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State Hour Laws For Women

WOMEN'S BUREAU BULLETIN 250

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UNITED STATES DEPARTMENT OF LABOR

JAMES P. MITCHELL, *Secretary*

WOMEN'S BUREAU

FRIEDA S. MILLER, *Director*

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, October 15, 1953.

SIR: I have the honor to transmit a report showing the provisions of State hour laws for women as of October 1, 1953. The laws covered deal with daily and weekly hours of work, day of rest, requirements as to meal and rest periods, and the employment of women at night.

This report is the most recent in a series of bulletins on State labor laws for women published by the Women's Bureau over a period of three decades. When the first such report (Women's Bureau Bulletin 16: 1921) was issued, efforts to establish an 8-hour maximum work-day for women had gained legislative support in only 9 States. The most common legal hour standard for women was 10 hours a day, in effect in 19 States. Only 12 States and the District of Columbia had day-of-rest laws; only 14 States and Puerto Rico required a meal period of specified minimum length. Thirteen States and Puerto Rico prohibited the employment of women at night.

The present report shows the significant gains in legal hours standards for women which have been made in the intervening years. The data contained in this report are in constant demand by labor law administrators in the various States and by employers and workers. The lapse of more than 8 years since the last printed report on this subject (Women's Bureau Bulletin 202, Part I: 1944) makes the publication of the present edition especially urgent.

The report was prepared in the Bureau's Division of Women's Labor Law and Civil and Political Status. The material contained in it was sent to the State administrators for consideration and approval, and I wish to express my appreciation of their generous cooperation and assistance.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

HON. JAMES P. MITCHELL,
Secretary of Labor.

STATE HOUR LAWS FOR WOMEN

SUMMARY

In 45 States, the District of Columbia, Alaska, and Puerto Rico, laws are in effect regulating the hours of employment of women. The following types of standards are established by these laws: (1) Maximum daily and weekly hours; (2) day of rest; (3) meal and rest periods; and (4) nightwork. Not every State has all types of hour standards. However, only Hawaii¹ and three States—Alabama, Florida, and Iowa—have not set legal standards governing at least one aspect of women's hours of employment.

Maximum Daily and Weekly Hours

Forty-three States, the District of Columbia, and Alaska have laws limiting women's daily and/or weekly hours of employment in one or more industries.

Five States—Alabama, Florida, Indiana, Iowa, and West Virginia—do not have such laws. The laws of Hawaii and Puerto Rico set no maximum, but require payment of premium rates for time worked beyond specified daily and/or weekly hours.

One-half of the States (24) and the District of Columbia have laws regulating the employment of women which establish a maximum of 8 hours a day and/or 48 hours a week or less for one or more industries.² All but one of these—Kansas—cover manufacturing establishments. The 8–48 hours law in Kansas applies to public-house-keeping occupations and telephone exchanges; in manufacturing establishments, the maximum is 9 hours a day and 49½ hours a week. In Connecticut the maximum workweek is 48 hours for several industries including manufacturing, but daily hours may not exceed 8 in mercantile establishments or 9 in other types of employment, including manufacturing. Ohio's law sets 8–48 hours as the maximum for industries other than manufacturing, 9–45 for manufacturing.³

¹ Although Hawaii's "wage and hour law" does not place a limit on hours of employment, it requires payment of time and a half worker's regular rate for hours over 48 in private employment.

² If a State has set different legal maximum-hour standards for different industries, the law establishing the highest standard, i. e., the lowest maximum hours, is shown.

³ An emergency measure suspends the 45-hour maximum and permits 48 hours a week in manufacturing until Sept. 1, 1955. The same measure prohibits employment of women as taxi drivers between 10 p. m. and 6 a. m. Under the suspended section, taxi driving was a prohibited occupation for women.

Arizona.....	8-48	New Mexico.....	8-48
Arkansas.....	8-(1)	New York.....	8-48
California.....	8-48	North Carolina.....	9-48
Colorado.....	8-(1)	North Dakota.....	8½-48
Connecticut.....	8-48	Ohio.....	8-48
District of Columbia.....	8-48	Oregon.....	8-44
Illinois.....	8-48	Pennsylvania.....	10-48
Kansas.....	8-48	Rhode Island.....	9-48
Louisiana.....	8-48	Utah.....	8-48
Massachusetts.....	9-48	Virginia.....	9-48
Montana.....	8-(2)	Washington.....	8-
Nevada.....	8-48	Wyoming.....	8-48
New Hampshire.....	10-48		

¹ Day-of-rest law provides, in effect, for a 48-hour week.

² By statute, 48 hours constitutes a week's work for men and women employees in certain specified industries.

Nine States have set a maximum 9-hour day for women and all but one of these (Idaho) have a weekly maximum of 50 or 54 hours. Maine's law sets 50 hours for production workers in manufacturing and mechanical establishments and 54 hours for women workers in a number of other establishments and industries.

Idaho.....	9-	Oklahoma.....	9-54
Maine.....	9-50	Texas.....	9-54
Michigan.....	9-54	Vermont.....	9-50
Missouri.....	9-54	Wisconsin.....	9-50
Nebraska.....	9-54		

Nine States have set a maximum day of 10 hours and a week of from 50 to 60 hours. In Georgia and South Carolina the law is limited to one type of manufacturing only—cotton and woolen goods.

Delaware.....	10-55	New Jersey.....	10-54
Georgia*.....	10-60	South Carolina*.....	10-55
Kentucky.....	10-60	South Dakota.....	10-54
Maryland.....	10-60	Tennessee.....	10-50
Mississippi*.....	10-60		

*Men and women.

Minnesota has fixed no daily limit in its statute, having only a 54-hour weekly limitation for manufacturing and several other industries.

Alaska has set 60 hours as the maximum week for household or domestic employees.

Day of Rest ⁴

Nearly half the States (22) and the District of Columbia establish a 6-day week for women in some or all industries. In 2 of these States—Colorado and Utah—the law does not apply to manufacturing establishments.

⁴ A number of States still have on their statute books the so-called "blue laws" which prohibit labor on Sunday other than work of necessity or charity. Since such laws do not regulate the employment of one person by another, they are not considered labor laws within the scope of this bulletin.

Arizona	Kansas	North Dakota
Arkansas	Louisiana	Ohio
California*	Massachusetts*	Oregon
Colorado	Nevada	Pennsylvania
Connecticut*	New Hampshire*	South Carolina
Delaware	New Jersey	Utah
District of Columbia	New York*	Wisconsin*
Illinois*	North Carolina	

*Men and women.

In addition, Puerto Rico has a law which provides for a day of rest but permits work during such day on payment of double the employee's regular rate. Also, Rhode Island has a law, enforced by the department of labor, which prohibits employment on Sundays and holidays except to perform work absolutely necessary. Kentucky law requires payment of time and one-half for work on the seventh consecutive day.

Meal and Rest Periods

Meal periods varying from 20 minutes to 1 hour must be allowed to women in some or all industries in over half of the States (27), the District of Columbia, and Puerto Rico. The States are as follows:

Arkansas	Maine	Ohio
California	Maryland	Oregon
Colorado	Massachusetts	Pennsylvania
Delaware	Nebraska*	Rhode Island
District of Columbia	Nevada	Utah
Illinois	New Jersey*	Washington
Indiana*	New Mexico	West Virginia
Kansas	New York*	Wisconsin
Kentucky	North Carolina	
Louisiana	North Dakota	Puerto Rico

*Men and women.

Rest periods are provided for in one or more industries by 8 States. Most of these set a 10-minute rest period within the half-day's work.

Arizona	Nevada	Washington
California	Oregon	Wyoming
Colorado	Utah	

Nightwork

Twenty States and Puerto Rico place some limitation on the hours adult women may be employed at night. An additional 3 States and the District of Columbia limit the nightwork of persons 18 to 21 years of age only.

In 13 States and Puerto Rico, nightwork for adult women is prohibited in certain industries or occupations. In North Dakota and

Washington the prohibition applies only to elevator operators; in Ohio,⁵ only to taxicab drivers.

Connecticut

Delaware

Indiana ¹

Kansas

Massachusetts

Nebraska

New Jersey

New York

North Dakota

Ohio

South Carolina

Washington

Wisconsin

Puerto Rico

¹ Suspended until 1961.

In 7 additional States—California, Maryland, New Hampshire, New Mexico, Oregon, Pennsylvania, and Utah—as well as in several of the States already listed, the employment of adult women at night, while not prohibited, is regulated either by provision for a lower maximum hour limit for nightwork than for daywork or by the establishment of specific working-conditions standards.

In the District of Columbia and in 3 States that do not prohibit or regulate nightwork for adult women—Arizona, Rhode Island, and Virginia—nightwork is prohibited only for persons under 21 in messenger service (in Virginia for girls under 21).

⁵ See footnote 3.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
ALABAMA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Nightwork. No law.								
ALASKA: 1. Maximum Hours. Compiled Laws Annotated (1949), vol. 2, sec. 43-2-34. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Nightwork. No law.	Household or domestic employment. (Females.)		60					
ARIZONA: 1. Maximum Hours. Code Annotated (1939), vol. 4, sec. 56-320.	Any labor. (Females.) <i>Exemptions:</i> Domestic work; nurses; telephone or telegraph office or exchange or railroad-yard office employing 3 or fewer women.	18	48	6			For women engaged in harvesting, curing, canning, or drying of perishable fruits or vegetables during period necessary to save product from spoiling, hours' provisions not applicable. If daily hours do not exceed 6, adult women may be employed 7 days a week. (For variations in laundry establishments, see footnote 2.)	

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
ARIZONA—Continued 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. State Industrial Commission Minimum Wage Order, Mandatory Order, No. 2-A, Laundry and Dry Cleaning Industry (1948). 4. Nightwork. Code Annotated (1939), vol. 4, sec. 56-311.	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. (Women and minors.) <i>Exemptions:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school.				One 10-minute rest period during each full day worked, or two 10-minute periods during any full working shift at employee's regular rate of pay.			
	Messenger for telegraph or messenger company in incorporated city. (Persons under 21.)					10 p. m. to 5 a. m.		

ARKANSAS:

1. Maximum Hours.

Statutes Annotated (1947), vol. 7, secs. 81-601 to 81-603, 81-614, 81-617, 81-619, as amended session laws 1953, Act 217.

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. (Females.) *Exemptions:* Domestic, agricultural, or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 750 stations to the extent they are exempt under FLSA; and railroad employees whose hours are regulated by Federal law.

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Time and a half must be paid for hours over 8 a day and for work on 7th consecutive day.

For work on 7th day or for employment of permanent nature in excess of 9 hours on other days, permit must be obtained from commissioner of labor.

Permit for employment on 7th day is limited by the statute to 90 days.

Women executives or managers who exercise real supervision and managerial authority and whose weekly salaries are \$35 or more may be exempted from day-and-hour provisions of the statute by labor commissioner following a hearing of all parties interested.

Banks and trust companies, complying with wage-and-hour provisions of FLSA, shall be held in compliance with wage-and-hour provisions of female labor laws of the State.

2. Day of Rest.

(See Maximum Hours.)

3. Meal and Rest Periods.

Statutes Annotated (1947), vol. 7, sec. 81-609.

For coverage, see **Maximum Hours.** (Females.) Applicable only where 3 or more females employed.

Not less than $\frac{3}{4}$ hour for lunch.
Interval of $\frac{1}{2}$ hour required if employment covers a period of 6 consecutive hours.

Work period of $6\frac{1}{2}$ consecutive hours permitted if employment ends not later than 1:30 p. m. and worker is dismissed for the day. Labor commissioner may grant exemption on such terms and conditions as he in his discretion may prescribe.

See footnotes at end of table.

∞ LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
<p>ARKANSAS—Con. 3. Meal and Rest Periods—Con. Ibid., sec. 81-410.</p> <p>4. Nightwork. No law.</p>	<p>Factory, manufacturing establishment, workshop, or other place of employment. (Women.) <i>Exemption:</i> Establishments employing fewer than 6 men and women.</p>				<p>If lunchroom not provided on premises, 1 hour must be allowed for meals during which time women must be free to leave building if they so desire.</p>			
<p>CALIFORNIA: 1. Maximum Hours. Labor Code (Deering, 1943), secs. 1350 to 1352, as amended 1951 supplement, as amended session laws 1953, ch. 1254. General Laws (Deering, 1943), vol. 2, 1951, supplement, Act 4052, as amended session laws 1953, ch. 300.</p>	<p>Manufacturing, mechanical, or mercantile establishment or industry; laundry, cleaning, dyeing, or cleaning and dyeing establishment; hotel, public lodginghouse, apartment house, hospital, beauty shop, barbershop, place of amusement, restaurant, cafeteria, telegraph or telephone establishment or office; express or transportation company; operation of elevators in office buildings. (Females.) <i>Exemptions:</i> Executives, administrators; and professional women, i. e., (a) those engaged in work predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment for which remuneration is not less than \$350 per month, or (b) those licensed or certified by the</p>	18	48	(See Day of Rest law.)		<p>During period necessary to save product from spoiling, hours' provisions not applicable to (1) women engaged in harvesting, curing, canning, or drying of perishable fruit, fish, or vegetables; (2) employees actually engaged in the processing of biologicals in laboratories under license of U. S. Department of Treasury or Agriculture.</p>	<p>Until termination of the existing emergency or the 91st day after final adjournment of the 1955 regular session of the legislature, upon application of employer to the State enforcing agency, governor may issue a defense production permit authorizing employment of females at or for such hours and at such type of work and under such conditions as may be helpful in increasing production and furthering the current</p>	

Industrial Welfare Commission Minimum Wage Order, No. 17-R, Motion Picture Industry (1949).	State and practicing law, medicine, dentistry, architecture, engineering, or accounting, and graduate nurses, clinical laboratory technologists, and technicians in hospitals during an emergency.	8	6	In emergencies, women 18 and over may be employed in excess of 8 hours a day or 6 days a week, provided overtime rate of 1½ times regular rate is paid. Women employed at a guaranteed weekly rate must be paid for hours worked in excess of 40 a week.	defense program without unreasonably increasing the risk of impairing the health or safety of said employees. On proper cause, the governor may at any time revoke, modify, or suspend existing permit. In case of extreme defense production emergency, governor may issue temporary permit pending processing of regular permit application. Do.
Ibid., No. 16-A, Motion pictures (1931).	Extras who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week. (Women and minors.)	8	(See Day of Rest Law.)	In emergencies, employment may be up to 16 hours a day, including meal periods, and on the seventh day if the overtime rates specified in the order are paid.	Do.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
CALIFORNIA—Con. 1. Maximum Hours— Continued								
Ibid., No. 1-52, Manufacturing and Mercantile Industries (1952); No. 2-52, Personal Service Industry (1952); No. 4-52, Professional, Technical, Clerical, and Similar Occupations (1952); ³ No. 5-52, Public Housekeeping Industry (1952); ⁴ No. 6-52, Laundry, Dry Cleaning, and Dyeing Industry (1952); No. 9-52, Transportation (1952); ⁴ No. 10-52, Amusement and Recreation Industries (1952).	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. (Women and minors.) <i>Exemptions:</i> Canning, preserving, and freezing industry; industries handling farm products after harvest; women employed in administrative, executive, or professional capacities (as defined). 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. (Women and minors.) <i>Exemptions:</i> Women employed in administrative, executive, or professional capacities (as defined). 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	8	-----	6	-----	-----	For employment not prohibited by secs. 1350-1354 of Labor Code (maximum hour statute), women 18 years and over may be employed in excess of 8 hours and on the 7th day if overtime is paid at not less than 1½ times employee's regular rate, provided that such overtime need not be paid for work on 7th day occurring in a week when total employment does not exceed 30 hours and daily total does not exceed 6 hours.	Do.

of the body, skin, nails, or hair, or in the enhancement of personal appearance or health. (Women and minors.) *Exemptions:* Women employed in administrative, executive, or professional capacities (as defined).

Professional, Technical, Clerical and Similar Occupations; i. e. professional, semiprofessional, managerial, supervisory, laboratory, research, technical, clerical, and office-work occupations. (Women and minors.) *Exemptions:* 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 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. (Women and minors.) *Exemptions:* 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).

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
CALIFORNIA—Con. 1. Maximum Hours— Continued Ibid.—Continued	<p>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, mothproofing, 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. (Women and minors.) <i>Exemptions:</i> Women employed in administrative, executive, or professional capacities (as defined).</p> <p>Transportation Industries; i. e., any industry, business, or establishment operated for the purpose of conveying persons or property from 1 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. (Women and minors.) <i>Exemptions:</i> Women employed in administrative, execu-</p>							

Ibid., No. 3-52, Canning, Freezing and Preserving Industry; No. 8-52, Industries Handling Farm Products After Harvest, (1952).

tive, or professional capacities (as defined).

Amusement and Recreation Industries; i. e., any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public. (Women and minors.) *Exemptions:* Women employed in administrative, executive, or professional capacities (as defined).

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. (Women and minors.) *Exemptions:* 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. (Women and minors.) *Exemptions:* Women employed in administrative, executive, or professional capacities (as defined).

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For employment not prohibited by secs. 1350-1354 of Labor Code (maximum-hour statute), in periods when it is necessary to prevent deterioration or spoilage of the product handled, women 18 years and over may be employed as much as 72 hours in any 7 consecutive days if employer grants a 24-hour rest period thereafter, provided that employee is compensated for overtime at not less than $1\frac{1}{2}$ times her regular rate of pay for hours over 8 including 12 on any 1 day, and for the first 8 hours on the 7th day; and not less than double such regular rate for hours in excess of 12 per day and in excess of 8 on the 7th day.

Do.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
CALIFORNIA—Con.								
2. Day of Rest. Labor Code (Deering, 1943), secs. 510, 550-556, as amended 1951 supplement.	Any occupation of labor. (Men and women.) <i>Exemptions:</i> Work performed in care of animals, crops, or lands; protection of life or property; common carrier engaged in or connected with movement of trains; employees working under collective-bargaining agreements.	-----	-----	6	-----	-----	In cases of emergency and in employment which does not exceed 6 hours a day or 30 hours a week, work on the 7th day permitted. If nature of work requires that employee work 7 or more consecutive days, days of rest may be accumulated and equivalent time off allowed during calendar month.	See entry in Maximum Hours.
3. Meal and Rest Periods. Industrial Welfare Commission Minimum Wage Order, No. 17-R.	For coverage, see Maximum Hours , Motion Picture Industry.	-----	-----	-----	Minimum meal period of ½ hour and maximum of 1 hour after 6 hours' work. 10-minute paid rest period for each 4 hours of worktime, insofar as practicable, in middle of work period.	-----	Under certain circumstances exemptions from meal and rest periods may be obtained by making application to commission; exemptions revocable after reasonable written notice.	Do.
Ibid., Nos. 1-52 to 6-52 and Nos. 8-52 to 10-52.	For coverage, see Maximum Hours , Manufacturing and Mercantile; Personal Service; Canning, Freezing, and Preserving; Professional, Technical, Clerical, and Similar; Public Housekeeping; Laundry, Dry Cleaning and Dyeing; Handling Farm Products After Harvest; Transportation; Amusement and Recreation.	-----	-----	-----	At least ½-hour meal period after 5 hours' work. ⁶ At least 10-minute paid period per 4 hours or major fraction thereof, and insofar as practicable, in middle of work period. ⁷	-----	If 6 hours completes day's work waiver permitted. On application of employer commission may issue written exemption after investigation and finding that specified conditions are met.	Do.
4. Nightwork. Industrial Welfare Commission Minimum Wage Order, No. 17-R.	For coverage, see Maximum Hours , Motion Picture Industry.	-----	-----	-----	-----	(9) (9)	-----	Do.

Ibid., Nos. 1-52 to 6-52 and Nos. 8-52 to 10-52.

