute was approved and became effective June 11, 1953.</p>									
<p>New Jersey: Statutes Annotated (1937), secs. 34-11-34 to 34-11-56, as amended 1951 pocket supplement. (Year legislation first enacted: 1933.)</p>	<p>Occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; employment in a hotel.</p>	<p>Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Commissioner of labor or the director of the minimum-wage division which shall be set up in the department of labor. Commissioner has authority to make such administrative regulations as he deems appropriate to supplement and safeguard wage standards established by wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage, commissioner and wage board (1) may consider all relevant circumstances affecting the value of the service or class of service rendered; (2) may consider the wages paid in the State for work of like or comparable character by employers who voluntarily maintain minimum fair wage standards; and (3) may be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered.</p>	<p>Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information acquired by special investigation or otherwise, commissioner shall appoint a wage board.</p>	<p>Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a mandatory order.</p>	<p>At any time after an order has been in effect 1 year or more, commissioner may on his own motion, after conferring with the director, and shall on petition of 50 or more residents, reconsider rates established and reconvene the same wage board, or appoint a new one to recommend whether or not rates shall be modified. The procedures followed to be as prescribed for setting rates initially. Commissioner may, at any time and from time to time, after conference with director, and after notice and public hearing, make such modifications or additions to administrative regulations as he deems appropriate, without reference to a wage board, provided such modifications or additions could legally have been included in the original order.</p>	<p>Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages, costs, and attorney's fees.</p>

³In 1949 New Hampshire amended its law by adding new sections to provide a statutory rate applicable to all employees. For convenience, since the earlier provisions remain applicable only to women and minors, this analysis is arranged in two parts (1) provisions relating to women and minors; (2) provisions relating to all employees.

⁴Modification would be limited to upward revision according to attorney general's opinion, dated Sept. 9, 1949.
⁵Ch. 310, L. 1949 states (1) that modification on motion of the commissioner shall be as provided in sec. 14, i. e., at any time after rate has been in effect 1 year or more (law became effective July 28, 1949); (2) that modification upon petition may be instituted at any time after the effective date of this act.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>New York: 30 Consolidated Laws Annotated (McKinney, Labor Law, 1948), secs. 650 to 666 as amended 1952 pocket supplement. (Year legislation first enacted: 1933.)</p>	<p>Any occupation, i. e., any industry, trade, business, or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.</p>	<p>Women; minors (persons of either sex under 21 years of age); men.⁶ <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Industrial commissioner..... Has authority to modify and amend regulations recommended by wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wages sufficient to provide adequate maintenance and to protect health. In establishing minimum wage, commissioner and wage board (1) may take into account the amount sufficient to provide adequate maintenance and to protect health; (2) may take into account the value of the service or class of service rendered; and (3) may consider wages paid in the State for like or comparable work.</p>	<p>Investigation at discretion of commissioner, or on petition of 50 or more residents of the State engaged in or affected by an occupation, to ascertain whether substantial number of women or minors in the occupation are paid wages insufficient to provide adequate maintenance and to protect health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in his possession, with or without investigation, commissioner shall appoint a wage board.</p>	<p>Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. (A wage board continues in existence for a period of 2 years following its formation, unless sooner dissolved by the commissioner.) After studying evidence and testimony of witnesses, and conducting public hearings, board must, within 90 days of its organization (commissioner in his discretion may extend to 180 days), submit a report recommending minimum-wage standards. Commissioner holds public hearings on wage board's report and recommendations. Within 30 days after such hearings, commissioner must accept or reject, either in whole or in part. If accepted, commissioner issues a mandatory order.</p>	<p>At any time after an order has been in effect 6 months or more, commissioner may, on his own motion or on petition of 50 or more residents engaged in or affected by the occupation, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether or not rates should be modified. The procedures followed shall be the same as prescribed for an original order. After notice and public hearing, commissioner may from time to time make such modifications or additions to regulations included in a minimum wage order as he deems appropriate, without reference to a wage board, if such modifications or additions could legally have been included in original order.</p>	<p>Publication of names of employers not complying with any minimum-wage order. Noncompliance with minimum-wage order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</p>