For coverage, see **Maximum Hours**, Manufacturing and Mercantile; Personal Service; Canning, Freezing, and Preserving; Professional, Technical, Clerical, and Similar; Public Housekeeping; Laundry, Dry Cleaning and Dyeing; Handling Farm Products After Harvest; Transportation; Amusement and Recreation.

No woman may be required to report for work or may be dismissed from work between 10 p. m. and 6 a. m. unless suitable transportation is available.¹⁰

Do.

COLORADO:

I. Maximum Hours.

Statutes Annotated (1935), vol. 3, ch. 97, sec. 112, 1951 supplement.

Manufacturing,¹ mechanical, or mercantile establishment,² laundry, hotel, or restaurant. (Females.)³

8

Industrial Commission Minimum Wage Order, No. 6, Laundry Industry (1951).

Laundry Industry, 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.)

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In case of emergencies or conditions demanding immediate action or in case of processing of seasonal agricultural products, over 8 hours' work in a calendar day permitted on payment of time and one-half employee's regular hourly rate, provided that a permit is first obtained from the industrial commission.

For hours over 8 a day (allowed only on permit in emergencies) or over 44 a week, time and one-half employee's regular rate must be paid.

Work on more than 6 days a week permitted in emergencies.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
COLORADO—Con. 1. Maximum Hours— Continued								
<i>Ibid.</i> , No. 7, Retail Trade Occupations (1951).	Retail Trade Occupations, i. e., the performance of any and every type of work concerned with or incidental to the selling or offering for sale any commodity, article, goods, wares, or merchandise, to the consumer, not for the purpose of resale in any form. (Women and minors.)	8	-----				For hours over 8 a day (allowed only on permit in emergencies) or over 48 a week, time and one-half employee's regular rate must be paid.	
<i>Ibid.</i> , No. 8, Public Housekeeping Occupations (1951).	Public Housekeeping includes hotels, restaurants, motels, roominghouses, c o t t a g e 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. <i>Exemptions:</i> Registered nurses; student nurses; female interns; dietitians; laboratory technicians, and student employees in sororities, fraternities, college clubs, or dormitories. (Women and minors.)	8	-----				do	

Ibid., No. 9 Beauty Service Occupations (1951).	Beauty Service, i. e., all services or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance, and also services or operations incidental thereto, including the service of maids, cashiers, reception or appointment clerks. (Women and minors.)	8		6		For hours over 8 a day (allowed only on permit in emergencies) or over 44 a week, time and one-half employee's regular rate must be paid.
2. Day of Rest. (See Orders 6 and 9 in Maximum Hours.)						
3. Meal and Rest Periods. Industrial Commission Minimum Wage Order No. 6.	For coverage see Maximum Hours, Laundry Industry.				Not less than 30 and not more than 90 minutes for meal period on employee's time. At least 10 minutes' rest on employer's time for each 4 hours of employment or major fraction thereof.	
Ibid., No. 7.	For coverage see Maximum Hours, Retail Trade Occupations.				Hours worked shall be consecutive, except that an interval of not less than 30 and not more than 90 minutes must be allowed for each meal period on employee's time. See laundry order for rest-period provision.	
Ibid., No. 8.	For coverage see Maximum Hours, Public Housekeeping Occupations.				Meal period (length not stated) on employee's time. See laundry order for rest-period provision.	
Ibid., No. 9.	For coverage see Maximum Hours, Beauty Service Occupations.				Not less than 30 minutes on employee's time. See laundry order for rest-period provision.	
4. Nightwork. No law.						

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
CONNECTICUT: 1. Maximum Hours. General Statutes (1949), vol. 3, sec. 7344, as amended session laws 1953, Act 279. Ibid., sec. 7343, as amended 1951 supplement, sec. 1286b. Ibid., sec. 7349	Mercantile establishments. ¹ (Females.) <i>Exemptions:</i> Permanent salaried employees in executive, managerial, or supervisory positions excepted from the provisions of the minimum wage law who receive a regular salary of not less than the minimum fixed for such employment in any wage order or administrative regulations issued under the minimum wage law.	8	48	6			To provide 1 shorter working day in a week, 10 hours' employment permitted on 1 day in that week. If employer grants at least 7 holidays with pay annually, overtime permitted during Dec. 18-25. In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 52 hours a week, for not more than 4 weeks in any 12 months.	
	Manufacturing ² or mechanical establishment. (Females.)	9	48	(See Day of Rest law.)			In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 55 hours a week, for not more than 8 weeks in any 12 months.	In the event of war or other national emergency, commissioner after investigation may, with approval of the governor, extend the number of weeks per year in which 10 hours a day, 55 hours a week, may be worked to meet scheduled production of war or critical material.
	Public restaurant, cafe, diningroom, barbershop, hairdressing, or manicuring establishment, or photograph gallery. (Females.) <i>Exemption:</i> Hotels.	9	48	6			To provide 1 shorter working day in a week, 10 hours' employment permitted on 1 day in that week.	

Ibid., sec. 7348.	Bowling alley, shoeshining establishment, billiard or pool room. (Women.)		58			
2. Day of Rest. (See Maximum Hours.) General Statutes (1949), vol. 3, sec. 8608.	Any commercial occupation or the work of any industrial process. (All employees.) <i>Exemptions:</i> Farm or personal service; druggists; watchmen, superintendents or managers; janitors; persons engaged solely in transportation; sale or delivery of milk, food, or newspapers; commercial occupations or industrial processes required to be continuous; necessary work of inspection, repair, or care of any manufacturing or other plant or of any merchandise or stock.			6		In cases of emergency, work permitted on 7th day.
3. Meal and Rest Periods. No law.						
4. Nightwork. General Statutes (1949), vol. 3, secs. 7350, 7351, as amended 1951 supplement, sec. 1287b. Administrative Regulations, Department of Labor (1948).	Public restaurant, cafe, dining room, barber shop, hair-dressing, or manicuring establishment, or photograph gallery; manufacturing, ² mechanical, or mercantile establishment. (Females.) <i>Exemptions:</i> Hotel, physicians, surgeons, nurses, pharmacists, attorneys, teachers, social service workers, display workers engaged chiefly in arranging and displaying merchandise in accordance with their own designs and receiving at least \$150 a month, women over 21 employed solely as musicians or other entertainers provided such entertainers are not employed more than 40 hours a week.				1 a. m. to 6 a. m.	Employer may be granted permit to employ females between 1 a. m. and 6 a. m. when in compliance with regulations of labor commissioner protecting the health and welfare of such females and prescribing adequate transportation for them. Specific administrative regulations promulgated by the labor commissioner include: No female shall be employed or permitted to work as sole occupant of any establishment between 1 a. m. and 6 a. m.; all establishments employing women between 1 a. m. and 6 a. m. shall be open to inspection of the commissioner or his agent at all times.

See footnotes at end of table.

LAWSGOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
CONNECTICUT—Con. 4. Nightwork—Con. General Statutes (1949), vol. 3, sec. 7348.	Bowling alley, shoeshining establishment, billiard or pool room. (Women.)						After 10 p. m.	
DELAWARE: 1. Maximum Hours. Revised Code (1935), ch. 90, sec. 3592.	Mercantile, mechanical, ¹ or manufacturing establishment; laundry, baking, or printing establishment; telephone and telegraph office or exchange; restaurant, hotel, place of amusement, dressmaking establishment, or office. (Females. ²) <i>Exemptions:</i> Canning or preserving perishable fruits and vegetables.	10	55	6			12 hours may be worked on 1 day a week, provided weekly maximum is not exceeded.	
2. Day of Rest. (See Maximum Hours.)								
3. Meal and Rest Periods. Revised Code (1935), ch. 90, sec. 3594.	For coverage see Maximum Hours.				At least ½ hour for meals. An interval of at least ¾ hour must be allowed if work period is 6 consecutive hours.		Work period of 6½ hours permitted if employment ends not later than 1:30 p. m. and worker is dismissed for the day.	
4. Nightwork. Revised Code (1935), ch. 90, sec. 3592, as amended session laws 1943, ch. 160.	Mechanical or manufacturing establishment; laundry, baking, or printing establishment; office or dressmaking establishment. (Females. ²) <i>Exemptions:</i> Canning or preserving of perishable fruits and vegetables; establish-					11 p. m. to 6 a. m.		

Idem-----	ments where continuous operations are necessary. Mercantile establishments, telephone and telegraph office or exchange, restaurant, hotel, place of amusement. (Females.) ²					If any part of day's work is performed between 11 p. m. and 7 a. m., employment may not exceed 8 hours in any 24.
Revised Code (1935), ch. 90, sec. 3607.	Messenger for telephone, telegraph, or messenger companies in the distribution, collection, transmission, or delivery of goods or messages in towns or cities having a population of over 20,000 persons. (Persons under 21.) ¹					10 p. m. to 6 a. m.
DISTRICT OF COLUMBIA:						
1. Maximum Hours. Code (1951), vol. 2, sec. 36-301.	Manufacturing, mechanical, or mercantile establishments; laundry, hotel, restaurant, telegraph, or telephone establishment or office; or express or transportation company. (Females.)	8	48	6		
2. Day of Rest. (See Maximum Hours.)						
3. Meal and Rest Periods. Code (1951), vol. 2, sec. 36-303.	Manufacturing, mechanical, or mercantile establishment; laundry, hotel, restaurant, telegraph, or telephone establishment or office, or express or transportation company. (Females.) <i>Exemption:</i> Establishments in which 2 or fewer females are employed.				No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{1}{4}$ hour.	If employment ends not later than 1:30 p. m. and employee is dismissed for the day, continuous work period of not more than $6\frac{1}{2}$ hours permitted.
4. Nightwork. Code (1951), vol. 2, sec. 36-206.	Messengers. (Females between 18 and 21.)					7 p. m. to 6 a. m.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
FLORIDA:								
1. Maximum Hours. No law.								
2. Day of Rest. No law.								
3. Meal and Rest Periods. No law.								
4. Nightwork. No law.								
GEORGIA:								
1. Maximum Hours. Code Annotated (1937), vol. 16, sec. 54-201.	Cotton or woolen manufacturing establishment. (All employees.) <i>Exemptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, cleaners, repairmen.	10	60				More than 10 hours a day permitted if weekly hours are not exceeded. Time lost because of accident or other unavoidable circumstance may be made up, not to exceed 10 days.	
2. Day of Rest. No law.								
3. Meal and Rest Periods. No law.								
4. Nightwork. No law.								
HAWAII:								
1. Maximum Hours. No law. ¹								
2. Day of Rest. No law.								
3. Meal and Rest Periods. No law.								
4. Nightwork. No law.								
IDAHO:								
1. Maximum Hours. Code Annotated (1947), vol. 8, sec. 44-1107.	Mechanical or mercantile establishment, laundry, hotel, or restaurant, telegraph or	9						

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.
- 4. Nightwork. No law.

ILLINOIS:

1. Maximum Hours.

Statutes Annotated (Smith-Hurd, 1950), ch. 43, secs. 5, 5a, 8.1, as amended session laws 1953, H. B. 813.

telephone establishment, office, express or transportation company.¹ (Females.)
Exemptions: Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.

Mechanical or mercantile establishment; factory, laundry, hotel, restaurant, barbershop, beauty parlor, telegraph or telephone establishment or office thereof; place of amusement; express or transportation or public utility business; common carrier; public or private institution or office thereof.¹ (Females.) *Exemptions:* Graduate nurses; operators for a telephone company in an agency in a private residence or place of business other than an exclusive telephone establishment.

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(See Day of Rest law.)

In mercantile establishments during 4 weeks in calendar year, 9 hours a day, 54 hours a week, permitted by statute.

In other than mercantile establishments, 9 hours may be worked on 1 day a week if weekly hours do not exceed 48.

In canneries between June 1 and October 15, 10 hours a day, 60 hours a week, permitted.

In public emergencies, employments necessary to furnish essential public services such as communication, sewage disposal, water supply, light, gas, and transportation are exempt from provisions of hour law for a period not to exceed 48 hours.

Telegraph or telephone operators may be employed not more than 10 hours between 7:30 p. m. and 8 a. m. if sleeping facilities are provided and operator is allowed at least 4 hours sleep.

Until termination of the national emergency proclaimed Dec. 16, 1950, the director of labor on application showing wartime necessity may grant emergency permits authorizing employment of females in war-work up to 10 hours a day, 54 a week, for as much as 10 weeks in year.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
ILLINOIS—Continued	<p>2. Day of Rest. Statutes Annotated (Smith-Hurd, 1950), ch. 48, secs. 8b, 8c, 8h, as amended session laws 1953, H. B. 812.</p> <p>3. Meal and Rest Periods. Department of Labor Minimum Wage Order, Mandatory Order No. 2, Beauty Culture Occupations (1941).</p> <p>4. Nightwork. No law.</p>			6				Until termination of the national emergency proclaimed Dec. 16, 1950, the director of labor on application showing wartime necessity may grant emergency permits authorizing employment of persons in war-work on 7 days a week for 2 consecutive weeks, but not more than 8 weeks in year.
					Not less than ½ hour for lunch after not more than 5 hours of employment.			

INDIANA:**1. Maximum Hours.**
No law.**2. Day of Rest.** No law.**3. Meal and Rest Periods.**

Statutes Annotated (Burns, 1952), vol. 8, pt. 1 sec. 40-1007.

Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office. (All employees.)

Not less than 1 hour for noonday meal.

In special cases and for good cause shown, chief labor inspector may permit shorter time.

4. Nightwork.

Statutes Annotated (Burns, 1952), vol. 8, pt. 1, sec. 40-903; and vol. 11, pt. 2, Appendix, Temporary Measure 8, p. 1522.

Manufacturing establishment.¹ (Women and female young persons.²)

10 p. m. to 6 a. m.

In establishments operating 2 shifts of not more than 8 hours each and not more than 5 days a week, employment of females permitted until 12 o'clock midnight.

Act of 1943, as amended and extended, suspends until Mar. 15, 1961, laws respecting number of hours per day or per week, the number of days per week and the hours within which any females, 18 years old or over, may be employed in industry.

IOWA:**1. Maximum Hours.**
No law.**2. Day of Rest.** No law.**3. Meal and Rest Periods.** No law.**4. Nightwork.** No law.**KANSAS:****1. Maximum Hours.¹**
Labor Department Industrial Welfare Order No. 1, Laundry (1939).

Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishment. (Women; minors.)

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Overtime of 2½ hours a week allowed but daily hours may not be exceeded.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
KANSAS—Continued 1. Maximum Hours—Continued, Ibid., No. 2, Manufacturing (1939).	Manufacturing occupations, i. e., all processes in the production of commodities including work in florists' shops, and candymaking departments of confectionery stores and bakeries. (Women; minors.)	9	49½	6	-----	-----	<p>Overtime of 4½ hours a week allowed in cases of emergency.</p> <p>In seasonal industries handling perishable food products, such as canneries, creameries, condenseries, and poultry houses, the full amount of overtime is allowed for 6 weeks during their peak season or for 2 periods a year not to exceed 3 weeks each. Cream testers may work 6½ days a week between May 1 and September 1, if weekly hours do not exceed 54.</p> <p>In a poultry dressing and packing business, during the season from October 15 to December 24, 11 hours a day and 58 hours a week are permitted for 4 of the 6 weeks' peak season and 11 hours a day and 60 hours a week for the remaining 2 weeks, provided 1 of these latter weeks falls between November 1 and Thanksgiving Day and the other between Thanksgiving Day and Christmas.</p> <p>Millinery workrooms, dressmaking establishments, hemstitching and button shops, and alteration, drap-</p>	

Ibid., No. 3, Mercantile (1939).

Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, receiving, marking, and stockroom employees, sheet-music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase, and disposition of goods, wares, and merchandise. (Women; minors.)

Exemption: Regularly registered pharmacists.

Ibid., No. 4, Public housekeeping (1939).

Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boardinghouses; attendants in ice-cream parlors, soda fountains, light-lunch stands; steam table or counterwork in cafeterias and delicatessens where freshly cooked foods are served; confectionery stores where lunches are served; chambermaids in hotels, lodging and boarding houses, and hospitals; janitresses; car cleaners; kitchen workers in hotels, restaurants, and hospitals; women elevator operators and cigar-stand and cashier girls connected with such establishments. (Women; minors.)

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ery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the labor department to operate under the mercantile order.

10-hour working day allowed once a week, but maximum weekly hours may not be exceeded.

LAWS GOVERNING MAXIMUM HOURS OF WORK DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
KANSAS—Continued								
1. Maximum Hours Continued								
Ibid., No. 5, Telephone Exchange or Office (1939).	Telephone exchange or office: Operators. (Women; minors.)	8 (basic)		6 (basic)				
	Telephone exchange or office: Employees other than operators. (Women; minors.) <i>Exemptions:</i> Small exchanges requiring not more than 2 operators on duty at 1 time; exchanges in residences operated by members of household.	8	48				Longer hours permitted in emergencies if and when restrictions would result in interruption or impairment of service to the public.	
2. Day of Rest. (See Maximum Hours.)								
3. Meal and Rest Periods.								
Labor Department Industrial Welfare Order, No. 1.	For coverage see Maximum Hours, Laundry.				Relief for lunch 1 hour. Not more than 6 consecutive hours may be worked without relief for meals.		On application of both employer and employees, women's division of department of labor may reduce the 1-hour lunch period to $\frac{1}{2}$ hour.	
Ibid., No. 2.....	For coverage see Maximum Hours, Manufacturing.				Relief for meals shall be not less than $\frac{3}{4}$ hour. Not more than 5 consecutive hours may be worked without relief for meals.		Shorter lunch period may be granted by department of labor. If particular industry is operated on an 8-hour basis, lunch period may be $\frac{1}{2}$ hour.	
Ibid., No. 3.....	For coverage see Maximum Hours, Mercantile.				Relief for meals to be 1 hour. No woman or minor may be employed for more than 5 consecutive hours without relief for meals.		Women's division of the department of labor, on application of both employer and employees, may reduce the 1-hour meal period to $\frac{3}{4}$ hour.	

Ibid., No. 4.....	For coverage see Maximum Hours, Public Housekeeping.				Relief for each meal to be not less than ¼ hour. Not more than 5 consecutive hours may be worked without relief for meals.	
Ibid., No. 5, Telephone Exchange or Office (1930).	Telephone exchange or offices: Operators. (Women; minors.)				Day operators shall perform in 2 shifts or "tours"—one of which shall not exceed 5 hours.	
4. Nightwork.						
Labor Department Industrial Welfare Order, No. 1	For coverage see Maximum Hours, Laundry.					9 p. m. to 6 a. m.
Ibid., No. 2.....	For coverage see Maximum Hours, Manufacturing.					9 p. m. to 6 a. m.
Ibid., No. 3.....	For coverage see Maximum Hours, Mercantile.					After 9 p. m.
						The women's division of department of labor may permit mercantile establishments in agricultural communities to remain open until 10 p. m. on 1 day a week during a specified number of weeks between June 1 and Sept. 15.
Ibid., No. 4.....	For coverage see Maximum Hours, Public Housekeeping. (Women under 21.)					12 midnight to 5 a. m.
Ibid., No. 5, Telephone Exchange or Office (1939).	Telephone exchange or office: Operators. (Women; minors.)					Total hours-work-time plus rest and sleep time shall not exceed 12 for all operators regularly employed after 11 p. m.
KENTUCKY:						
1. Maximum Hours.						
Revised Statutes (1948), sec. 337, 380.	Laundry, bakery, factory, workshop, store, mercantile, manufacturing, or mechanical establishment, hotel, restaurant, telephone exchange, or telegraph office. (Females.)	10	60	(1)		
Ibid., sec. 337.370.	Any occupation. (Females under 21.) <i>Exemptions:</i> Domestic service; nursing.	10	60			

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
KENTUCKY—Con.								
2. Day of Rest. ¹								
3. Meal and Rest Periods.								
Department of Industrial Relations Minimum Wage Order, Mandatory Order, All Industries and Occupations (1947).	All occupations. (Women and minors.) <i>Exemptions:</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. (The 2 currently in effect are shown in the entries which follow.)				Employment prohibited for more than 6 hours without a rest period of at least ½ hour.			
Ibid., Mandatory Order, Laundry, Dry Cleaning, and Dyeing Industry (1942).	Laundry, Dry Cleaning, and Dyeing Industry, i. e., all places where persons are engaged in washing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly connected with such place of business; all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials. (Women and minors.)				Employment prohibited for more than 5 hours without a rest period of at least ½ hour.			
Ibid., Directory Order, Hotel and Restaurant Industry (1951).	Hotels, i. e., establishments having more than 10 guest rooms, which offer lodging accommodations for hire to the general public and have transient guests. (Women and minors.) Restaurants, i. e., establishments preparing and offering for sale food for consumption. (Women and minors.)				Employment prohibited for more than 6 hours without a rest period of at least ½ hour.		If rest periods of 5 or 10 minutes each, provided and paid for by employer, amount to ½ hour for each shift, this is deemed to be compliance with the rest-period requirement.	
4. Nightwork. No law.								

LOUISIANA:

1. Maximum Hours.

Revised Statutes
(West, 1950),
vol. 16, secs. 22;
291, 23: 331-332,
23: 337.

In communities of 6,000 population or more, manufacturing, mechanical, or mercantile establishment; laundry, hotel, theater, restaurant, telegraph or telephone establishment; transportation company; or operator of a freight or passenger elevator. (Females.) *Exemptions:* Females employed in agriculture, or domestic service, or in an executive capacity; processing, packing, and canning of fish, seafood, fruits, and vegetables; fishing industry; processing of sugarcane or sorghum into sugar, molasses, or syrup; office and clerical work except when such work is performed for laundries, hotels, or restaurants; file, route, or information clerks; multiplex, teleprinter, telephone, telegraph, or switchboard operators.

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Ibid., secs. 23: 291,
23: 311, 23: 313.

Mine, packinghouse, bowling alley, bootblack establishment; distribution of merchandise; place of amusement where intoxicating liquors are made or sold; or any other occupation not covered by the 8-48-hour law. (Females.) *Exemptions:* Females employed in agriculture, or domestic service, or in an executive capacity.

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During emergencies, in packing plants, canning plants, and factories handling fruits, seafoods, vegetables, and perishable foods, not more than 10 hours daily and 60 hours weekly.

2. Day of Rest.

(See Maximum Hours.)

3. Meal and Rest Periods.

Revised Statutes
(West, 1950), vol.
16, sec. 23: 333.

Females employed in any place or occupation enumerated in coverage of 8-48 maximum-hour law in which 3 or more females are employed.

At least 1/4-hour interval after 6 consecutive hours of work.

6 1/2 consecutive hours may be worked if employment ends immediately thereafter and worker is dismissed for the day.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
LOUISIANA—Con. 3. Meal and Rest Periods—Con. Ibid., sec. 23: 312.	Female employed in any place or occupation enumerated in coverage of 9-54 maximum-hour law.				At least ½-hour meal period such period not to be included as part of working hours.			
4. Nightwork. No law.								
MAINE: 1. Maximum Hours. Revised Statutes (1944), vol 1, ch. 25, secs. 22, 24, 28, as amended session laws: 1945, ch. 278; 1949, ch. 283, ch. 290, and ch. 349; 1951, ch. 159 and ch. 266; 1953, ch. 42.	Workshop, factory, manufacturing, or mechanical establishment. (Females.1) [See entry below for production workers.] <i>Exemptions:</i> Manufacturing establishment or business, the materials and products of which are perishable and require immediate labor thereon; any females working in an executive, administrative, professional, or supervisory capacity or to those employed as personal office assistants to such persons and who receive an annual salary of more than \$1,560, and to those employed in offices of common carriers subject to the Federal Railway Labor Act.	9	54			For sole purpose of making 1 short workday, 1 day's employment of 10 hours permitted in weekly maximum of 54. Relaxation also permitted on written employer-employee agreement, approved by commissioner, for not more than 15 days, singularly or consecutively, in calendar years; approval must be based on proof of necessity, extraordinary requirements, or emergencies. In cases of emergency involving danger to property, life, public safety, or public health, and in cases of extraordinary public requirement, public service employers are exempted.	During war or any national emergency declared by the President, employment in manufacturing plants permitted up to 10 hours in any 1 day. Employment in excess of 10 hours permitted in any 1 day but not to exceed 50 hours a week on employer-employee agreement reported to the commissioner within 48 hours thereafter; commissioner approval may be granted only in case of necessity, extraordinary business requirement, danger to property or life,	

Ibid., secs. 22, 23, 24, as amended session laws: 1945, ch. 278; 1949, ch. 290; 1951, ch. 159.

Ibid., secs. 22, 24, as amended session laws: 1945, ch. 278; 1949, ch. 290; 1953, ch. 42.

Production workers in any workshop, factory, manufacturing, or mechanical establishment. (Females.)
Exemptions: (As listed in coverage for 9-54 hour maximums.)

Mercantile establishment; beauty parlor, hotel, restaurant, dairy, bakery, laundry, dry-cleaning establishment; telegraph office, any telephone exchange employing more than 3 operators, or any express or transportation company. (Females.)
Exemptions: Females working in an executive, administrative, professional, or supervisory capacity, or to those employed as personal office assistants to such persons and who receive an annual salary of more than \$1,500, and to those employed in offices of common carriers subject to the Federal Railway Labor Act.

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See second and third paragraphs in **Maximum Hours**.

Between Dec. 17-24, inclusive, and in millinery shops or stores during the 8 days prior to Easter Sunday, provisions not applicable.
In cases of emergency involving danger to property, life, public safety, or public health, and in cases of extraordinary public requirement, public service employers are exempted.

or emergency involving the public peace, health, or safety.
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2. Day of Rest. No law.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
MAINE—Continued 3. Meal and Rest Periods. Revised Statutes (1944), vol. 1, ch. 25, sec. 25, as amended session laws: 1949, ch. 290; 1953, ch. 42.	Workshop, factory, manufacturing, mechanical, or mercantile establishment, beauty parlor, hotel, restaurant, dairy, bakery, laundry, dry-cleaning establishment, telegraph office, telephone exchange, express or transportation company in which 3 or more females are employed. (Females.) <i>Exemptions:</i> Manufacturing establishment or business, the materials and products of which are perishable and require immediate labor thereon; any females working in an executive, administrative, professional, or supervisory capacity or to those employed as personal office assistants to such persons and who receive an annual salary of more than \$1,560, and to those employed in offices of common carriers subject to the Federal Railway Labor Act.	-----			Not more than 6 consecutive hours may be worked without an interval of at least 1 hour.	-----	If employment ends not later than 1:30 p. m. and worker is dismissed for the day, work period of 6½ hours permitted. If work shift is more than 6½ hours in workshops, factories, manufacturing or mechanical establishments, an unbroken ½-hour rest period must be granted for each 6½ consecutive hours of work on any shift. In cases of emergency involving danger to property, life, public safety, or public health, and in cases of extraordinary public requirement, public service employers are exempted. Provision not applicable to telephone exchange operators who may sleep during the major part of the night.	
4. Nightwork. No law.								

MARYLAND:

1. Maximum Hours.

Annotated Code (Flack, 1951), vol. 3, art. 100, sec. 52.¹

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females.)² *Exemptions:* Canning, preserving, or preparing for canning or preserving of perishable fruits or vegetables.³

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In retail mercantile establishments outside of Baltimore City, up to 12 hours may be worked on Saturdays, Christmas Eve, and the 5 working days before Christmas Eve, if 2 rest periods of not less than 1 hour each are granted on each day overtime is worked and if the working day during remainder of the year does not exceed 9 hours.

2. Day of Rest. No law.

3. Meal and Rest Periods.

Annotated Code (Flack, 1951), art. 100, sec. 52.

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females.)² *Exemptions:* Establishments employing fewer than 3 females; canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.³

At least ½-hour interval after no more than 6 consecutive hours' work.

6½ hours permitted if employee is not permitted to work in said employment during remainder of the day. See entry in this column under **Maximum Hours.**

4. Nightwork.

Annotated Code (Flack, 1951), art. 100, sec. 52.

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females.) *Exemptions:* Canning, preserving, or preparing for canning or preserving of perishable fruits or vegetables.³

If any part of work is performed between 10 p. m. and 6 a. m. not more than 8 hours in any 1 day permitted.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
MASSACHUSETTS: 1. Maximum Hours. Annotated Laws (1949), vol. 4a, ch. 149, secs. 1, 56, 58; and session laws 1953, ch. 236.	Factory or workshop, or any manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), hospital (other than professional personnel), telegraph office or telephone exchange (including switchboard operator in a private exchange), express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manieuring or hairdressing establishment, motion-picture or other place of amusement, garage, or as an elevator operator. (Women and minors.) <i>Exemptions:</i> Persons declared by commissioner to be employed in a supervisory capacity or persons serving exclusively as personal secretaries.	19	48	(See Day of Rest law.)	-----	-----	Commissioner of labor and industries is authorized to suspend ² application or operation of any provision of any statute regulating, limiting, or prohibiting the employment of women or of minors over 16, or both, or any rule or regulation made thereunder, when he feels that an emergency or conditions of hardship exist in any particular industry or establishment. Commissioner shall appoint industry advisory committees, equally representing employers and employees, to advise and consult with him on matters relating to such suspensions. In manufacturing establishments and hotels where employment is determined by department of labor and industries to be seasonal, 52 hours a week allowed if average for year does not exceed 48 a week, except that in fish processing 52 hours a week permitted only during months of June through October. In extraordinary emergencies overtime allowed in public service or other businesses requiring shifts.	See first paragraph in General variations.

Ibid., secs. 1, 60,
67; and session
laws 1953, ch. 236.

Factory, workshop, manufac-
turing or mechanical estab-
lishment, or any mercantile
establishment (including
premises used for a restaurant
or for publicly providing and
serving meals, and premises
used in connection with
cleansing, dyeing, laundering,
or pressing fabrics or
wearing apparel), barber-
shop, bootblack stand or
establishment, pool or bil-
lard room, stable elsewhere
than on a farm, garage, brick
or lumber yard, telephone
exchange, telegraph or mes-
senger office, place of amuse-
ment, or in the construction
or repair of buildings, or in
any contract or wage-earning
industry carried on in tene-
ment or other houses, or in
any radio broadcasting sta-
tion except as talent. (Girls
between 16 and 21; boys
between 16 and 18.)

39

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Department of labor must
be notified.
Overtime permitted to make
up time lost on a previous
day of the same week due
to stoppage of machinery
on which worker is depend-
ent, provided stoppage is
not less than 30 consecu-
tive minutes. Depart-
ment must be notified
within 48 hours.
Office workers may be per-
mitted by commissioner to
exceed 9 but not 48 hours.
Hospital employees in emer-
gencies may work over-
time if commissioner au-
thorizes such overtime.
See first paragraph in **Maxi-
mum Hours.**

Do.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
MASSACHUSETTS— Continued 2. Day of Rest. Annotated Laws (1949), vol. 4a, ch. 149, secs. 1, 47 to 50a, 58; and session laws 1953, ch. 236.	Workshop, or manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel); watchmen (including guards in banks); employees maintaining fires; and elevator operators in the establishments covered by this law. (All employees.) <i>Exemptions:</i> Manufacture or distribution of gas, electricity, milk, or water; hotels, drugstores, livery stables or garages; the transportation of food, or the sale, or delivery of food by establishments other than restaurants; janitors; employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) caring for machinery; the preparation, printing, publication, sale, or delivery of newspapers; farm or personal service.			6			See first paragraph in Maximum Hours. Work on seventh day is permitted if called for by an emergency that could not reasonably have been anticipated.	See first paragraph in Maximum Hours.

3. Meal and Rest Periods.

Annotated Laws (1949), vol. 4a, ch. 149, secs. 1, 58, 100, 101; and session laws 1953, ch. 236.

Factory, workshop, mechanical or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel); elevator operators in such establishments. (Women; minors under 18.) *Exemptions:* Ironworks, glassworks, papermills, letterpress establishments, printworks, bleaching works, dyeing works.

Where employment period is more than 6 hours at 1 time, an interval of at least $\frac{3}{4}$ hour must be allowed for a meal in establishments operated on a 1-shift basis; an interval of at least $\frac{1}{2}$ hour must be allowed in establishments operated on a multiple-shift basis.

See first paragraph in **Maximum Hours.**

Work period may be $6\frac{1}{2}$ hours if employment ends not later than 1 p. m. and worker is dismissed for the day.

Period of $7\frac{1}{4}$ hours may be worked if sufficient opportunity is given for worker to eat lunch on duty and such employment ends not later than 2 p. m. and worker is then dismissed for the day.

Commissioner of labor and industries may exempt a factory or a workshop from statute's meal-period provisions if he determines that continuous nature of plant's processes or special circumstances affecting a plant warrant such dispensation. He must be satisfied that employee's health will not suffer.

Do.

4. Nightwork.

Annotated Laws (1949), vol. 4a, ch. 149, secs. 58, 59; and session laws 1953, ch. 236.

Manufacturing or mechanical establishments, including elevator operators in such establishments. (Women 21 and over, girls between 18 and 21.)

11 p. m. to 6 a. m.

See first paragraph in **Maximum Hours.**

Do.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
MASSACHUSETTS—Continued 4. Nightwork—Con. Ibid., secs. 1, 60, 66; and session laws 1953, ch. 236.	Factory, workshop, manufacturing or mechanical establishment, or any mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), barbershop, boot-black stand or establishment, pool or billiard room, stable elsewhere than on a farm, garage, brick or lumber yard, telephone exchange, telegraph or messenger office, place of amusement, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses, or in any radio-broadcasting station except as talent. (Girls between 16 and 21; boys between 16 and 18.)					10 p. m. to 6 a. m.	See first paragraph in Maximum Hours. Operators in regular service telephone exchanges or telegraph offices may work until 11 p. m.	See first paragraph in Maximum Hours.
Ibid., sec. 68; and session laws 1953, ch. 236.	Messenger for telegraph, telephone, or messenger company. (Minors.) <i>Exemption:</i> Delivery of messages directly connected with conducting or publishing of a newspaper to a newspaper office or directly between newspaper offices.					10 p. m. to 5 a. m.	See first paragraph in Maximum Hours.	Do.

MICHIGAN:

1. Maximum Hours.

Statutes Annotated (1950 Revised Volume), vol. 12, sec. 17.19.

Factory, mill, warehouse, workshop, quarry; clothing, dressmaking, or millinery establishment; any place where the manufacture of goods is carried on, or where goods are prepared for manufacturing; laundry, store, shop,¹ or other mercantile establishment, office,² restaurant, theater, concert hall, music hall, hotel, hospital, street or electric railway; elevator operator. (Females.) *Exemptions:* Fruit and vegetable canning or fruit-packing establishments engaged in preserving and shipping perishable goods; student and graduate nurses in hospitals or nurses in fraternal or charitable homes. (Exempted employments must be approved by labor department as not being injurious to worker's health.)

9
(average)

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10 hours a day permitted if weekly hours are not exceeded.

Department of Labor—Regulations affecting employment of adult females and minors. (Season of 1948.)⁴

Canning industry. (Females 18 and over.)

§ 12

70

In emergencies, 14 hours a day permitted if weekly maximum not exceeded.

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.⁵
- 4. Night work. No law.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
MINNESOTA: 1. Maximum Hours. Statutes Annotated (1945), vol. 13, sec. 181.18. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Nightwork. No law.	Public housekeeping, manufacturing, mechanical, mercantile, or laundry occupation, or telephone operator. ¹ (Females. ²) <i>Exemptions:</i> Employees engaged in the seasonal occupation of preserving perishable fruits, grains, or vegetables if such employment does not continue for more than 75 days in year; telephone operators in towns under 1,500 population; night employees who are at their place of employment for not more than 12 hours and have opportunity for at least 4 hours of sleep.		54				In cases of emergency which may affect the safety, health, morals, or welfare of the public, overtime permitted. On application of employer, industrial commission may for cause shown exempt employer or class of employers from provisions of the act. In emergency periods not exceeding 4 weeks' aggregate in calendar year, industrial commission may allow overtime and prescribe rules therefor.	
MISSISSIPPI: 1. Maximum Hours. Code Annotated (1942), vol. 5, sec. 6993. ¹ 2. Day of Rest. No law. 3. Meal and Rest Periods. No law.	Laundry, millinery, dress-making store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation. (Females. ²) <i>Exemption:</i> Domestic service.	10	60				Overtime permitted in cases of emergency or of public necessity.	

4. Nightwork. No law.						
MISSOURI:						
1. Maximum Hours. Statutes Annotated (Vernon, 1949), vol. 15, sec. 290.040.	Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, place of amusement, stenographic or clerical work of any kind in the above industries, express, transportation, or public-utility business, common carrier, or public institution. (Females.) <i>Exemption:</i> Telephone company.	9	54	-----		In establishments canning or packing perishable farm products and located in places of less than 10,000 population, overtime permitted for 90 days of year.
2. Day of Rest. No law.						
3. Meal and Rest Periods. No law.						
4. Nightwork. No law.						
MONTANA:						
1. Maximum Hours. ^{1,2} Revised Codes Annotated (1947), vol. 3, sec. 41-1118.	Manufacturing, mechanical, or mercantile establishments, telephone exchange room, or office, or telegraph office, laundry, hotel, or restaurant. (Females.)	8		-----		
2. Day of Rest. No law.						
3. Meal and Rest Periods. No law.						
4. Nightwork. No law.						
NEBRASKA:						
1. Maximum Hours. Revised Statutes (1943), vol. 3, sec. 48-203, as amended session laws 1953, L. B. No. 511.	Employment (a) in any manufacturing, mechanical or mercantile establishment, laundry, hotel, restaurant, or office, in metropolitan, primary, and cities of first class or (b) for any employer of 25 or more people within the State. (Females.) <i>Exemption:</i> Public service corporations.	9	54	-----		In emergency periods, plants processing seasonal agricultural products may employ women 11 hours a day, not to exceed 20 days at any one time. Permit must be obtained from labor commissioner.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEBRASKA—Con. 2. Day of Rest. No law. 3. Meal and Rest Periods. Revised Statutes (1943), vol. 3, sec. 48-212. 4. Nightwork. Revised Statutes (1943), vol. 3, sec. 48-203, as amended session laws 1953, L. B. No. 511.	Assembling plant, workshop, or mechanical establishment. (All employees.)				Not less than 30 consecutive minutes between 12:00 noon and 1:00 p. m. or during any other suitable hour for lunch. Employees must be free to leave work premises during such time.			
	For coverage see [Maximum Hours.					1 a. m. to 6 a. m.	Employment between 1 a. m. and 6 a. m. permitted in manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, if employer obtains permit from labor commissioner.	
NEVADA: 1. Maximum Hours. Compiled Laws, 1943-49 supplement, secs. 2825.41, 2825.42, 2825.42a, 2825.46, 2829, 2829.02 as amended session laws 1953, A. B. No. 160.	Private employment. (Females.) ¹ Exemption: Domestic service. ⁴	18	48	6			In event of illness of employer or other employees or an unforeseen temporary increase in employer's business, if no additional persons are available, any female may be employed not more than 12 hours a day, 56 hours in any 1 week of 7 days, provided that time and a half employee's regular rate is	(*)

2. Day of Rest.
(See Maximum Hours.)

3. Meal and Rest Periods.
Compiled Laws, 1943-49 supplement, sec. 2825.47.

4. Nightwork. No law.

NEW HAMPSHIRE:
1. Maximum Hours.

Revised Laws (1942), vol. 1, ch. 212, secs. 1, and 4-7; session laws 1943, ch. 31.

Private employment. (Females.) *Exemption:* Females engaged in communication industry and domestic service.⁴

Manual or mechanical labor in any manufacturing establishment. (Females.)