<p>North Dakota: 4 Revised Code (1943), secs. 34-0601 to 34-0620. (Year legislation first enacted: 1919.)</p>	<p>Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exceptions:</i> Agriculture; domestic service.</p>	<p>Women; minors (persons of either sex under 18 years of age). <i>Special licenses:</i> Any female physically defective by age or otherwise, or any apprentice or learner, may be granted license authorizing a wage less than the minimum.</p>	<p>Commissioner of agriculture and labor.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage adequate to supply necessary cost of living to women workers and to maintain them in good health. Wage not unreasonably low for minors.</p>	<p>Investigation at discretion of commissioner to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply necessary cost of living and maintain health. Investigation conducted by examining books, payrolls, other records, and witnesses, and by holding public hearings at which any interested persons may testify. If convinced of need, after investigation, commissioner may convene a conference.</p>	<p>Commissioner appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, and the commissioner. After studying evidence and testimony of witnesses, conference submits a report recommending minimum-wage standards. Commissioner must accept or reject this report. If accepted, notice must be published and public hearing held. After final approval, commissioner issues a mandatory order. Minimum-wage standards for minors are determined by commissioner after inquiry, notice, and public hearing, but without reference to a wage board.</p>	<p>Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.</p>	
<p>Ohio: 1 General Code Annotated (P., 1937), secs. 154-451 to 154-456 as amended 1951 pocket supplement. (Year legislation first enacted: 1933.)</p>	<p>Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.</p>	<p>Women; minors (persons of either sex under 21 years of age). <i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Director of industrial relations or superintendent of minimum-wage division which shall be set up in the department of industrial relations. Director has authority to make such administrative regulations as he deems appropriate to implement and safeguard minimum fair wage standards established by the wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage, director, superintendent, or wage board (1) may take into account all relevant circumstances affecting the value of the service or class of service rendered; (2) may be guided by like considerations as would guide a court in a suit for reasonable value of services rendered; and (3) may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.</p>	<p>Investigation at discretion of director, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in his possession, with or without investigation, director shall appoint a wage board.</p>	<p>Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, one of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director issues a directory order. After 3 months and following a public hearing, director may make the order mandatory.</p>	<p>At any time after an order has been in effect 1 year, director may on his own motion, and shall on petition of 50 or more residents, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether rates should be modified. The procedures followed shall be the same as prescribed initially. Director may at any time and from time to time, after notice and public hearing, make such modifications or additions to any administrative regulations as he deems appropriate to effectuate the purposes of this act, provided such modifications or additions could legally have been included in the original order.</p>	<p>Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</p>
<p>Oklahoma: Statutes Annotated (1937) as amended 1951 pocket supplement, title 40, secs. 261 to 284. (Year legislation first enacted: 1937.)</p>	<p>Any industry or occupation. <i>Exceptions:</i> Agriculture, horticulture, dairy, or stock raising.</p>	<p>Men and women; minors (persons of either sex under 18 years of age).⁷ <i>Special licenses:</i> Any employee physically defective or crippled by age or otherwise or any apprentice may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Industrial welfare commission. (Commission composed of governor, commissioner of labor, and chairman of State industrial commission.)</p>	<p>Minimum wage established by wage order.</p>	<p>Wage adequate to supply necessary cost of living and to maintain health. Suitable wage for minors.</p>	<p>Investigation at discretion of commission to determine whether wages paid employees in an occupation are inadequate to supply necessary cost of living and maintain health. Investigation conducted by calling for statements, examining books, payrolls, or other records of employers, and by holding public hearings at which any interested persons may testify. If convinced of need, after investigation, commission is empowered to call a conference.</p>	<p>Commission appoints conference composed of an equal number of representatives of employers and employees, and 1 or more representatives of the public (but public representatives must not exceed the number in either of the groups), and a member of the commission who shall act as chairman. Conference recommends minimum-wage standards, any or all of which commission may accept or reject. If accepted, commission issues a mandatory order.</p>	<p>When commission has specified a minimum wage, it shall not be changed for 1 year. Whenever wages or standard conditions of labor have been made mandatory in any occupation, on petition of employers or employees, commission may at its discretion reopen the question and reconvene the former conference or call a new one. Recommendations of such conference shall be dealt with as prescribed initially.</p>	<p>Noncompliance a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.</p>

⁶ Supplementary protection, coverage of men, was added to the law in 1944. Wage orders are issued for women and minors and by application of law also apply to men.