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(See Day of Rest law.)

At least ½-hour meal period after the 3d hour and before the end of 6 hours' work. No period of less than 30 minutes is deemed to interrupt work period.⁵

Two 10-minute rest periods, 1 in 1st 4-hour work period, 1 in last 4 hours of work.⁵

paid for each additional hour over 8 a day or 48 a week.

During 8 weeks in any 6-month period, 10¼ hours a day and 54 hours a week permitted if labor commissioner, after a hearing, grants a special license, copy of which must be posted in workroom.

When country is at war with any other nation, hours' law does not apply to labor performed entirely in the manufacture of munitions or supplies for the United States or the State.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW HAMPSHIRE— Continued 1. Maximum Hours— Continued Ibid., secs. 1, and 4-6; session laws 1943, ch. 31.	Manual or mechanical labor in any employment other than manufacturing. (Females.) <i>Exemptions:</i> Household labor and nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith and incidental thereto; boarding-house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.	10 $\frac{1}{4}$	54	(See Day of Rest law.)	-----	-----	Regular employees in mercantile establishments, for the 7-day period immediately preceding Christmas Day, may be employed overtime, but weekly average for year may not exceed 54 hours. Workers in laundries may be employed, for 3 months of the year, up to 60 hours a week if, following a hearing, special license is granted by labor commissioner. Daily hours may not be exceeded. Copy of license must be posted in rooms where females are employed.	
				6	-----	-----		
2. Day of Rest. Revised Laws (1942), vol. 1, ch. 212, secs. 36- 38, as amended session laws 1951, ch. 225.	Any occupation. (All employees.) <i>Exemptions:</i> Establishments used for manufacture or distribution of gas, electricity, milk, or water; transportation, sale or delivery of food; janitors, watchmen, firemen employed at stationary plants, or caretakers; employees whose duties on Sunday include only setting sponges in bakeries, caring for live animals, or caring for machinery and plant equipment; preparation, printing, publication, sale, or delivery of newspapers or periodicals							

3. Meal and Rest Periods. No law.

4. Nightwork.

Revised Laws (1942), vol. 1, ch. 212, secs. 3, 4, 7, as amended session laws 1943, ch. 31.

with definite on-sale newsstand dates; farm or personal service; labor due to an emergency that could not reasonably have been anticipated; work connected with retail stores in resort areas, cabins and inns, and in theaters, motion-picture houses, hotels and restaurants; employees engaged in canning of perishable goods and in telegraph and telephone offices.

Manual or mechanical labor in any employment. (Females.) *Exemptions:* Household labor; nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith and incidental thereto; boarding-house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.

NEW JERSEY:

1. Maximum Hours.

Statutes Annotated (1937), secs. 34: 2-24.

Manufacturing or mercantile establishments, bakery, laundry, or restaurant. (Females.) *Exemptions:* Canneries engaged in packing perishable products such as fruit or vegetables.

2. Day of Rest.

(See Maximum Hours.)

See footnotes at end of table.

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When females are employed or permitted to work for any time between 8 p. m. and 6 a. m. on more than 2 nights a week, it is considered nightwork, and such work may not exceed 8 hours in any 24 nor 48 hours in any week.

Regular employees in mercantile establishments, for the 7-day period immediately preceding Christmas Day, are exempted from the statute, but weekly average for year may not exceed 54 hours.

See entry in Maximum Hours.

If daily working hours do not exceed 8 in hotels or other establishments of a continuing business nature, hour provisions do not apply.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW JERSEY—Con. 3. Meal and Rest Periods. Statutes Annotated (1937), sec. 34: 6-63, 1951 supplement.	Factory, workshop, mill, mine, or place where goods are manufactured. (All employees.)	-----	-----	-----	At least 1/2 hour for mid-day meal after 6 consecutive hours of employment on any workday except Saturday. Meal period must be fixed with regard to health and physical welfare of employees.	-----	If any such place is operated at night or in 8-hour shifts, the meal period shall be fixed with regard to mutual interests of employer and employee.	
		-----	-----	-----				
4. Nightwork. Statutes Annotated (1937), sec. 34: 2-28, 1951 supplement.	Manufacturing establishment, bakery, or laundry. (Females.) ¹ Exemptions: Cannery engaged in packing perishable products, such as fruits or vegetables; glass manufacturing establishment.	-----	-----	-----	-----	12 midnight to 7 a. m.	For variation during a serious national emergency see "War- or defense-related" column.	In time of war or other serious national emergency governor may suspend restrictions of the nightwork law for women. Governor's suspension order must be limited to a particular manufacturing plant and to a particular period of time. ²
NEW MEXICO: 1. Maximum Hours. Statutes Annotated (1941), vol. 4, secs. 57-401, 57-404, 57-405, 57-407.	Industrial or mercantile establishment, hotel, restaurant, cafe or eating house, laundry, office (as stenographer, bookkeeper, clerk, or in other clerical work), place of amusement, public utility business. ³ (Females.) ⁴ Exemptions: Interstate commerce where working hours are regulated by act of the Congress of the United	18	48	7	-----	-----	In emergencies, 2 hours or overtime a week may be worked if time and a half is paid for such hours. ²	

Ibid., secs. 57-401, 57-404, 57-406.	States; hospitals or sanitariums, registered or practical nurses, midwives, domestic servants. ³ Telephone or telegraph office where hours of work are between 7 a. m. and 10 p. m. (Females.) <i>Exemptions:</i> Establishments employing 5 or fewer females; interstate commerce where working hours are regulated by act of the Congress of the United States.	8	48	7	Overtime allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like cause.
Idem	Telephone or telegraph office where hours of work are between 10 p. m. and 7 a. m. (Females.) <i>Exemptions:</i> Establishments employing 5 or fewer females; interstate commerce where working hours are regulated by act of the Congress of the United States.	8	54	7	do
<p>2. Day of Rest. No law.</p> <p>3. Meal and Rest Periods. Statutes Annotated (1941), vol. 4, secs. 57-401, 57-404.</p>	Industrial or mercantile establishment, hotel, restaurant, cafe or eating house, laundry, office (as stenographer, bookkeeper, clerk, or in other clerical work), place of amusement, telegraph or telephone office. (All females.) <i>Exemptions:</i> Interstate commerce where working hours are regulated by act of the Congress of the United States; hospitals or sanitariums, registered or practical nurses, midwives, domestic servants.			Not less than ½ hour for mealtime.	
<p>4. Nightwork. (See Maximum Hours—Telephone and Telegraph Offices, 2d entry.)</p>					

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW YORK: 1. Maximum Hours. Consolidated laws Annotated (McKinney, 1948), Labor Law, secs. 2, 172, 173, 173-a, 1952 supplement; and State Defense Emergency Act (1951), secs. 3, 70, 71, 73 to 75, as amended session laws 1953, ch. 61.	Factory, i. e., mill, workshop, or other manufacturing establishment. (Manufacturing to include making, altering, repairing, finishing, bottling, canning, cleaning, or laundering any article or thing in whole or in part, except: (1) Drydock plants repairing ships; (2) powerhouses, generating plants, or other structures owned or operated by a public-service corporation or a municipal corporation other than construction or repair shops, subject to the jurisdiction of the public service commission; and (3) structures, operated as refrigerated warehouses for the handling, packing, refrigeration, and storage of fruits and vegetables and which are subject to the jurisdiction of or licensed by the department of agriculture and markets.) (Females over 16.) <i>Exemptions.</i> (For seasonal cannery variations, see next 2 entries.)	8	48	6	-----	-----	In order to make a shorter workday, workdays, or a holiday, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other 4 days may be up to 9 hours each, total weekly hours not to exceed 48.	By act effective until July 1, 1954, industrial commissioner may grant, upon application of employer in defense work, a dispensation (not to exceed 6 months) from requirements preventing or interfering with maximum possible production in defense work and may permit employment: (1) on a 7-day basis; (2) on a multiple-shift basis; (3) under waiver of such other provisions of law as may regulate or restrict operation or hours of employment, etc. Continuance of a dispensation granted upon reconsideration of facts and circumstances of a particular case. If defense need is immediate, commissioner may grant a 1-month

provisional dispensation, revokable on notice, if issuance unwarranted; others are revokable after hearing upon due notice.

In granting a dispensation, commissioner must consider health and welfare of workers, as well as the need of obtaining maximum possible production in defense work.

Appeal of any determination made by the commissioner with respect to a dispensation may be made to the New York State board of standards and appeals, board being authorized to affirm, reverse, or modify any such determination.

Do.

Do

Establishments canning or preserving perishable products between June 15 and Oct. 15. ² (Females over 18.)	10	60	6	-----	do
Sauerkraut canneries between Sept. 1 and Dec. 1. ² (Females over 18.)	10	60	6	-----	Industrial commissioner may grant permits allowing these employees to work 12 hours a day, 60 hours 6 days a week between June 25 and Aug. 5, if he finds that needs of the industry require such overtime and that the health of the women so employed will not be seriously injured.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW YORK—Con. 1. Maximum Hours— Continued Ibid., sec. 181, 1952 supplement.	Mercantile establishment; beauty parlor. (Females over 16.) <i>Exemptions:</i> Beauty parlors in cities and villages under 15,000 population. ¹	8	48	6	-----	-----	In order to make a shorter workday or workdays, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other 4 days may be up to 9 hours each, total weekly hours not to exceed 48. From Dec. 18 to Dec. 24, inclusive, and for 2 additional periods a year for inventory, overtime permitted; ² no period may be of more than 1 week's duration; under 8-48 schedule, the additional hours may not exceed 6, and under alternative schedule, 5.	See first entry in Maximum Hours
Ibid., sec. 182, 1952 supplement.	Hotel or restaurant (including employees over 18 having the care, custody, or operation of a freight or passenger elevator in these industries). (Females over 16.) <i>Exemptions:</i> Those employed solely as singers and performers; resort or seasonal hotel and restaurant employees in rural communities and in cities and villages of less than 15,000 population, excluding that portion of the population of a 3d-	8	48	6	-----	-----	In order to make a shorter workday, workdays, or a holiday, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other 4 days may be up to 9 hours each, total weekly hours not to exceed 48.	Do.

	class city residing outside of its corporation tax district where such city embraces the entire area of a former township. ⁴						
Ibid., sec. 183-----	Care, custody, or operation of a freight or passenger elevator. (Females over 18.) <i>Exemptions:</i> Elevator employees in hotels or restaurants. (See preceding entry.)	8	48	6	-----	-----	Do.
Ibid., sec. 184-----	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21.)	8	48	6	-----	-----	Do.
Ibid., sec. 185-----	Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. (Females over 21.)	-----	48	6	-----	-----	Do.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW YORK—Con. 2. Day of Rest. Consolidated Laws Annotated (McKinney, 1948), Labor Law, secs. 161, 181, 1952 supplement.	Factory, mercantile establishment, hotel, restaurant, freight or passenger elevator in any building or place; projectionist or operator of motion-picture machine; engineer and fireman in place where motion pictures are shown; place in which legitimate theater productions, such as dramatic and musical productions, are shown or exhibited, including performers, engineers, and firemen; building watchmen, janitors, superintendents, supervisors, managers, engineers and firemen. (All employees.) <i>Exemptions:</i> Foreman in charge; employees in dairies, creameries, milk condenseries, milk-powder factories, milk-sugar factories, milk-shipping stations, butter and cheese factories, ice-cream-manufacturing plants and milk-bottling plants, having 7 or less employees; employees (if board of standards and appeals approves) engaged in an industrial or manufacturing process necessarily continuous, in which no employee is permitted to work more than 8 hours in any calendar day; certain specified employees working not more than 3			7 6			If practical difficulties or unnecessary hardship would ensue, board of standards and appeals may make a variation from law's provisions if the spirit of the act be observed and substantial justice done.	See entry in Maximum Hours.

	hours on Sunday; resort or seasonal hotel and restaurant employees in rural communities and in cities and villages of less than 15,000 population, excluding that portion of the population of a 3d-class city residing outside its corporation tax district where such city embraces the entire area of a former township; 4 employees in drydock plants engaged in making repairs to ships.					
3. Meal and Rest Periods.	Factory (for definition see entry under Maximum Hours). (All employees.)	-----	At least 60 minutes shall be allowed for the noonday meal or mid-way during a shift of more than 6 hours starting between 1 p. m. and 6 a. m.	-----	Commissioner may grant written permit for a shorter meal period, such permit to be conspicuously posted at main entrance of establishment.	Do.
Consolidated Laws Annotated (McKinney, 1948), Labor Law, sec. 162.						
Idem.....	Mercantile or other establishment or occupation covered by the labor law. (All employees.)	-----	At least 45 minutes shall be allowed for the noonday meal or mid-way during a shift of more than 6 hours starting between 1 p. m. and 6 a. m.	-----	do.....	Do.
Idem.....	Factory, mercantile, or other establishment or occupation covered by the labor law. (All employees.)	-----	If shift starts before noon and continues after 7 p. m., an additional meal period of at least 20 minutes shall be allowed between 5 p. m. and 7 p. m.	-----	do.....	Do.
Idem.....	Conductor or guard, as specified in sec. 184. (See entry in Maximum Hours .)	-----	At least 60 minutes shall be allowed for noonday meal.	-----	do.....	Do.
Ibid., sec. 203-a.....	Passenger elevator operated and maintained for use of public. (All employees.) <i>Exemption:</i> Factory building or any other building having only 1 passenger elevator.	-----	Unless seats are provided for their use, operators must be allowed a 15-minute recess period every 3 hours in addition to a 45-minute lunch period.	-----		

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NEW YORK—Con. 4. Nightwork.								
Consolidated Laws Annotated (McKinney, 1948), Labor Law, sec. 172, as amended session laws 1953, ch. 708.	Factory. (Females over 21.) <i>Exemptions:</i> Proofreaders, linotypists, monotypists, and bindery workers in newspaper publishing or commercial printing establishments or in book binderies or pamphlet binderies. ¹	-----	-----	-----	-----	10 p. m. to 6 a. m.; 12 p. m. to 6 a. m. in plants with multiple shifts.	Employment of females over 21 between 12 midnight and 6 a. m. allowed in multiple-shift plants on permits from industrial commissioner, if he finds that satisfactory conditions exist including adequate transportation and safeguards for protecting the health and welfare of such females.	See entry in Maximum Hours.
Idem.....	Factory. ¹ (Females 16 to 21.)	-----	-----	-----	-----	9 p. m. to 6 a. m.	-----	Do.
Consolidated Laws Annotated (McKinney, 1948), Labor Law, sec. 181, 1952 supplement.	Mercantile establishment, beauty parlor. (Females 16 to 21.)	-----	-----	-----	-----	10 p. m. to 7 a. m.	-----	Do.
Idem.....	Mercantile establishment, beauty parlor. (Females over 21.)	-----	-----	-----	-----	12 p. m. to 7 a. m.	-----	Do.
Ibid., sec. 182, 1952 supplement.	Restaurant. (Females 21 and over.) <i>Exemptions:</i> Hat-check girls, cigarette girls, or flower girls, attendants in ladies' cloakrooms and parlors; females employed in or in connection with the diningrooms and kitchens of hotels; females employed solely as singers and performers; resort or seasonal hotel and restaurant employees in rural communities, and in cities and villages of less than 15,000 population, excluding that por-	-----	-----	-----	-----	12 midnight to 6 a. m.	If satisfactory conditions exist (including adequate transportation and safeguards for protecting the health and welfare of females), employment of females over 21 in diningrooms and kitchens of restaurants between the prohibited hours may be permitted upon application to industrial commissioner.	Do.

	tion of the population of a 3d-class city residing outside of its corporation tax district where such city embraces the entire area of a former township. ⁴							
Idem.....	Hotel or restaurant (including employees over 18 having the care, custody, or operation of a freight or passenger elevator in these industries). (Females 16 to 21.) <i>Exemptions:</i> Those employed solely as singers and performers; resort or seasonal hotel and restaurant employees in rural communities and in cities and villages of less than 15,000 population, excluding that portion of the population of a 3d-class city residing outside of its corporation tax district where such city embraces the entire area of a former township. ⁴					10 p. m. to 6 a. m.	Do.	
Ibid., sec. 183.....	Care, custody, or operation of freight or passenger elevator. (Females over 18.) <i>Exemption:</i> Elevator operators in hotels and restaurants are covered by the statutory provisions applicable to those industries. (See preceding entries.)					10 p. m. to 7 a. m.	If elevator is used in connection with a business or industry in which women may be employed before 7 a. m., women may begin work at 6 a. m.	Do.
Ibid., sec. 184.....	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. ⁵)					10 p. m. to 6 a. m.		Do.
Ibid., sec. 185.	Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. (Females over 21. ⁶)					10 p. m. to 7 a. m.		Do.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NORTH CAROLINA: 1. Maximum Hours. General Statutes (Recompiled 1950), vol. 2c, sec. 95-17; ³ and vol. 3b (Recompiled 1952), secs. 147-33.1 to 147-33.7, as amended session laws 1953, H. B. No. 174.	Any occupation (Females. ¹) <i>Exemptions:</i> Employers of 8 persons or fewer in each place of business; laundries and dry-cleaning establishments; seasonal industries in the process of conditioning and preserving perishable or semiperishable commodities; agricultural occupations; ice plants; cotton gins and cottonseed-oil mills; domestic service in private homes and boarding houses; work of persons over 18 in bona fide office, foremanship, clerical, or supervisory capacity; executive positions; learned professions; commercial travelers; motion-picture theaters; seasonal hotels and clubhouses; commercial fishing or tobacco-redrying plants; tobacco warehouses; charitable institutions; hospitals; railroads, common carriers, and public utilities subject to jurisdiction of Interstate Commerce Commission or North Carolina utilities commission, and utilities operated by municipalities or transportation agencies regulated by the Federal Government; State or municipal employees; hotels. ⁴	9	48	6	-----	-----	In mercantile establishments 10 hours a day may be worked from Dec. 18 to 24, inclusive, and during 2 1-week inventory periods annually. Longer hours may be worked by florists and employees of florists 1 week prior to and including: (1) Christmas Day, (2) Easter, (3) Mother's Day.	In accordance with the authority conferred by the Emergency War Powers Act, the governor, with approval of the council of State, has authority, at any time when general assembly is not in session, to suspend ³ or modify, in whole or in part, any law, rule, or regulation with reference to labor and industry if he finds, after investigation or hearing, that the operation, enforcement, or application of such laws, etc., materially hinders, impedes, delays, or interferes with the proper conduct of the war. Commissioner of labor must certify suspension or modification as necessary, provided that any change resulting

General Statutes
(Recompiled
1950), vol. 2c,
secs. 95-17 and
95-27.

Seasonal industries in the process of conditioning and preserving perishable and semi-perishable commodities. (Females.)

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Retail or wholesale mercantile establishment or other business employing females as clerks, salesladies, or waitresses, and other employees of public eating places.⁶ (Females.)
Exemptions: Bookkeepers, cashiers, office assistants; establishments employing fewer than 3 persons at any one time.

Ibid., sec. 95-26

Laundry, dry-cleaning establishment, pressing club; workshop, factory, manufacturing establishment, or mill.⁶ (Women over 16.)
Exemptions: Seasonal industries in the process of conditioning and preserving perishable or semi-perishable commodities; agricultural work.

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Longer hours may be worked by florists and employees of florists 1 week prior to and including: (1) Christmas Day, (2) Easter, (3) Mother's Day.

Do.

2. Day of Rest.
(See Maximum Hours.)

3. Meal and Rest Periods.

General Statutes
(Recompiled
1950), vol. 2c,
sec. 95-27.

Retail or wholesale mercantile establishment or other business employing females as clerks, salesladies, or waitresses, and other employees of public eating places. (Females.)
Exemptions: Bookkeepers, cashiers, office assistants; establishments employing fewer than 3 persons at any 1 time.

An interval of at least ¼ hour must be allowed after 6 consecutive hours.

Period of 6¼ hours may be worked if terms of employment do not call for a day longer than this.

Do.

4. Nightwork. No law.
See footnotes at end of table.

in an increase in hours of employment over existing statutory provisions shall carry provision for adequate additional compensation.
Do.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NORTH DAKOTA: 1. Maximum Hours. Revised Code, (1943), vol. 4, sec. 34-0606.	Manufacturing, mechanical, or mercantile establishment; hotel or restaurant, telephone, or telegraph establishment or office, or express or transportation company. ¹ (Females. ²) <i>Exemptions:</i> Villages or towns of less than 500 population; rural telephone exchanges; small telephone exchanges and telegraph offices if commissioner after a hearing determines that work is too light to justify application of the act.	8½	48	6	-----	-----	10 hours a day, 7 days a week, permitted in emergencies, provided weekly hour limit is not exceeded. Emergency deemed to exist: (1) in the case of sickness of more than 1 female employee; ³ (2) employment required in connection with a banquet, convention, or celebration or because the legislative assembly is in session; (3) employment as reporter in any of the courts of the State. ⁴	
Department of Agriculture and Labor, Minimum Wage Order No. 1, Public Housekeeping Occupation (1951).	Public Housekeeping, i. e., the work of waitresses in restaurants, hotel dining-rooms, boardinghouses, bars and taverns, and all attendants employed at ice-cream, light-lunch, and refreshment stands; steam table or counterwork in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, and boardinghouses; the work of janitresses, car cleaners, and kitchen workers in hotels and restaurants; elevator operators. (Women. ²) ⁵	8½	48	6	-----	-----	Temporary suspension or modification may be permitted by department of agriculture and labor in cases of emergency.	
Idem-----	Public housekeeping establishments (see coverage above) in towns of less than 500 population. (Women. ²) ⁵ .	9	58	(6)	-----	-----		

Ibid., No. 3, Mercantile Occupation (1951).	Mercantile Occupations in towns of less than 500 population, 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, the receiving, marking, and stockroom employees, and all other women. (Women. ²) <i>Exemption:</i> Women who perform office duties solely.	9	54		Temporary suspension or modification may be permitted by department of agriculture and labor in cases of emergency.
2. Day of Rest. (See Maximum Hours.)	Manufacturing Occupations, 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; creameries; produce houses; the candy-making departments of retail candy stores and of restaurants; bakery and biscuit manufacturing establishments; candy manufacturing; bookbinding and jobpress-feeding establishments. (Women. ³).			At least ¼ hour must be allowed for the noon meal. No woman shall be employed for more than 5½ hours of continuous labor without a rest period.	do.
3. Meal and Rest Periods. Department of Agriculture and Labor, Minimum-Wage Order, No. 2, Manufacturing Occupations (1949).					

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
NORTH DAKOTA— Continued 3. Meal and Rest Periods.—Cont. Ibid., No. 1.	For coverage see Maximum Hours, Public Housekeeping.				At least ½-hour period, free from interruption, for each meal furnished employee on premises; 1 hour, if employee must leave premises for meals. Time for meals eaten on premises during working shift considered working time. No woman shall be employed for more than 4 hours of continuous labor without a rest period.		Temporary suspension or modification may be permitted by department of agriculture and labor, in cases of emergency.	
Ibid., No. 4, Laundry, Cleaning, and Dyeing Occupation (1953).	Laundry Occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. (Women.?)				At least ¼ hour must be allowed for the noon meal. No woman shall be employed for more than 5 hours of continuous labor without a rest period.		do	
Ibid., No. 5, Telephone Occupation (1953).	Telephone exchanges. (Women.?)				Adequate time and provision at reasonable hours must be given to employees for meals.		do	
4. Nightwork. Department of Agriculture and Labor, Minimum-Wage Order, No. 1, Public Housekeeping (1951).	Elevator operators. (Women.?)					11 p. m. to 7 a. m.	do	

OHIO:¹

1. Maximum Hours.

General Code Annotated (Page, 1946 Replacement), vol. 1, secs. 1008-2, 1008-2a, 1951 supplement, as amended session laws 1953, H. B. 274; and vol. 11, 1951 supplement, Appendix P-5, as amended session laws 1953, S. B. 160.

Any employment. (Females.)
Exemptions: Manufacturing establishments and financial institutions, (see next entries), agricultural field occupations, domestic service in private homes, females over 21 in mercantile establishments and communications companies in cities under 5,000 population; females over 21 earning at least \$35 a week in executive, professional, supervisory, or administrative positions requiring a certain amount of discretion; women in the professions of medicine, registered nursing, pharmacy, law, teaching, and social work; professional employes in hospitals, such as graduate and student nurses, anesthetists, technicians, graduate and student dietitians, and interns.

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In mercantile establishments 10 hours' employment permitted on any 1 day of calendar week and on day before May 30, July 4, Thanksgiving, Christmas, and New Year's Day. Also during 3 weeks in the year (1 week in the 1st 6 months and 2 in the 2d six months), 10 hours on any 1 day and 50 hours a week permitted. (Females over 18.)

Under emergency law effective Sept. 16, 1951 to Sept. 1, 1955:¹ Females employed by a public utility company and any carrier subject to Part I of the Interstate Commerce Act are exempt. Office workers may be employed 10 hours on any 1 day of the calendar week.² (Females over 18.)

In laundry and dry-cleaning establishments, 9 hours a day may be worked on any 2 days of the week if 48-hour maximum is not exceeded; a 50-hour maximum permitted in weeks preceding or including Labor Day, Good Friday, and the 5 other holidays mentioned above.

In cases not otherwise covered in this act, 9 hours in any 1 day permitted, provided 48-hour, 6-day week not exceeded.

During emergency periods caused by public disaster, hour provisions not applicable to communications company.

During harvest season, hours' provisions not applicable to canneries or establishments preparing perishable foods.

Under emergency law effective Sept. 16, 1951 to Sept. 1, 1955: 48 hours maximum per week permitted. Office workers may be employed 10 hours on any 1 day of the calendar week.¹ (Females over 18.)

Idem

Manufacturing establishments. (Females.)² *Exemptions:* Females over 21 earning at least \$35 a week in executive, professional, supervisory, or administrative positions requiring a certain amount of discretion.

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See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OHIO—Continued 1. Maximum Hours—Continued General Code Annotated (Page, 1946 Replacement), vol. 1, sec. 1008-2a, as amended session laws 1953, H. B. 274.	Financial institutions, including Federal Reserve banks and home loan banks. (Females.)	9	48	6			10 hours a day may be worked on any 1 day of the week provided work is divided into 2 or more periods which fall within 12 consecutive hours. (Females over 18.) During periods of extraordinary conditions caused by preparation of reports for any department of the State or the Federal government, the daily maximum of 9 hours shall not apply to those actually engaged in report preparation.	
	Any employment, including manufacturing and financial institutions. For exemptions see first entry under Maximum Hours , (Females.)				At least ½-hour meal period after 5 consecutive hours of work. (Period of less than ½ hour not deemed interruption to continuous work.)			Under emergency law effective Sept. 16, 1951, to Sept. 1, 1955: ¹ Females over 21 employed by a public transportation company to operate street cars, trackless trolleys, or motor coaches are permitted to work and operate
2. Day of Rest. (See Maximum Hours.)								
3. Meal and Rest Periods. General Code Annotated (Page, 1946 Replacement), vol. 1, secs. 1008-2, 1008-2a, as amended session laws 1953, H. B. 274; and vol. 11, 1951 supplement, Appendix P-5, as amended session laws 1953, S. B. 160.								

General Code Annotated (Page, 1946 Replacement), vol. 1, sec. 1008.

Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment. (Females.)

Not less than 1/2 hour for mealtime in establishments providing lunchrooms; if suitable lunchroom is not provided, not less than 1-hour meal period during which time employees may leave establishment.

In canneries or establishments engaged in preparing perishable foods, hours of labor are not restricted during canning season.

such vehicles for same hours and periods as permitted by law for male employees.

4. Nightwork.

General Code Annotated (Page, 1937), vol. 10, 1951 supplement, secs. 12993 and 12996; and vol. 11, 1951 supplement, Appendix P-5, as amended session laws 1953, S. B. 160.

Mill; factory; workshop; oil well or pumping station; cannery or bottling or preserving establishment; mercantile or mechanical establishment; tenement house; garment making or dressmaking or millinery establishment or working room; store; office; office building; laboratory; restaurant; hotel, boardinghouse, or apartment house; bakery; barbershop; bootblack stand or establishment; public stable; garage; laundry; place of amusement; club; as a driver or chauffeur; in any coal yard or brick, lumber, or building-material yard; construction or repair of buildings; transportation of merchandise. (Females under 21.)

10 p. m. to 6 a. m.

In canneries or establishments engaged in preparing perishable foods, hours of labor are not restricted during canning season.

In time of national emergency, night work restrictions in effect only for girls under 18 (9 p. m.-7 a. m.).

General Code Annotated (Page, 1937), vol. 11, 1951 supplement, Appendix P-5, as amended session laws 1953, S. B. 160.

Taxi drivers

Females permitted to work as taxi drivers except during hours of 9 p. m. to 6 a. m.⁴

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OKLAHOMA: 1. Maximum Hours. Statutes Annotated (1937), title 40, secs. 81-82. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Nightwork. No law.	Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel, restaurant, office building, warehouse, telegraph or telephone establishment or office, printing establishment, bookbindery, theater, showhouse, place of amusement, or any other establishment. ¹ (Females.) <i>Exemption:</i> Registered pharmacists, nurses, agricultural or domestic service; establishments employing fewer than 5 females in places of less than 5,000 population.	9	54	-----	-----	-----	Telephone operators in time of great disaster or calamity or epidemic may be employed longer hours if consent of employees is secured and double time paid. Hotel and restaurant employees in emergencies may work 1 hour overtime a day if consent of employee is secured and double time paid.	
		OREGON: 1. Maximum Hours. Compiled Laws Annotated (1940), vol. 7, sec. 102-323. ¹	Any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company. (Females.) <i>Exemptions:</i> Harvesting, packing, curing, canning, and drying of perishable fruits, vegetables, or fish. ²	10	60	-----		-----

Wage and Hour Commission Minimum Wage Order No. 1, Beauty Operators and Manicurists (1941).	Beauty and manicuring occupations, i. e., all processes in beauty parlors and barber-shops pertaining to shampooing, waving, or straightening the hair; scalp or facial treatments; eyebrow shaping; eyelash and eyebrow dyeing; manicuring; hand and arm massage; hair cutting and trimming; hair tinting and bleaching; removal of superfluous hair, warts, or moles by use of electric needle; demonstrating use of cosmetics, supplies, and equipment. (Women and minors.)	* 10	44	6		In emergencies, commission may grant special overtime permit. Time-and-a-half worker's regular rate must be paid for all time in excess of regular hours.
Ibid., No. 3, Cherry Stemming and Pitting (1941).	Stemming and pitting brine cherries. (Women and minors.)	8	44	6		do
Ibid., No. 13, Personal Service (1941).	Personal service occupations, i. e., work as masseuses; doctor, dental, and laboratory assistants; maids in mortuaries; cashiers, ushers, and checkroom attendants in theaters and other places of amusement; assistants in radiobroadcasting stations and wired-music operators and service stations. (Women and minors.)	8	44	6		do
Ibid., No. 17, Student Nurses (1941).	Student nurses in places such as hospitals and sanitariums. (Women and minors.)		48			
Ibid., No. 18, Telephone and Telegraph (1941).	Telephone or telegraph establishment. (Women and minors.)	8	44			In emergencies, commission may grant special overtime permit. Time-and-a-half worker's regular rate must be paid for all time in excess of regular hours. Rural telephone establishment not demanding uninterrupted service of operator may be granted a special license for different hours by the commission.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OREGON—Continued								
1. Maximum Hours—Continued								
Ibid., No. 4, Fruit and Vegetable Packinghouse (1942). ⁴	Fruit and vegetable packing industry. (Women and minors.)	(4)						
Ibid., No. 11, Nut Processing and Cracking (1942).	Processing, bleaching, grading, and packing nuts (Women and minors.)	10	60				In emergencies, overtime permitted provided time-and-a-half worker's regular rate is paid.	
	Cracking and shelling nuts. (Women and minors.)	8	44				do	
Ibid., No. 8, Manufacturing (1948).	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. (Women and minors.) <i>Exemptions:</i> Any such activity covered by another minimum-wage order of the State; women employed in administrative, executive, or professional capacities, defined as: (1) Work predominantly intellectual, managerial, or creative, which requires exercise of discretion and independent judgment and for which the remuneration is not less than \$200 a month; or (2) employees licensed or certified by the State who are engaged in the practice of any of the recognized professions.	8	44	6			In emergencies, commission may grant special overtime permit; issued only on condition the minimum overtime rate specified in the order is paid.	

Ibid., No. 14, Public Housekeeping (1948).

Public housekeeping occupation includes work of waitresses, cooks, counter and salad workers, food checkers, 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 and car cleaners in transportation industries and other work of like nature.

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In emergencies, commission may grant special overtime permit; issued only on condition the applicable minimum overtime rate specified in the order is paid.

Ibid., No. 7, Laundry, Cleaning, and Dyeing (1950).

Laundry, cleaning, and dyeing occupation includes all places where 2 or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distributing clothing and materials. (Women and minors.) *Exemptions:* Employees in administrative or executive capacities requiring exercise of discretion and independent judgment, for which remuneration is not less than \$250 a month.

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In emergencies, commission may grant special overtime permit; issued only on condition overtime is paid for at time-and-half worker's base pay.

See footnotes at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OREGON—Continued								
1. Maximum Hours—Continued								
Ibid., No. 5, Hospitals, Sanitariums, Convalescent and Old People's Homes (1951).	Hospitals, sanitariums, convalescent or old people's homes: Cooks, kitchen helpers, waitresses, janitors, charwomen, and all other women and minors employed therein. (Women and minors.) <i>Exemptions:</i> Trained nurses, student nurses, or other professional or executive help.	8	44	6	-----		In event of disaster within the community, these hours regulations not applicable.	
Ibid., No. 10, Minors (1951).	Industries for which the State wage and hour commission has not established by individual or special order a different wage. (Minors under 18.) <i>Exemptions:</i> Minors employed at domestic work and at chores in or about private residences; newspaper carriers and newspaper vendors.	8	44	6	-----			
Ibid., No. 2, Canning, Dehydrating, and Barreling Operations (1952). ⁴	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. (Women and minors.) <i>Exemption:</i> Farmer who processes only the product of his own farm.	(⁵)	-----	(⁵)	-----			
Ibid., No. 9, Mercantile (1952).	Mercantile establishment, i. e., any business or establishment operated for the purpose of purchasing, selling, or distributing goods or	8	44	6	-----		In emergencies, commission may grant special overtime permit; issued only on condition the applicable minimum overtime	

Ibid., No. 6, Preparation of Poultry, Rabbits, Fish, or Eggs, for Distribution (1953).	<p>commodities at wholesale or retail. (Women and minors.)</p> <p>Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, packing, candling, separating, slaughtering, plucking, or otherwise preparing poultry, rabbits, fish, or eggs for distribution. (Women and minors.) <i>Exemptions:</i> Canning of fresh fruits, vegetables, fish, shellfish, or crustacea; barreling or preserving of fresh fruit and berries; operations incident to marketing of farm products in their raw, live or natural state; women employed in administrative, executive, or professional capacities, such work being defined as predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment, for which remuneration is not less than \$250 per month.</p>	8	7 44		<p>rate specified in the order is paid.</p> <p>In emergencies, commission may grant special overtime permit for hours over 8 and 44; time and a half worker's regular rate must be paid for hours over 40.</p>
Ibid., No. 12, Office (1953).	<p>Office occupations, i. e., work as stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all types of clerical work not covered by other orders. (Women and minors.)</p>	8	44	6	<p>In emergencies, commission may grant special overtime permit. Time-and-a-half worker's regular rate must be paid for all time in excess of regular hours.</p> <p>If employees desire a greater number of consecutive days off, they may work not to exceed 10 days without a day off if such arrangement is agreeable to the employer and the employees in the department.</p>

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OREGON—Continued								
2. Day of Rest. (See Maximum Hours.) ⁴								
3. Meal and Rest Periods.								
Wage and Hour Commission Minimum Wage Orders: Nos. 1, 12, 13, 18. 4 Ibid., No. 8.....	For coverage see Maximum Hours , Beauty Operators and Manicurists; Office, Personal Service; Telephone and Telegraph. For coverage see Maximum Hours , Manufacturing.	-----	-----	-----	Prohibits employment for more than 5 consecutive hours without a rest period of at least 45 minutes. Prohibits employment for more than 5 consecutive hours without a meal period of at least 30 minutes. ⁵ Paid rest period of at least 5 minutes in every 4 hours' working time or major fraction thereof, insofar as practicable in middle of such work period.	-----	-----	-----
Ibid., Nos. 14 and 5.	For coverage see Maximum Hours , Public Housekeeping; Hospitals, Sanitariums, Convalescent and Old People's Homes.	-----	-----	-----	Prohibits employment for more than 5 consecutive hours without a meal period of at least 30 minutes. ⁵ Paid rest period of at least 10 minutes in every 4 hours' working time or major fraction thereof, insofar as practicable in middle of such work period.	-----	-----	-----
Ibid., No. 7.....	For coverage see Maximum Hours , Laundry, Cleaning, and Dyeing.	-----	-----	-----	Prohibits employment for more than 5 consecutive hours without a meal period of at least 45 minutes.	-----	-----	-----

Ibid., No. 10	For coverage see Maximum Hours, Minors.	Paid 10-minute relief period after no more than 2½ consecutive hours' work.	No minor may be employed for more than 5 consecutive hours without a meal period of at least 30 minutes. 10-minute rest period as nearly as possible in the middle of every 4-hour work period.
Ibid., No. 2	For coverage see Maximum Hours, Canning, Dehydrating, and Barreling Operations.	Not less than 30 consecutive minutes for meal period, with relief from all duties, after 5 hours' work; no meal period required if day's work completed within 6 hours.	Paid 10-minute relief period after 3 consecutive hours' work.
Ibid., No. 9	For coverage see Maximum Hours, Mercantile.	Not less than a 45-minute meal period after 5 consecutive hours after reporting for work. ⁸	Paid 10-minute rest period in 4 hours' working time or major fraction thereof. ⁹
Ibid., No. 6	For coverage see Maximum Hours, Preparation of Poultry, Rabbits, Fish, or Eggs for Distribution.	Prohibits employment for more than 4 consecutive hours without a meal period of not less than 30 minutes; no meal period required if day's work completed within 5 hours.	Paid 10-minute rest period on basis of 4 hours' working time, or major fraction hereof, and insofar as practicable in middle of work period.

See footnote at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
OREGON—Continued 4. Nightwork. Wage and Hour Commission Minimum Wage Order, No. 10, Minors (1951).	Minors employed in any place of public recreation, including but not limited to bowling alleys, theaters, amusement parks, nightclubs, and dancehalls.					After 10:30 p. m.		
	Minors in telegraph or messenger company or other such business engaged in the distribution, transmission, or delivery of goods or messages.					10 p. m. to 5 a. m.		
	For coverage see Maximum Hours , Preparation of Poultry, Rabbits, Fish, or Eggs for Distribution.						10 p. m. to 6 a. m. ¹⁰	
Ibid., No. 6								
PENNSYLVANIA: 1. Maximum Hours. Statutes Annotated (Purdon, 1941), Title 43, ch. 4, sec. 103, 1952 supplement. Department of Labor and Industry Regulations Governing the Hours Provisions of the Women's Law (1948): G-1, G-2, G-4, G-5, G-7, G-8, G-10; S-1, S-2, S-5.	Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. (Females.) <i>Exemptions:</i> Agricultural field occupations; domestic service in private homes; nurses in hospitals; executives over 21 years of age earning at least \$35 a week. By regulation, exemption applies to secretaries to executives, provided they earn at least \$35 weekly (G-5); outside representatives (G-10).	10	48	6			If strict application of law imposes unnecessary hardship, department of labor and industry, with approval of industrial board, may make general and special rules prescribing variations. For employees 18 years and over (G-1), regulations of industrial board permit the following variations: GENERAL In emergencies, defined as a situation resulting from fire, flood, storm, epidemic, act of God, public disaster, or Government order which requires labor longer than 10 hours a day or 48 hours a week to preserve life, property, health, or the public service, em-	

See footnote at end of table.

ployees whose duties are directly connected with such emergencies may be permitted to work more than the daily and weekly maximums prescribed. If emergency exists for more than 24 hours, permission for overtime must be obtained from the secretary of labor, who shall determine the duration of the emergency. (G-2.)