⁷ Law held invalid for men and minors because of technical defect in title of act. Associated Industries v. Industrial Welfare Commission, 185 Okla. 177, 90 P. 2d 899.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Oregon: 7 Compiled Laws Annotated (1940), secs. 102-301 to 102-322 as amended 1943 pocket supplement. (Year legislation first enacted: 1913.)</p>	Any occupation, i. e., any and every vocation, pursuit, trade, or industry.	<p>Women; minors (persons of either sex under 18 years of age).</p> <p><i>Special licenses:</i> In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise may be granted license authorizing a wage less than the minimum.</p>	Wage and hour commission. (Commission composed of 3 unsalaried members appointed by the governor for terms of 4 years; commissioner of labor is to serve as secretary and executive officer.)	Minimum wage established by wage order.	Wage adequate to supply necessary cost of living to women workers and to maintain health. Wage not unreasonably low for minors.	Investigation at discretion of commission to ascertain whether substantial number of women are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining witnesses, books, payrolls, and other records of employers, and by holding public hearings at which interested persons may testify. If convinced of need, after investigation, commission may convene a conference.	Commission appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 representatives of the public, and 1 or more commissioners. Commission shall designate the chairman. After studying evidence and testimony of witnesses, conference must submit a report recommending minimum-wage standards. Commission may accept or reject any or all of the recommendations. If accepted, notice must be published and public hearing held. After final approval, commission issues a mandatory order. Minimum-wage standards for minors are determined by commission after inquiry, notice, and public hearing, but without reference to a wage board.		Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Women employees may recover back wages and attorney's fees.
<p>Pennsylvania: Statutes Annotated (Purdon, 1941), Title 43, secs. 331a to 331q. (Year legislation first enacted: 1937.)</p>	Any occupation, i. e., any industry, trade, business, or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; service in a religious community or charitable institution; labor on a farm; boys lawfully employed in sale and delivery of newspapers and magazines; persons subject to provisions of Federal Railway Labor Act.	<p>Women; minors (persons of either sex under 21 years of age).</p> <p><i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Department of labor and industry.</p> <p>Has authority to modify and amend regulations recommended by wage board.</p>	Minimum wage established by wage order.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In establishing a minimum fair wage for any service or class of service, the secretary of labor and industry and the wage board (1) may take into account the cost of living, and all other relevant circumstances affecting the value of service or class of service; (2) may be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered; and (3) may consider the wages paid in the Commonwealth for work of like or comparable character by employers who voluntarily maintain minimum fair wage standards.	Investigation at discretion of department, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid wages less than sufficient to maintain health or efficiency. Investigation conducted by examining books, registers, payrolls, and other records of employers. If convinced of need on basis of information in possession of department, with or without investigation, secretary of labor and industry shall appoint a wage board.	Secretary appoints wage board composed of an equal number of representatives, but not more than 3, of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, department issues a directory order. After 3 months, and following a public hearing, department may make the order mandatory.	At any time after an order has been in effect 1 year or more, department may on its own motion, and shall on petition of 50 or more residents, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether or not rates should be modified. The procedures followed shall be the same as prescribed initially. After notice and public hearing, department may from time to time make such modifications or additions to regulations as may be deemed appropriate to effectuate the purpose of this act, without reference to a wage board, provided such modifications or additions are reasonable and could legally have been included in the original order.	Publication of names of employers not complying with directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.
<p>Puerto Rico: Session laws 1919, act 45, p. 200; 1931, act 15, p. 168; as amended by session laws 1943, act 144, p. 444; 1947, act 25, p. 386; 1949, act 122, p. 310. (Year legislation first enacted: 1919.) Session laws 1941, act 8,^a p. 302; as amended by session laws 1941, 1st spec. sess., act 1, p. 2; 1942, act 9, p. 300; 1945, act 217, p. 580; 1947, act 451, p. 950; 1947, act 463, p. 1014; 1948, 6th, 7th and 8th spec. sess., act 48, p. 144; 1949, act 169, p. 538; 1949, 1st spec. sess., act 22, p. 42; 1950, act 131, p. 336; 1950, Reorg. Plan No. 3 of 1950, p. XXVI; 1951, act 439, p. 1268.</p>	Industrial occupations; commercial or public service undertakings. <i>Exceptions:</i> Agriculture and agricultural industries.	<p>Women and girls.</p> <p><i>Special licenses:</i> Apprenticeship period of 3 weeks.</p>	Secretary of labor.	Minimum wage fixed by law.					Noncompliance a misdemeanor, punishable by fine.
	Any occupation, business, or industry. <i>Exceptions:</i> Domestic service in a family residence, professionals, executives, and administrators. Employees of municipal hospitals, clinics, and sanitoriums are subject to provisions of regulations and decrees issued except those fixing wage rates.	<p>Any person.</p> <p><i>Special licenses:</i> Any worker whose earning capacity is impaired by age, physical disability or injury, or any other reason, and apprentices, trainees, and learners, may be granted permit authorizing wage below but not less than 50 percent of minimum. Board to fix minimum rates for persons between 14 and 18 years.</p>	Secretary of labor and minimum-wage board. (Board is composed of one member representing employers, one member representing employees, and one member representing the public, appointed by the secretary of labor with the approval of the governor for a period of 4 years. The member representing the public acts as chairman and is a salaried executive.)	Minimum wage established by mandatory decree.	Wage sufficient to satisfy normal needs and not detrimental to maintenance of reasonable standard of living necessary for health, efficiency, and general well-being. In fixing minimum wages, board shall take into consideration the cost of living and the needs of the laborers, and shall fix the highest minimum wages that can reasonably be paid by the industry, business, or occupation in question, provided it does not bring about a substantial decrease in employment.	Investigation by board to study prevailing wages, working hours, labor conditions, and living conditions of laborers, as well as the costs and financial conditions of the enterprises, industries, and other production undertakings. Board authorized to subpoena witnesses and to examine payrolls, records of wages and hours, assets and liability statements, profit and loss, and accounting books. If convinced of need, chairman of board appoints special members to form part of the board to determine minimum-wage standards.	Chairman appoints 1 or more employer representatives and an equal number from labor to be special board members. After studying evidence and testimony of witnesses, board adopts draft decree. Publication of decree must be made and opportunity given for filing of written objections by interested parties. If no objection is received, decree becomes mandatory as published. If written objection received, or board deems advisable, a public hearing is held with further opportunity thereafter for filing written objections or amendments has expired, board proceeds to issue mandatory decree.	Board may on its own initiative, or on request of a considerable number of employers or interested laborers, determine in a preliminary manner the convenience of amending, altering or repealing, in whole or in part, any previous decree. If board should reach such preliminary conclusion, the procedure followed is identical with the approval, publication, consideration, and final approval of original decree.	Noncompliance subject to fine or imprisonment or both. Employee may recover back wages, an additional equal amount as penalty, plus costs, expenses, and reasonable attorney's fees.