Office employees having a regular schedule of 40 hours a week or less, on an annual salary basis and not laid off in slack periods, may be employed 10 hours in any day, 54 hours in any week, if employment in quarterly period of 13 consecutive weeks does not exceed 520 hours. (G-7.)

If $\frac{1}{2}$ hour or more is lost because of breakdown of machinery on which employee is engaged and dependent for employment, maximum hours may be extended 2 hours a day to make up time lost. Week may not exceed 48 hours. Written report must be sent to department of labor. (G-8.)

SPECIFIC INDUSTRIES

Canning, processing or packing perishable fruit or vegetables during canning season. Employment beyond hours specified permitted provided: (1) $\frac{1}{2}$ -hour lunch period allowed for each 5 hours of work; (2) no more than 6 consecutive hours without a lunch period; and (3) approval of labor department is obtained before establishment puts into effect any schedule of hours at variance with the strict provisions of the statute. (S-1.)

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
PENNSYLVANIA—Continued 2. Day of Rest. (See Maximum Hours.) Statutes Annotated (Purdon, 1941), Title 43, ch. 9, sec. 483. 3. Meal and Rest Periods. Statutes Annotated (Purdon, 1941), Title 43, ch. 4, sec. 107, 1952 supplement. Department of Labor and Industry Regulations Governing the Hours Provisions of the Women's Law (1948): G-6, G-11; S-1, S-3.	Motion-picture theaters. (All employees.)			6				
	For coverage see Maximum Hours.				At least $\frac{1}{2}$ -hour meal or rest period must be granted after 5 consecutive hours of work. (Interval of less than $\frac{1}{2}$ hour not to be deemed interruption of work period.) Employees shall not be required to remain in workroom during meal or rest period.		Six consecutive hours of work permitted if employee is then dismissed for day, provided a 15-minute rest period is allowed. (G-11.) In retail trade a 6-hour work period is permitted if a meal period of at least 1 hour is granted. (S-3.) In industries where manufacturing processes involve continuous operation or where processes once begun must be completed to avoid spoilage, or where an employee's duties require her to be away from the factory, office, or depot, the regularly scheduled meal or rest period may be eliminated, provided that approval of labor department has been obtained and employees are permitted to eat and rest at such intervals as not to endanger their health. (G-6.) ² During the canning season, plants canning, processing,	If strict application of specific provisions of the statute impedes or interferes with the war effort, department of labor and industry, with approval of industrial board, is authorized to suspend this provision.

Department of Labor and Industry Regulations Affecting Employment of Women (1948):
W-4.
4. **Nightwork.** No law.³

PUERTO RICO:

1. **Maximum Hours.**
No maximum.¹
2. **Day of Rest.**
Session laws: 1946, Act 289; 1950, Act 130.

Elevator operators. (Females.)

Any commercial or industrial establishment, enterprise, or lucrative business not subject to sec. 553 of the Penal Code,² i. e., sugar and alcohol factories, shops for the repair of the machinery of sugar factories; factories for the packing, canning, and refrigeration of fruits and vegetables; coffee-cleaning mills; cement; crystal containers; paper and ceramic product factories; textile industry, and any other industry which must be continuously operating; public markets; printeries; garages; bakeries; establishments where refreshments and coffee are sold—restaurants; cafes; hotels; inns; confectionery and pastry stores; stands selling only candy, matches, tobacco, newspapers; flashlights and accessories; bulbs for domestic use; plug fuses and fuses; casinos; billiard rooms; ice depots; meat stands; milk depots; slaughterhouses; dairies; livery stables; piers

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Unless seats are provided for their use, women must be allowed 14-hour rest period in every tour of duty exceeding 3 hours. (W-4.)

or packing perishable fruit or vegetable products may employ persons for a period of 6 consecutive hours without a lunch period. (S-1.)

Employees employed or permitted to work on day of rest shall be paid double the salary rate for regular working hours.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
PUERTO RICO—Con. 2. Day of Rest—Con. Session laws: 1946, Act 289; 1950, Act 130—Con.	or docks; undertaking establishments; public and quasi-public utilities; and emergency work necessary to prevent danger and considerable financial loss; theaters, race-tracks, and other places devoted exclusively to amusement or charity; pharmacies; commercial establishments operating within airports. (All employees.) <i>Exemptions:</i> Occasional or piece work, and professionals, executives and administrators.							
3. Meal and Rest Periods. Session laws: 1919, Act 73, as amended 1930, Act 28; 1947, 5th spec. sess., Act 6; 1949, Act 364.	Any lucrative occupation, i. e., work in any factory, mill, centrale, machine shop or establishment or place of any kind where a factory or mechanical enterprise exists; storehouse, store, establishment or place of any kind where mercantile transactions are carried on; farms, plantations, rural properties or places of any kind where agricultural, horticultural, or pasturing pursuits are followed; mining and fishing undertakings. (Females.) <i>Exemption:</i> Textile industry.	-----			At least 1 hour shall be allowed for meals. Work period may not exceed 4 consecutive hours.			
Idem.....	Textile industry. (Females.)	-----			At least ½ hour between the 2 periods in 8-hour shifts, provided factory establishes a cafeteria on its premises			

4. Nightwork.

Session laws :
1919, Act 73;
1930, Act 28;
1947, 5th spec.
sess., Act 6; 1949,
Act 364.

Session laws :
1931, Act 80, as
amended 1935,
Act 24; 1947,
Act 418; and
1949, Act 188.

Any lucrative occupation.
(For definition see **Meal and
Rest Periods.**) (Females.)
Exemptions: Women over 18
employed as telephone oper-
ators, telegraphers, artists,
nurses, and houseworkers.

where workers may, if
desired, take their
meals at reasonable
prices.

10 p. m. to 6 a. m.

In the textile industry and
in the packing, canning, or
refrigeration of fruits or
vegetables, if woman is not
pregnant and does not
work more than a total of
8 hours in the 24-hour pe-
riod preceding 6 a. m. and
provided work shift is
rotated so that no woman
shall work consecutively
in night shift more than 3
weeks, employment be-
tween 10 p. m. and 6 a. m.
permitted.

In cases of emergency or ne-
cessity, for the purpose of
permitting employers or
owners to complete urgent
or necessary works which
must be finished within a
determined time in shops,
factories, or any other
commercial or industrial
establishments, a permit
may be granted by secre-
tary of labor to employ
women between the hours
of 10 p. m. and 6 a. m.,
provided the conditions
noted above in connection
with textile and packing,
canning, and refrigeration
of fruits and vegetables are
complied with. Compens-
ation to be paid for in ac-
cordance with Act 379 of
1948. (See footnote 1.)

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
RHODE ISLAND:								
1. Maximum Hours. Session laws 1943, ch. 1312, secs. 4 and 6, as amended 1945, ch. 1625 and ch. 1659.	Factory, or manufacturing, mechanical, business, or mercantile establishment. (Women and minors 16 and over.) <i>Exemption:</i> Women working by shifts during different periods or parts of the day, in the employ of a public utility.	9	48	-----	-----	-----	If a 5-day week is worked, daily hours may be 9½.	
2. Day of Rest. General Laws (1938), ch. 298 as amended session laws 1945, ch. 1658.	Store, mill, factory, or any commercial occupation or in the work of industrial process. ^a	-----	-----	16	-----	-----	Employment on Sunday permitted where work is absolutely necessary.	
3. Meal and Rest Periods. Session laws 1943, ch. 1312, sec. 4, as amended 1945, ch. 1659.	Factory, workshop, mechanical, or mercantile establishment. (Women and minors.) <i>Exemptions:</i> Women working by shifts during different periods or parts of the day in the employ of a public utility; telephone exchange where operator during the night is not required to operate at the switchboard continuously but may sleep during a considerable part of the night.	-----	-----	-----	At least ½ hour must be allowed for a meal after 6 consecutive hours of employment. In factories employing 5 or more women and children, employees must be allowed their mealtimes at the same hour.	-----	Work period of 6½ hours allowed if employment ends not later than 1 p. m. and worker is dismissed for the day. If employment ends not later than 2 p. m. and worker is dismissed for the day, period may be 7½ hours, provided worker is allowed sufficient opportunity for eating on the job. Employees beginning work at an hour later than other employees may be allowed a different mealtime. In no case may an employee tend the machines of other employees in addition to her own during the regular lunch hour.	
4. Nightwork. Session laws 1943, ch. 1312, sec. 7.	Messenger for telegraph, telephone, or messenger company in the distribution.	-----	-----	-----	-----	10 p. m. to 5 a. m.	-----	

SOUTH CAROLINA:

1. Maximum Hours.¹

Code (1952), vol. 4, secs. 4-61, 40-62.

transmission, or delivery of goods or messages. (Persons under 21.)

Cotton and woolen mills engaged in manufacture of merchandise. (All operatives and employees.) *Exemptions:* Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.

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(See Day of Rest Law.)

Time lost by accident or other unavoidable cause, up to 60 hours in calendar year, may be made up within 3 months of the time loss was incurred.

Ibid., sec. 40-81.

Mercantile establishments. (Females.)

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(See Day of Rest law.)

2. Day of Rest.

Code (1952), vol. 6, secs. 64-5, 64-6, as amended session laws 1953, Acts 254 and 418.

Manufacturing establishment, i. e., any plant or place of business engaged in manufacturing; mercantile establishment, i. e., any place where goods or wares are offered or exposed for sale, not including, however, a cafeteria or restaurant. (Women and children.) *Exemptions:* Manufacturing establishments involving manufacturing processes requiring continued and uninterrupted operation for normal production.³

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During times of national emergency, employment of women on Sunday permitted when and if employment is by industries engaged in producing or processing goods for national defense and under Government contract, provided industries have submitted proof sufficient to establish their national-defense status to the department of labor and received a permit from the commissioner authorizing employment on Sunday. No employee who is conscientiously opposed to Sunday work may be required to work on Sunday.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
SOUTH CAROLINA— Continued. Day of Rest—Con. Ibid., sec. 64-4, as amended session laws 1953, Acts 253 and 418.	Textile manufacturing, finishing, dyeing, printing, or processing. (Regular employees, i. e., those who usually work 20 hours or more a week.) <i>Exemptions:</i> Watchmen, firemen, and other maintenance and custodial employees. ³			16			Employment on Sunday permitted only if "of absolute necessity or emergency." Overtime at 1½ times regular rate required for any such employment.	During times of national emergency, commissioner may issue permits to operate on Sunday when proof is furnished that industries are engaged in producing or processing goods for national-defense purposes and under Government contract, provided no employee conscientiously opposed to Sunday work shall be required to work on Sunday.
	3. Meal and Rest Periods. No law. 4. Nightwork. Code (1952) vol 4, sec. 40-81.	Mercantile establishments. (Females.)					After 10 p. m.	
SOUTH DAKOTA: 1. Maximum Hours. Code (1939), vol. 1, sec. 17.0601.	Any occupation. (Females.) <i>Exemptions:</i> Farm laborers, domestic servants, telegraph or telephone operators, persons engaged in the care of livestock.	10	54				On the 5 days preceding Christmas, employment may be 12 hours a day.	

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.
- 4. Nightwork. No law.

TENNESSEE:

1. Maximum Hours.
Annotated Code
(Williams, 1941
Replacement),
vol. 4, secs. 5322
to 5324, 1952 sup-
plement.

Workshops or factories, i. e.,
manufacturing, mills, me-
chanical, electrical, mercan-
tile, art, and laundering es-
tablishments, printing, de-
partment stores, or any kind
of establishment wherein
labor is employed or ma-
chinery used. (Females.1)
Exemptions: Domestic serv-
ice, agricultural pursuits,
fruit and vegetable canning
factories, telegraph and tele-
phone offices (see second
entry).

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In seasonal employment, 54
hours may be worked in
any 8 weeks of the calen-
dar year.
In cases of emergency affect-
ing the operation of com-
mon carriers, public utili-
ty companies, and other
industries which affect the
health and well-being of
State citizens, provisions
of the hour law may be
suspended for the duration
of such emergency.

During any na-
tional emergen-
cy, commissioner
of labor with con-
sent of the gov-
ernor may ex-
tend the hours a
woman may
work in indus-
tries engaged in
manufacturing
supplies, equip-
ment, or mate-
rial for the Uni-
ted States Gov-
ernment.

On written request
of representative
of the Army or
Navy of the
United States,
the commis-
sioner and governor
may suspend the
hour law in man-
ufacturing
plants.

Ibid., sec. 5323, as
amended session
laws 1953, ch.
242.

Telegraph and/or telephone of-
fices. (Females.1)

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See preceding paragraph
above.

See footnote at end of table.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
TEXAS: 1. Maximum Hours. Statutes (Vernon, 1948), vol. 15, sec. 5172a as amended session laws 1953, H. B. 249.	Factory, mine, mill, workshop, mechanical or mercantile establishment; laundry, cleaning, and pressing establishment; hotel, restaurant, roominghouse, theater, moving-picture show, barbershop, beauty shop, roadside drink- or food-vending establishment; telegraph, telephone, or other office; express or transportation company; State institution, or any other establishment, institution, or enterprise where females are employed. ¹ (Females.) ⁴ <i>Exemptions:</i> Stenographers; ⁵ pharmacists; ⁶ mercantile establishments and telephone and telegraph companies in rural districts and in towns of less than 3,000 population; superintendents, matrons, nurses, and attendants employed by, in, or about such orphans' homes as are charitable institutions not run for profit and not operated by the State; and employees engaged in the first processing of, or in canning or packing, perishable or seasonal fresh fruits or vegetables; bank employees.	9	54	-----	-----	-----	In laundries and cleaning and pressing establishments, 11 hours' work permitted on any day if weekly maximum is not exceeded and overtime at double employee's regular rate is paid for hours over 9 a day. In woolen, worsted, and cotton mills and factories making articles out of cotton goods, 10 hours' work permitted daily and 60 hours weekly, if overtime at double employee's regular rate is paid. In cases of extraordinary emergencies, such as great calamities, or when necessary for the protection of human life or property, longer hours may be worked, but for such hours double time must be paid.	In time of war and/or when the President proclaims a national emergency to exist, industries coming within the jurisdiction of three Federal acts ¹ and, in time of war, any industry designated by the commissioner of labor statistics ² may employ females not exceeding 10 hours a day provided these hours (1) are not injurious to the women's health or morals; (2) do not add to the hazards of their occupations; and (3) are in the public interest. Any such overtime must be authorized by an order of the labor commissioner based on commissioner's own private investigation, or pursuant to an application filed by

Ibid.....	Bank employees. (Females)...	6 12	54			
2. Day of Rest. No law.						
3. Meal and Rest Periods. No law.						
4. Nightwork. No law.						
UTAH:						
1. Maximum Hours.						
Code Annotated (1953), vol. 4, sec. 34-4-3.	Any industry, trade, or occupation. (Females.) ² <i>Exemptions:</i> Domestic service and executive positions; picking, cleaning, processing, or packing of fowls.	18	48			If life or property is in imminent danger, overtime permitted. In emergencies or peak periods in the business of an employer, industrial commission may permit longer hours. ³ During the packing season, hour provisions are not applicable to packing or canning of perishable fruits or vegetables nor to manufacturing of containers for such industry.
Industrial Commission Minimum Wage Order, No. 1, Retail Trade Occupations (1952).	Retail Trade, i. e., any industry or business operated for the purpose of selling, offering for sale, or distributing of goods, wares, and merchandise at retail to selected individuals or to the general public and rendering services incidental to such operations. (Women and minors.)	48	48	6		

employers or by 1/4 of the female employees of such employers. *Exemption:* In time of war or proclaimed national emergency, office employees of employers coming under the three Federal acts are expressly exempted from the hour limitations of the State act.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
UTAH—Continued 1. Maximum Hours—Continued	Ibid., No. 3, Public Housekeeping Industry (1952).	8	48	6	-----	-----	In an emergency, for females over 21, work on 7th consecutive day permitted, provided employer obtains permission from industrial commission.	
	Ibid., No. 2, Restaurant Occupations (1953).	8 ⁷ / ₂ on split shift		6	-----	-----		
	Ibid., No. 4, Laundry and Cleaning, Dyeing, and Pressing Industries (1953).	(⁶)	(⁶)	(⁶)	-----	-----		

<p>2. Day of Rest. (See Retail Trade, Public Housekeeping, Restaurant, and Laundry and Cleaning, Dyeing, and Pressing Occupation Orders under Maximum Hours.)</p>	<p>Cleaning, Dyeing, and Pressing Industries include 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. (Women and minors.)</p>												
<p>3. Meal and Rest Periods. Industrial Commission Welfare Regulations, effective 1937, as amended 1948: Standards for Women and Minors in Industry.</p>	<p>Any occupation, trade, or industry.</p>					<p>At least ½ hour for meals for adult women; employment prohibited for more than 5 hours without rest and food.</p>	<p>At least 10-minute rest period in each 4 hours or fraction thereof, period to be made available to employee after no more than 2½ consecutive hours of work.</p>						
<p>Industrial Commission Minimum Wage Order, No. 1.</p>	<p>For coverage see Maximum Hours, Retail Trade Occupations.</p>					<p>Not less than 30 consecutive minutes for meal period not later than 5 hours after starting work.⁷</p>	<p>Paid 10-minute rest period after 2½ consecutive hours for employees whose work requires standing.</p>	<p>At least 10-minute rest period for each 4 hours or fraction thereof.</p>					

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
UTAH—Continued								
3. Meal and Rest Periods—Con. Ibid., No. 3.-----	For coverage see Maximum Hours, Public Housekeeping Industry.				½-hour meal period in every 8-hour day. ⁸ At least 10-minute rest period in every 4 hours or fraction thereof, to be provided after work of no more than 2½ consecutive hours.			
Ibid., No. 2.-----	For coverage see Maximum Hours, Restaurant Occupations.				½-hour meal period in every 8 consecutive hours without food and rest. At least 10-minute rest period, not deductible from employee's working time.			
Ibid., No. 4.-----	For coverage see Day of Rest, Laundry and Cleaning, Dyeing, and Pressing Industries.				Employment prohibited for more than 5 consecutive hours without a meal or rest period of at least 30 minutes. At least 10-minute rest period in every 4 hours or fraction thereof, to be provided after work of no more than 2½ consecutive hours.			
4. Nightwork. Industrial Commission Minimum Wage Order No. 1.	For coverage see Maximum Hours, Retail Trade Occupations.					Between 10 p. m. and 6 a. m. no woman required to report for work or be dismissed unless the following are made available: (1) suitable transportation at no extra cost, (2) suitable facilities for se-		

Ibid., No. 2.....

For coverage see **Maximum Hours, Restaurant Occupations.**

VERMONT:

1. Maximum Hours.

Statutes (Revision of 1947), secs. 8053, 8174, 8175.

Labor in mine or quarry, manufacturing or mechanical establishment. (Women; minors 16 to 18.) *Exemptions:* Telephone exchange where hours of actual labor of operator do not exceed 9 hours daily, 50 hours weekly, or where operator during the night is not required to operate switchboard continuously but is able to sleep the major part of the night.¹

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curing or making hot food and drink.