^a 1941 act created minimum-wage board and procedures for establishment of minimum wages in all Puerto Rican industries including agriculture. As it did not repeal the 1919 act, the latter may be invoked in industries for which a minimum wage order has not been issued.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Coverage of the law		Administrative authority	Type of law	Basis of wage rate	Procedures in establishing minimum wages by wage order			Enforcement
	Occupations or industries	Class of employees				Preliminary procedure	Procedure for setting wage rates	Procedure for revision	
<p>Rhode Island: General laws (1938), ch. 289, secs. 1 to 21 as amended session laws 1089, ch. 660, secs. 150, 151, p. 60; 1941, ch. 1065, p. 268; 1945, ch. 1624, p. 218; 1950, ch. 2624, p. 759.</p> <p>(Year legislation first enacted: 1936.)</p>	<p>Any industry, trade or business, or branch thereof or class of work therein. <i>Exclusions:</i> Domestic service in the home of the employer; labor on a farm.</p>	<p>Women; minors (persons of either sex under 21 years of age); men.</p> <p><i>Special licenses:</i> Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.</p>	<p>Director of labor and commissioner appointed as chief of division of women and children.</p> <p>Director has authority to make such administrative regulations as he deems appropriate to implement and safeguard the minimum fair wage standards established by the wage board.</p>	<p>Minimum wage established by wage order.</p>	<p>Wage fairly and reasonably commensurate with value of service rendered and not greater than the industry can afford to pay. In establishing a minimum fair wage, commissioner and wage board (1) may take into account all relevant circumstances affecting the value of the service or class of service rendered; (2) may be guided by like considerations as would guide a court in a suit for the reasonable value of services rendered; (3) may consider wages paid in this State and other States for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards; and (4) may consider what wages the industry can afford to pay.</p>	<p>Investigation at discretion of director or commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered, less than the industry can afford to pay, and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining registers, payrolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, with or without investigation, director shall appoint a wage board.</p>	<p>Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director shall accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director issues a directory order.</p> <p>After 3 months and following a public hearing, director may make the order mandatory.</p>	<p>At any time after an order has been in effect 1 year or more, director may on his own motion, and shall on petition of 50 or more residents, reconsider rates set therein and reconvene the same wage board or appoint a new one to recommend whether or not rates should be modified. The procedures followed shall be the same as prescribed initially. After notice and public hearing, director may at any time, and from time to time, make such modifications or additions to any administrative regulations as he may deem appropriate to carry out this act provided such regulations could legally have been included in the original order.</p>	<p>Publication of names of employers not complying with directory order.</p> <p>Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both.</p> <p>Employee may recover back wages, costs, and attorney's fees.</p>
<p>South Dakota: 1 Code (1939), secs. 17,067 to 17,068, 17,901, as amended session laws 1943, ch. 76, p. 79; 1945, ch. 77, p. 76.</p> <p>(Year legislation first enacted: 1923.)</p>	<p>Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.</p>	<p>Any woman or girl over the age of 14 years.</p> <p><i>Special licenses:</i> Apprentices, learners, and women mentally or physically deficient may be granted a permit authorizing a wage lower than the minimum.</p>	<p>Secretary of agriculture.</p>	<p>Minimum wage fixed by law.</p>					<p>Noncompliance a misdemeanor, punishable by fine or imprisonment or both.</p> <p>Employee may recover back wages and costs.</p>
<p>Utah: 3 Code Annotated (1943), secs. 49-4-5 to 49-4-21, 42-1-1.</p> <p>(Year legislation first enacted: 1913.)</p>	<p>Any occupation, trade, or industry.</p>	<p>Women; minors (females under 21, males under 18 years of age).</p> <p><i>Special licenses:</i> Any woman physically defective by age or otherwise may be granted license authorizing a wage lower than minimum. License must be renewed every 6 months.</p> <p>Apprentice or learner: Special wage may be set by commission for specified period.</p>	<p>Industrial commission. (Commission composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years.)</p>	<p>Minimum wage established by wage order.</p>	<p>Wage adequate to supply necessary cost of proper living and to maintain health and welfare.</p>	<p>Investigation at discretion of commission to determine whether wages paid to women and minors in an occupation are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, payrolls, or records and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need, after investigation, commission shall call a wage board.</p>	<p>Commission calls wage board composed of an equal number of representatives of employers and employees with a representative of the commission as chairman. After studying the evidence the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.</p>	<p>Whenever wages have been made mandatory in any occupation, trade, or industry, commission may at any time in its discretion, upon its own motion or upon petition of employers or employees, after a public hearing, rescind, alter, or amend any prior order.</p>	<p>Noncompliance a misdemeanor.</p> <p>Employee may recover back wages and costs.</p>
<p>Washington: 1 Revised Code (1951), secs. 49.12.010 to 49.14.200, 43.22.280.</p> <p>(Year legislation first enacted: 1913.)</p>	<p>Any occupation, trade, or industry.</p>	<p>Women; minors (persons of either sex under 18 years of age).</p> <p><i>Special licenses:</i> Any woman physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a lower wage.</p>	<p>Industrial welfare committee. (Committee composed of director of labor and industries, supervisor of industrial insurance, supervisor of industrial relations, supervisor of women in industry, and industrial statistician; director of labor and industries is chairman and supervisor of women in industry is executive secretary.)</p>	<p>Minimum wage established by wage order.</p>	<p>Wage adequate to supply necessary cost of living and maintain health. Suitable wage for minors.</p>	<p>Investigation at discretion of committee to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, payrolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need, after investigation, committee is empowered to call a conference.</p>	<p>Committee calls conference composed of an equal number of representatives of employers and employees in an occupation or industry, 1 or more representatives of the public (the number not to exceed that in either of the other groups), and a member of the committee to act as chairman. Conference recommends minimum-wage standards which the committee may accept or reject in whole or in part. If accepted, committee issues a mandatory order.</p> <p>Committee may at any time, after inquiry, determine suitable wages for minors and issue mandatory order.</p>	<p>If committee specifies a minimum wage, it shall not be changed for 1 year. Whenever wages have been established by original order, upon petition of either employers or employees, committee may at its discretion reopen the question by calling a public hearing, and may on its own motion amend the original order upon proper showing at the hearing and in harmony with the testimony and facts adduced therein.</p>	<p>Noncompliance a misdemeanor, punishable by fine.</p> <p>Employee may recover back wages, costs, and attorney's fees.</p>
<p>Wisconsin: Statutes (1951), secs. 101.01 to 101.28, 104.01 to 104.12, 319.01.</p> <p>(Year legislation first enacted: 1913.)</p>	<p>Every person in receipt of, or entitled to, any compensation for labor performed for any employer.</p>	<p>Women; minors (persons of either sex under 21 years of age).</p> <p><i>Special licenses:</i> Any woman or minor unable to earn the living wage may be granted license to work for a wage commensurate with his or her ability.</p>	<p>Industrial commission. (Commission composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 6 years.)</p>	<p>Minimum wage established by wage order.</p>	<p>Living wage, i. e., sufficient to maintain worker under conditions consistent with welfare, welfare to mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.</p>	<p>Investigation at discretion of commission, or on the filing of a verified complaint of any person, to ascertain whether wage paid to any woman or minor is not a living wage. If, upon investigation, commission finds reasonable cause to believe wages paid to women or minors are not a living wage, it shall appoint an advisory board to assist in its investigations and determinations.</p>	<p>Commission appoints an advisory wage board selected to represent fairly employers, employees, and the public. The living wage determined by the commission and this advisory board shall be the living wage for women and minors. Commission issues general or special order fixing the living wage.</p>		<p>Employer not complying shall forfeit and pay into State treasury.</p>