No female required to work a split shift after midnight.

No female under 21 required to work after 10 p. m.

In cases of emergency or where seasonal or peak demand places unusual and temporary burden on a manufacturing or mechanical establishment, 40 hours a day, 60 hours a week, may be worked if commissioner of industrial relations is notified and grants permission in advance for such overtime, the period of which may not exceed 10 consecutive weeks in any 1 year.

In a manufacturing establishment or business, the materials and products of which are perishable and require immediate labor to prevent decay or damage, any provision of the statute regulating employment of women and minors may be suspended by commissioner of industrial relations with approval of the governor for a period not to exceed 2 months in year.

In cases of extraordinary emergency or extraordinary public requirement, employer engaged in public service may be exempted.

While the United States is at war, the commissioner of industrial relations with approval of governor may suspend operation of the laws relating to hours of employment of women and children.

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.¹
- 4. Nightwork. No law.

See footnotes at end of table

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
VIRGINIA: 1. Maximum Hours. Code (1950), vol. 6, secs. 40-34, 40-35, 40-39 to 40-41.	Factory, workshop, ¹ laundry, restaurant, mercantile, or manufacturing establishment. (Females.) <i>Exemptions:</i> Bookkeepers, stenographers, office assistants or cashiers, buyers, managers, or assistant managers, office executives; mercantile establishments in towns of less than 2,000 inhabitants or in country districts.	9	48	-----	-----	-----	During fruit and vegetable seasons, hour provisions do not apply to factories engaged exclusively in canning, processing, or packing of fruits or vegetables. 10 hours a day may be worked for a period of 90 days annually in the: (1) handling or redrying of leaf tobacco during the tobacco market seasons, (2) shelling and/or cleaning of peanuts, (3) shucking and packing of oysters. In florist shops and greenhouses women may be employed 10 hours a day on the 3 days preceding and on Valentine's Day, Christmas Day, Easter Sunday, and Mother's Day.	During period of war between the United States and a foreign nation, commissioner of labor may grant temporary permits to employers engaged on warwork, allowing the particular plant, establishment, or department or division of the establishment to employ females, 18 years of age and over, up to 10 hours a day, 56 hours a week. Permit may be granted only when it is reasonably clear that longer hours are necessary to obtain maximum production on warwork, and that the workers' health, efficiency, and general well-being will be safeguarded.

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.
- 4. Nightwork.
Code (1950), sec. 40-108.

WASHINGTON:
1. Maximum Hours.
Revised Code (1951), vol. 4, sec. 49.28.070.

Ibid., sec. 49.28.080.

Messenger for telegraph or messenger company or service. (Girls 18 and under 21.)

Mechanical or mercantile establishment, laundry, hotel, or restaurant. (Females.) *Exemptions:* Harvesting, packing, curing, canning, or drying of perishable fruits or vegetables; canning fish or shellfish.

Household or domestic employees. (Males and females.)

8

'60

10 p. m. to 5 a. m.

In cases of emergency, employment may be for "a longer period."

Warwork is work in producing articles or materials or performing services on or for contracts for the Army or Navy or any other agency of the United States authorized to let contracts for work necessary for the successful waging of war and which necessitates immediate production.

Defense production permits relaxing certain State practices or standards in order to increase defense and war production may be issued by a tripartite commission? Permit to cover a designated place of employment valid only during the existence of the specific emergency for which issued.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WASHINGTON—Con. 2. Day of Rest. No law. 3. Meal and Rest Periods. Industrial Welfare Committee Minimum Wage Order, No. 43, Office Workers (1949).	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. (Women and minors.) <i>Exemptions:</i> Employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal law; nurses and nurses' aides not engaged in officework; telephone operators employed directly by a telephone company who are not engaged in officework; occupations in an industry covered by another minimum-wage order.				Not less than ½-hour meal period in each and every 8-hour shift. At least a 10-minute rest period in every 4 hours worked.			

Ibid., No. 44, Mercantile Industry, Wholesale and Retail (1949).	<p>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. (Women and minors.)</p> <p><i>Exemptions:</i> Employees of 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.</p>		<p>Not less than ½-hour meal period on employee's time in every regularly scheduled full-time shift.</p> <p>Not less than a 10-minute paid rest period in every continuous 4 hours of employment.</p>	<p>If afternoon shift is 4 hours, and forenoon less than 4, a 15-minute period must be allowed in afternoon.</p>
Ibid., No. 45 Theatrical Amusement and Recreation Industry, and No. 45-A, General Amusement and Recreation Industry (1949).	<p>These amusement and recreation orders include any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public.⁴</p> <p>Theatrical Amusement and Recreation Industry includes both moving-picture and legitimate theaters and food and drink dispensaries operated in connection therewith.</p> <p>General Amusement and Recreation Industry includes, but is not limited to, dancehalls, theaters, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, racetracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, wired-music studios, and concessions in any</p>		<p>Not less than ½-hour on employee's time in every regularly scheduled full-time shift.⁵</p> <p>Employee not required to work more than 5 consecutive hours without a meal period.</p> <p>Paid rest period of at least 10 minutes in every 4-hour work period, and insofar as practicable, in middle of such work period.</p>	

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WASHINGTON—Con. 3. Meal and Rest Periods—Con. Ibid., No. 45 Theatrical Amusement and Recreation Industry—Con.	and all amusement establishments, but excluding the Theatrical Amusement and Recreation Industry. (Women and minors.) <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.							
Ibid., No. 46, Public Housekeeping (1950).	Public Housekeeping Industry includes but is not limited to: Restaurants; lunch counters; cafeterias; catering, banquet, or box-lunch service; curb service; boardinghouses; 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; roominghouses; camps; clubs (public and private); hospitals, sanitariums, rest homes, or maternity homes; building or housecleaning or maintenance services. (Women and minors.) <i>Exceptions:</i> Occupations spe-	-----	-----	-----	Not less than ½ hour on employee's time in every regularly scheduled full-time shift. Employee not required to work more than 5 consecutive hours without a meal period. Paid rest period of at least 10 minutes computed on basis of 4 hours' working time, or majority fraction thereof—insofar as practicable in the middle of each work period and not in rush periods.	-----	The 5-hour limitation not applicable to nurses' aides employed on the 11 p. m. to 7 a. m. shift.	

Ibid., No. 47, Beauty Culture (1950).	<p>cifically covered by another wage order; cashiers (covered by the Office Workers' Order); employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal law; telephone operators employed directly by a telephone company, nurses, student nurses, female interns, dietitians, laboratorians.</p> <p>Beauty Culture includes hair-dressing; hair coloring and bleaching; manicuring; hair manufacturing; massage; marcel or permanent waving; cosmetology; haircutting; body massage and weight reducing; selling and demonstrating or applying beauty preparations, cosmetics, and supplies either to the demonstrator or to other persons; instructing students in any of the foregoing occupations, and all services or operations incidental to such occupations, including the services of instructors in beauty schools. (Women over 18 licensed by the State to practice beauty culture.)</p>	Employee entitled to a minimum lunch period of ½ hour in every regular full-time shift. Such period to be on employee's time. (No rest-period provision.)	Employee entitled, upon request, to a lunch period of not in excess of 1 hour.
Ibid., No. 48, Laundry, Dry Cleaning, and Dye Works Industry (1950).	<p>Laundry, Dry Cleaning, and Dye Works Industry includes but is not confined to:</p> <p>(1) The marking, sorting, 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 connec-</p>	Not less than ½ hour on employee's time in every regularly scheduled full-time shift. Employee not required to work more than 5 consecutive hours without a meal period. Paid rest period of at least 10 minutes in every 4-hour work period.	

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
<p>WASHINGTON—Con. 3. Meal and Rest Periods—Con. Ibid., No. 48—Continued</p>	<p>tion 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. (Women and minors.) <i>Exemptions:</i> Same as those shown for the Amusement and Recreation Orders on p. 94 and the following additional exemptions: 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.</p>							
<p>Ibid., No. 50, Manufacturing and General Working Conditions (1950).</p>	<p>Manufacturing Industry, i. e., any industry, business, or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing, or fashioning by</p>				<p>Not less than $\frac{1}{2}$ hour on employee's time in every regularly scheduled full-time shift. Employee not required to work</p>		<p>Shorter lunch period may be authorized by supervisor of women and minors in industry if application is made and good cause shown.</p>	

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, fur-making operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuit-making, and book-binding establishments. (Women and minors.) *Exemptions:* Processing by canning, freezing, or otherwise of fruits and vegetables, fish or other agricultural or marine products; any industry or occupation specifically covered by another minimum-wage order; employees covered by Office Workers Order; nurses, student nurses, female interns, dietitians, and laboratorians; newspaper vendors or carriers; telephone or telegraph operators employed directly by a telephone or telegraph company; employees of common carrier railroads, sleeping-car companies and freight or express companies subject to regulation by Federal law; minors engaged in vocational education, work experience or apprentice training program under conditions specified in the order; employees covered by a certificate of the Wage and Hour Division of the Department of Labor, permitting employment of learners, apprentices, messengers, or handicapped persons at wage rates lower than the minimum fixed by this order.

more than 5 consecutive hours without a meal period.
10-minute relief period in every continuous half shift and as nearly as practicable in middle of such shift.⁶

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WASHINGTON—Con. 3. Meal and Rest Periods—Con. Ibid., No. 49, Minors (1950). Ibid., No. 51, Food Processing Industry (1951). Ibid., No. 52, Fresh Fruit and Vegetable Packing Industry (1951).	Minors employed in any industry or establishment who are not expressly covered by a special industrial welfare order. <i>Exemptions:</i> Agricultural labor; domestic work or chores performed in or about private residences; specific occupations listed in the order such as newspaper venders and newspaper carriers.				No minor may be employed more than 5 hours without a meal period of at least ½ hour on employee's time. Paid rest period of 10 minutes in every 4-hour work period.			
	Food Processing Industry, 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, dogfood, or any other products for the purpose of preserving them for food purposes, for human or other consumption. (Women and minors.) <i>Exemptions:</i> (Same as the 4 last exemptions shown for the Manufacturing Order.)				At least ½ hour on employee's time for lunch after no more than 5 consecutive hours of work. Paid rest period of not less than 15 minutes in each 4- or 5-hour work shift and as nearly as practicable in middle of shift. ⁷		Shorter lunch period may be authorized by supervisor of women and minors in industry if application is made and good cause shown.	
	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				Not less than ½-hour meal period on employee's time after no more than 5 consecutive hours of work. Paid rest period of not less than 15 minutes		Shorter lunch period may be authorized by supervisor of women and minors in industry if application is made and good cause shown.	

Ibid., No. 53, Telephone and Telegraph Industry (1951).	storage or 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. (Women.) <i>Exemptions:</i> (Same as the 4 last exemptions shown for the Manufacturing Order.) ⁸				in each 4- or 5-hour work shift, and as nearly as practicable in middle of shift. ⁷		
4. Nightwork. Industrial Welfare Committee Minimum Wage Order No. 46, Public Housekeeping (1950).	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.)				Not less than ½-hour meal period on employee's time in each 8-hour shift after no more than 5 hours worked. ⁵ Paid rest period of at least 10 minutes in every continuous 4 hours' working time. ⁶		Meal period may be waived by employees, with employer's consent, on Saturday, Sunday, holiday, and night tours of duty. Night tour defined as one in which the major portion is between 6 p. m. and 7 a. m.
WEST VIRGINIA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. Department of Labor, regulations for the protection and preservation of life, health, and safety of women in industry (1943). 4. Nightwork. No law.	Elevator operators. (Females 18 or over.)					After 12 midnight.	
	Any industry. (Women.)				At least ½ hour must be allowed as a lunch period. ¹		

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions					Variations	
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WISCONSIN:								
1. Maximum Hours.								
Statutes (1951), secs. 103.01, 103.02. Industrial Commission, General Orders Nos. 3a and 6, issued thereunder.	Place of employment, i. e., any manufactory, mechanical, or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females.1) <i>Exemptions:</i> (By General Order No. 6.) Registered pharmacists and registered assistant pharmacists.	9	50	(See Day of Rest law.)	-----	-----	10 hours a day, 55 hours a week, may be worked during emergency periods, not to exceed 4 weeks in year, if time and a half regular rate is paid for excess time. General Order No. 3a requires that the industrial commission be notified of such overtime within 24 hours. Industrial commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety, or welfare of women workers. Until such orders have been issued by the commission, the hours specified in the statute prevail.	
Statutes (1951), sec. 103.02. Industrial Commission, General Order No. 4.	Hotel. ² (Females.1) -----	10	55	-----	-----	(?) -----		
Ibid., Special Order (Season 1953).	Conductors, motormen, or flagmen on streetcar lines. (Females.) <i>Exemption:</i> 1st-class cities and their suburbs. Canning or first processing of perishable fresh fruits and vegetables. (Women and minors.)	8	-----	-----	-----	-----		
		9	50	6	-----	-----	During season of actual canning of product, women and minors may be employed 54 hours a week, but not over 9 hours a day.	

Ibid., Special Orders Nos. 2, 4 to 11.

Telephone operators in exchanges having:
 2,000 telephones or over ... 9 50
 1,000 to 1,999 telephones ... 9 56
 500 to 999 telephones 9½ 56
 Under 500 telephones 10 60
 (Females.)

2. Day of Rest. Statutes (1951), sec. 351.50.

Factory or mercantile establishment. (All employees.)
Exemptions: Janitors, watchmen; manufacture of butter, cheese, or other dairy products; distribution of milk or cream; canneries, bakeries, flour and feed mills; hotels and restaurants; employees whose duties require no work on Sunday other than caring for live animals or maintaining fires; any labor called for by an emergency that could not reasonably have been anticipated.

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In emergencies occasioned by breakdowns, climatic conditions, or unusual peak loads, canneries which have complied with safety and sanitary laws and industrial commission orders may employ women and minors 16 years of age and over on 12 days in the season for over 9 but not over 11 hours a day or 60 hours a week. Time and a half must be paid for hours over 9 a day, 54 a week.

Special orders may be issued by commission to determine the hours of employment of women in exchanges in private residences where work is done exclusively by members of the family.

Industrial commission may by general or special order make reasonable exceptions or modifications to the law if it determines that the carrying out of the statute's provisions causes practical difficulties or unnecessary hardships, and that "life, health, safety, and welfare of employees shall not be sacrificed or endangered thereby."

Work on 7th day permitted in case of breakdown of machinery or equipment, or other emergency requiring immediate services of experienced and competent labor to prevent serious injury to person, damage to property, or suspension of essential operations.

See footnotes at end of table

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WISCONSIN—Con. 2. Day of Rest—Con. Industrial Commission, General Order (Dec. 24, 1928, as amended May 27, 1937). 3. Meal and Rest Periods. Statutes (1951), secs. 103.01, 103.02. Industrial Commission, General Orders Nos. 5 and 6. <i>Ibid.</i> , Special Order No. 12.	Paper and pulp mills. (All employees.) <i>Exemptions:</i> Superintendents and department heads whose work is supervisory and not manual, millwrights, electricians, pipefitters, and other employees whose duties include not more than 5 hours of essential work on Sunday, making necessary repairs to boilers, piping, wiring, or machinery.			46				
	Place of employment, i. e., any manufactory, mechanical, or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females.) <i>Exemptions:</i> (By General Order No. 6.) Registered pharmacists and registered assistant pharmacists.				Not less than 1 hour during each day or night for dinner or other meals.		Industrial commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety, or welfare of women workers. Until such orders have been issued by the commission, the hours specified in the statute prevail.	
	All women employees. <i>Exemptions:</i> Registered pharmacists and registered assistant pharmacists.				At least ½ hour must be allowed for dinner or other meal periods.			
Telephone exchanges. (Females.)				At least ½ hour free from work for each meal.				

Ibid., Special Order (Season 1953).	Canning or first processing of perishable fresh fruits and vegetables. (Women and minors.)			At least ½ hour at usual time for meals, viz, at or about 12 noon, 6 p. m., and 12 midnight. Stretch of work between meal periods may not exceed 6 hours.		
4. Nightwork. Statutes (1951), secs. 103.01, 103.02.	Place of employment, i. e., any manufactory, mechanical, or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females.) <i>Exemptions:</i> (By General Order No. 6.) Registered pharmacists and registered assistant pharmacists.				Employment between 8 p. m. and 6 a. m. more than 1 night a week may not exceed 8 hours a night, 48 hours a week.	Industrial commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety, or welfare of women workers. Until such orders have been issued by the commission, the hours specified in the statute prevail.
Ibid., sec. 103.02.	Hotels, ³ (Females)				Employment between 9 p. m. and 6 a. m. may not exceed 9 hours a night, 54 hours a week.	(?)
Ibid., sec. 103.69...	Messengers for telegraph or messenger company in the distribution, transmission, or delivery of messages or goods, in cities of 1st, 2d, and 3d class. (Minors under 21.)				8 p. m. to 6 a. m.	Industrial commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety, or welfare of women workers. Until such orders have been issued by the commission, the hours specified in the statute prevail.

See footnotes at end of table.

LAWs GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MEAL AND REST PERIODS, NIGHTWORK—Continued

State	Coverage	Hour provisions				Variations		
		Daily	Weekly	Days per week	Meal periods; rest periods	Nightwork prohibited or regulated	General	War- or defense-related
WISCONSIN—Con. 4. Nightwork—Con. Industrial Commission, General Orders Nos. 2 (a) and 3, and Special Orders Nos. 1, and 3 to 11.	Mechanical or mercantile establishment, beauty parlor, confectionery store, telegraph or telephone office or exchange having 2,000 telephones and over, or express or transportation company (other than streetcars). (Females.) <i>Exemptions:</i> Registered pharmacists and registered assistant pharmacists.					Employment 6:30 p. m. to 6 a. m. more than 1 night a week may not exceed 8 hours a night, 48 hours a week.	In telephone exchanges having less than 2,000 telephones, the night shift is from 10 p. m. to 6 a. m. and is counted as follows in computing the number of hours worked (for maximum daily and weekly hours, see Maximum Hours). Telephone exchanges having: 250 or fewer telephones: Night shift counted as 1 hour. 251 to 499 telephones: Night shift counted as 2 hours. 500 to 749 telephones: Night shift counted as 3 hours. 750 to 999 telephones: Night shift counted as 4 hours. 1,000 to 1,249 telephones: Night shift counted as 5 hours. 1,250 to 1,499 telephones: Night shift counted as 6 hours. 1,500 to 1,999 telephones: Night shift counted as 7 hours.	
Ibid., General Order No. 1.	Manufactories ³ and laundries. (Females.) <i>Exemptions:</i> Officework; charwomen.					6 p. m. to 6 a. m.	In condenseries, employment may continue until 7 p. m. on Saturday if no Sunday work is required and the number of hours specified in the statutes is not exceeded.	

Ibid., General Orders 2 (b), and 3.	Restaurants. (Females.)				Employment between 8 p. m. and 6 a. m. on more than 1 night a week may not exceed 8 hours a night, 48 hours a week.	
Ibid., General Order No. 4.	Conductors, motormen, or flagmen on street car lines. (Females.)				5 p. m. to 8 a. m. in cities of 1st class and their suburbs, 5 p. m. to 6 a. m. in other places.	
WYOMING: 1. Maximum Hours. Compiled Statutes (1945), vol. 3, secs. 54-703, 54-707, 1951 supplement.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant. ³ (Females. ⁴)	18	48			In an emergency females 18 years of age and over may be employed overtime if time and a half is paid for hours over 8 a day. (²). An executive order or proclamation of the President of the United States declaring an emergency is to be construed as an emergency within the purview of this act. ²
2. Day of Rest. No law.						
3. Meal and Rest Periods. Compiled Statutes (1945), vol. 3, sec. 54-703, 1951 supplement.	Females covered by maximum hour law who are required to be on their feet continuously.			2 rest periods of not less than 15 minutes each, 1 before and 1 after the lunch hour. ³		
4. Nightwork. No law.						

FOOTNOTES

ARIZONA:

¹ Work to be performed in a period not to exceed 13 consecutive hours.

² Daily overtime permitted when necessary: (1) To make 1 shorter workday in week; (2) to make up time lost on previous day of same week due to stoppage of machinery on which worker is dependent; (3) to make repairs to prevent interruption of ordinary running of machinery. [Code Annotated (1939), vol. 4, sec. 56-117.]

ARKANSAS:

¹ The statute provides that no female may be employed for more than 8 hours a day in the occupations described but provides also that 9 hours may be worked if overtime compensation is paid at one and one-half times the employee's regular rate. For overtime of a permanent nature beyond 9 hours a day, a permit must be obtained from the commissioner of labor, in addition to the payment of overtime rates.

CALIFORNIA:

¹ When a woman is employed by 2 or more employers subject to sec. 1350, total employment may not exceed 8 hours in 1 day of 24 hours and 48 hours in 1 week.

² Applicable to females 18 and over.

³ Clerical homework and employees of banks are subject to Order No. 4-52 provisions. (Op. Atty. Gen., Jan. 28, 1946, and Nov. 6, 1944.)

⁴ For women employed as resident housemothers or in an occupation with similar duties involving direct responsibility for children under 14 years who weekly receive 24-hour day care, the maximum is 54 hours.

⁵ Women leasing taxicabs are subject to Transportation Order if cab owners are interested in manner of performance of work or operation of cabs and exercise considerable right of control. (Op. Atty. Gen., No. 45/246, Oct. 23, 1945.)

⁶ "On duty" meal period permitted only when nature of work prevents employee from being relieved of all duty, such period to be counted as time worked.

⁷ Rest period need not be authorized for employees whose total daily worktime is less than 3½ hours.

⁸ Food and hot drinks must be provided for employees required to work after 11:30 p. m.

⁹ For women dismissed too late at night to use public transportation, employer must provide transportation.

¹⁰ If a meal period occurs during these hours, facilities must be available for securing hot food or drink, or for heating food and drink, and a suitable sheltered eating place must be provided.

COLORADO:

¹ As of May 11, 1953, no minimum wage order had been issued for manufacturing establishments.

² Women employed in beauty shops come within the term "mercantile establishment." (Op. Atty. Gen., Apr. 13, 1939.)

³ Applicable to all females employed in industries named. For minors under 16, except children between 14 and 16 (between 12 and 16 during summer vacation) on special permit, in any gainful occupation 8 hours a day, 48 hours a week.

CONNECTICUT:

¹ The provisions of the law regulating hours of women employees apply to employment of women prescription pharmacists. (Op. Atty. Gen., Mar. 18, 1937.)

² Public laundries regarded as manufacturing establishments. [General Statutes (1949), sec. 3759.]

DELAWARE:

¹ By interpretation includes beauty shops. (Op. Atty. Gen., May 14, 1940.)

² Females 16 and over.

HAWAII:

¹ Hawaii has a "wage and hour law" applicable to employees in private employment. It places no limit on hours of employment, but requires payment of time and a half worker's regular rate for hours over 48.

IDAHO:

¹ Law does not cover employment of women by railroads in interstate commerce, including work as telegraphers or printer operators. (Op. Atty. Gen., March and August 1941.)

² Females 16 and over.

ILLINOIS:

¹ The attorney general of Illinois has interpreted the scope of the 8-hour law in various opinions which may be summarized as follows:

Included under coverage:

	<i>Date of opinion</i>
Females employed in any office of any of enumerated industries.....	8-26-37
Females employed at the county poor farm.....	8-26-37
Females employed as accountants in mercantile establishments.....	1-5-40
Females employed in dyeing and cleaning establishments.....	1-5-40
Females employed in charitable institutions.....	11-18-42
Females employed in commercial hatcheries.....	4-29-43

Exempt from coverage:

Newspaper publishers are not subject to the act.....	8-26-37
Females employed in insurance companies.....	1-5-40
Females employed in real estate agencies.....	1-5-40
Females employed in finance companies.....	1-5-40
Females employed in fraternity houses.....	1-5-40
Females employed in radio stations.....	1-5-40
Females employed in "Currency exchanges".....	6-19-47
Females employed in banks.....	8-30-49

² Females 16 and over.

³ Opinions of the attorney general re the scope of the 6-day-week law indicate that the following employees are not included in the coverage:

Employees of undertaking establishments, radio stations, fraternity houses, charitable institutions.....	1-8-40
Workers employed by cemetery associations.....	12-7-46

INDIANA:

¹ Not applicable to switchboard operators. (Op. Atty. Gen., Jan. 7, 1941.)

² Sec. 40-1015 defines "young person" to mean a person of 14 years and under 18; "woman" means a female of 18 and over.

KANSAS:

¹ Orders have been promulgated by the Kansas Labor Department pursuant to the authority vested in it by the State legislature to "establish such standards of wages, hours, and conditions of labor for women * * * and minors * * * as shall be held hereunder to be reasonable and not detrimental to health and welfare." The labor department of Kansas reports that under this same authority permits are issued granting permission to employ women in war production in excess of the hours established by industrial welfare order No. 2.

KENTUCKY:

¹ Kentucky statutes do not fix a 6-day workweek. The law has a provision, however, which requires that time and a half be paid to employees for work on the 7th day. *Exemptions:* Employees working a 40-hour week or less; small telephone exchanges; clerical or technical assistants of professionals; employees subject to Federal Railway Labor Act; seamen; operators of boats; common carriers; persons icing railroad cars. [Revised Statutes (1948), sec. 337.050.]

LOUISIANA:

- ¹ Females 18 and over.
- ² By interpretation, beauty operators (as employees of mechanical establishments) and employees of radio stations (as employees of telegraph establishments) are included in coverage. (Op. Atty. Gen., 1942-44, p. 695, and 1944-46, p. 32.) Exempted, by interpretation, are registered nurses in manufacturing establishments, employees of boardinghouses, and employees in florist shops in all size communities who are engaged entirely in the growing of flowers or in the performance of clerical work. (Op. Atty. Gen. 1944-46, p. 323, p. 324, and p. 1099.)

MAINE:

- ¹ Applicable to females 16 and over.

MARYLAND:

- ¹ An act of 1888 (amended in 1943) limits to 10 hours the workday of employees in the service or under the control of corporations or manufacturing companies engaged in manufacturing cotton or woolen yarns, fabrics, or domestics of any kind. Certain exemptions applicable to males over 21 years of age are in the act. [Annotated Code (Flack, 1951), art. 100, secs. 1-3.]
- ² Females 18 and over.
- ³ By interpretation, statute does not apply to office work in the establishments covered. (Op. Atty. Gen., Oct. 23, 1941.)

MASSACHUSETTS:

- ¹ If the work performed in 1 day is not continuous, but is divided into 2 or more periods, the work shall be so arranged that all such periods shall fall within a period of 10 consecutive hours except: (1) for transportation or telephone companies, hotels, private clubs and places of amusement where the employment is determined by the department to be seasonal, and hotels where meals are served during 3 separate periods totalling not more than 7 hours in 1 day and the employment is connected with serving of said meals; (2) in mercantile establishments such periods may fall within 11½ consecutive hours during a total of not more than 7 days in any calendar year of which 6 shall be 6 weekdays within a period of 4 weeks immediately preceding Christmas and the 7th, the Saturday immediately preceding Easter; and (3) in any place of employment where the principle source of income of certain employees is in tips or gratuities, upon written petition of not less than 60 percent of such employees, the commissioner may allow such periods to fall within a period of 12 consecutive hours. Hospital employees may be employed outside the period of 10 consecutive hours on authority of commissioner if he finds an emergency exists requiring such action.
- ² The current expiration date on the commissioner's authority is July 1, 1954, but this regulation has for a number of years been extended annually by the legislature.
- ³ If work on any day is not continuous, all periods must fall within 10 consecutive hours.
- ⁴ Minors under 21. Messenger work entirely prohibited for girls under 18, by ruling.

MICHIGAN:

- ¹ By interpretation, includes beauty shops. (Op. Atty. Gen., Apr. 7, 1931.)
- ² By interpretation, includes telephone office. (Op. Atty. Gen., Mar. 10, 1914.)
- ³ Though 12 hours are permitted, department requests canners to limit hours to 10 a day whenever possible.
- ⁴ Latest information available indicates that regulation for season of 1948 still in effect during 1951.
- ⁵ The granting of definite rest periods of 15 minutes' duration, morning and afternoon or on swing shifts, etc., is a recommendation of the State labor department.

MINNESOTA:

- ¹ Applicable in sanatoriums to chambermaids, janitresses, kitchen workers, elevator operators, and telephone operators, but not to nurses or other employees. (Op. Atty. Gen., June 11, 1941.)
- ² Applicable to females 16 and over.

MISSISSIPPI:

¹ Secs. 6986 and 6992 limit employment of persons over 16 for more than 10 hours a day in any mill, cannery (except fruit or vegetable), workshop, factory, or manufacturing establishment, except that on first 5 days of week an additional ½ hour a day may be worked, such additional time to be deducted from the last day of the week; and except that persons employed at night only may work 11½ hours on first 5 nights of week and 3¾ hours on Saturday night, but 60 hours shall constitute a full week's work for such employees.

² Females 16 and over.

MISSOURI:

¹ Females 16 and over.

MONTANA:

¹ Montana State constitution (art. XVIII, sec. 4, as amended by referendum effective Dec. 2, 1936) provides that "a period of 8 hours shall constitute a day's work in all industries, occupations, undertakings, and employments, except farming and stock raising: *Provided, however,* That the legislative assembly may by law reduce * * * but shall have no authority to increase the number of hours constituting a day's work beyond that herein provided."

² Various statutory provisions also require that 8 hours shall constitute a day's work for persons (men and women) employed in specified industries and occupations, including retail stores; public amusements; restaurants; telephone operators; mines, mills, and smelters; railway employees; sugar refineries; and others. Some provide also that 48 hours shall constitute a week's work.

NEBRASKA:

¹ Office does not include a bank. (Op. Atty. Gen., Jan. 22, 1943.)

² Females 16 and over.

NEVADA:

¹ Applicable to females 18 and over.

² 8 hours must be worked in a 13-hour period.

³ Sec 2825.42a which provided for relaxation of hour provisions during World War II for female workers employed by a common carrier for hire or by the communications industry is not applicable to the Korean conflict, by attorney general's opinion: Letter from State labor commissioner to Women's Bureau dated May 12, 1953.

⁴ Not applicable to State, county, or city employees.

⁵ Meal and rest periods must be included in the 8 hours of work per day to which women are limited. (Op. Atty. Gen., May 1, 1947.)

NEW JERSEY:

¹ Females 18 and over.

² The application form for such a permit requires plant to submit data showing that it has facilities for hot meals, first aid, medical service, and that transportation facilities for women on a night shift would be adequate and available. Certain requirements governing the employment of women at night must be guaranteed by employer: (1) If part or all of employment is between 12 midnight and 7 a. m., working hours not to exceed 10 a night; (2) not more than 6 consecutive working periods in 7 days; (3) at least ½-hour meal period after 6 hours of work.

NEW MEXICO:

¹ The working day shall not be divided into more than 3 shifts. [Statutes Annotated (1941), vol. 4, sec. 57-402.]

² Woman employee exceeding 8 hours in a day but not exceeding 48 hours in the week is not entitled to overtime pay. However, she should not be permitted to exceed 8 hours in a day except as provided by the emergency clause. (Op. Atty. Gen., July 21, 1952.)

- ³ Express and transportation companies included in term "public utility business."
- ⁴ Females 16 and over.
- ⁵ The scope of the exemptions has been interpreted by the attorney general in the following opinions:

	<i>Date of opinion</i>
Exempts <i>all</i> female employees of hospitals and sanitariums, including clerks, cleaning women, etc., from the provisions of 57-401 et seq.....	3-17-53
Exempts female dental assistants whose duties are not entirely clerical and stenographic from provisions of 57-401 et seq.....	4-24-53
57-401 et seq. not applicable to State employees; their hours of labor may be fixed by the governor, subject to the approval of the State board of finance, according to 70-2.....	3-16-53

NEW YORK:

- ¹ Not applicable to officeworkers although duties are partly performed in a factory or mercantile establishment or elsewhere. (Op. Atty. Gen., No. 126, 1928.) Members of a subpartnership considered employees and subject to provisions. (Op. Atty. Gen., 1933, 48 St. Dept. 410.)
- ² Except during period specified, general provisions governing factories apply.
- ³ In lieu of Dec. 18-24 period, employer may select any 7 consecutive days during period from Dec. 4 through following Dec. 23, by filing a written notice of days selected with industrial commissioner.
- ⁴ "Resort" applicable to establishments which operate for not more than 4 calendar months and 15 days each year. "Seasonal" applicable to establishments in which the number of employees is increased by at least 100 percent from the slack to the busiest season.
- ⁵ Under 18 years, employment prohibited.
- ⁶ Under 21 years, employment prohibited.
- ⁷ Text of law reads that employers shall allow employees "at least 24 consecutive hours of rest in any calendar week."

NORTH CAROLINA:

- ¹ Females 18 and over.
- ² Where the day is divided into 2 or more work periods for the same employee, such periods shall be within 12 consecutive hours, except that in the case of employees of motion-picture theaters, restaurants, dining rooms, and public eating places, such periods shall be within 14 consecutive hours.
- ³ The current expiration date is March 1, 1955.
- ⁴ In laundries and dry-cleaning establishments, employment is limited to 55 hours a week for all employees. Except for employment in mercantile establishments and as outside salesmen on a commission basis (occupations specifically exempted by the statute), the hours of men may not exceed 10 a day, 56 a week. Time and a half must be paid for more than 55 hours a week. In seasonal rush of business, however, a manufacturing plant may apply to labor commissioner for permit to employ males overtime for a period not to exceed 60 days, during which period time and a half must be paid for hours over 56 a week.
- ⁵ For hours law applicable to establishments employing 9 or more persons in many of these industries, see first entry in coverage column.

NORTH DAKOTA:

- ¹ Executives covered by maximum hour requirements when acting as employees. (Op. Atty. Gen., Sept. 4, 1942.)
- ² Applicable to those 18 years and over.
- ³ In such case, doctor's certificate must be furnished showing it will not be dangerous to human life to continue employment in the establishment involved.
- ⁴ Work in manufacturing, mechanical, mercantile, laundry, express or transportation companies not within emergency exemptions. (Op. Atty. Gen, Jan. 10, 1944.)
- ⁵ Hospitals are not subject to regulations as public housekeeping establishments with respect to hours of employment required of female kitchen workers, according to decision of the State supreme court. [*Pagel v. Trinity Hospital Assn.* (1942), 72 N. D. 262, 6 N. W. 2d 392.]
- ⁶ The only limitation in order as to days worked is that women may not be employed for more than 28 days in any 1 month.

OHIO:

NOTE: Ohio laws were recodified, H. B. 1, Laws 1953, effective Oct. 1, 1953. Cited sections of the General Code Annotated, 1008, 1008-1, 1008-2, 1008-2a. 12993, and 12996 are now Sections 4107.42, 4107.43, 4107.46, 4107.47, 4109.10, and 4109.22 respectively of the Revised Code.

¹ Emergency law enacted 1951. Senate bill 232, effective Sept. 16, 1951 [General Code Annotated (Page, 1937), vol. 11, 1951 supplement, Appendix P-5], suspended and replaced until Sept. 1, 1953, secs. 1008-1, 1008-2, and 12996 (relating to minors) of the General Code. S. B. 232 is identical in most respects with the suspended provisions of the General Code. The major difference is the extension of maximum weekly hours for manufacturing from 45 to 48. All differences are shown in the "War- or defense-related" column. In 1953, S. B. 160 extended S. B. 232 until Sept. 1, 1955.

² If day's work is not continuous, overall work period may not be more than 10 consecutive hours, except that in hotels and nonprofit hospitals, and in mercantile establishments on those days when 10 hours' work is permitted, overall spread may be 12 hours and in communications companies spread may be 13 hours.

Also, under 1951 (and 1953) act regulating employment in a national emergency, overall spread of 12 hours permitted for officeworkers over 18 in manufacturing establishments on days of week in which 10 hours is permitted, and for employees in financial institutions and restaurants.

³ Applicable to females over 21; those under 21 permitted to work only 8 hours a day.

⁴ Under suspended sec. 1008-1, taxi driving was a prohibited occupation for females.

OKLAHOMA:

¹ Not applicable to females employed in banks. *Ex parte Carson* (1926), 33 Okla. Cr. 198, 243 P. 260.

² Females 16 and over.

OREGON:

¹ The 10- and 60-hour maximums covering employment of females in certain establishments are provided by sec. 102-323 of the Oregon Code. However, for most of the industries covered, minimum wage orders which also establish hours' standards have been issued by the State wage and hour commission, under authority granted the commission in secs. 102-303 and 102-304 of the code. Such minimum wage orders and the shorter maximums which prevail under these orders are listed in chronological order following statute citation in this chart.

² Although not covered under maximum-hour provisions, employees in canneries, driers, and packing plants must be paid time and a half their regular rate of pay for hours over 10 a day.

³ Hours must be worked within a period of 11 consecutive hours, excluding time off for lunch.

⁴ No maximum-hour provisions, but women working more than 12 hours per day must be paid time and a half for all hours over 12.

⁵ Order provides that "Every woman and minor shall have 1½ day's rest in 7."

⁶ Only maximum set is 12 hours daily for minors under 18. However, women employees working over 10 hours a day must be paid time and a half for first 2 hours of overtime, and double time for hours in excess of 12 a day. For women working on 7th consecutive day in any regularly scheduled workweek, time and a fourth must be paid for first 8 hours, time and a half for over 8 and up to 12 hours, and double time for hours over 12.

⁷ Employees must be paid time and a half regular wage for hours over 40.

⁸ An "On duty" meal period is permitted only when nature of work prevents an employee from being relieved of all duty, and any such period must be counted as time worked.

⁹ If agreeable to employee and to employer, forenoon rest period need not be given if forenoon work period is less than 2 hours and 45 minutes, but if period not given, a 20-minute rest period is required in afternoon.

¹⁰ No woman may be required to report for work or be dismissed from work between 10 p. m. and 6 a. m. unless suitable transportation is available.

PENNSYLVANIA:

¹ The hours of work in any working day shall be performed within a spread which is not greater than 2 hours more than the hours of work permitted by law or regulation. (G-4.) In hotels and restaurants the spread of hours may not exceed 13 in any 1 day, except that for front-office employees working split shifts the daily spread shall be determined by averaging over a 2-day period. (S-2.) In telephone industry, 10 hours may be worked within 13 consecutive hours in 1 day. (S-5.)

Whenever any female is employed or permitted to work in, or in connection with, more than 1 establishment in any 1 week or in any 1 day, the aggregate number of hours during which she shall be employed shall not exceed 48 in any 1 week or 10 in any 1 day. [Sec. 103 of Statutes, Annotated (Purdon, 1941), title 43, ch. 4, 1952 supplement.]

² In small telephone offices with 1 employee on duty from 10 p. m. to 7 a. m., Rule S-5 (2) authorizes "a total of 2 hours inactivity" in lieu of 1-hour meal period.

³ Sec. 104, Statutes Annotated (Purdon, 1941), 1952 supplement, which previously prohibited work between 10 p. m. and 6 a. m. in manufacturing establishments for females 21 and over was amended in 1947 to permit females to be employed in manufacturing establishments during any hour, night or day, so long as the provisions of this act are complied with and there is compliance with the regulations established by the industrial board. Applications for employment on a 2- or 3-shift basis shall be made to the department of labor and industry. Sec. 105, Statutes Annotated (Purdon, 1941), 1952 supplement, which previously prohibited employment between 9 p. m. and 6 a. m. in any establishment as defined with certain exemptions, for females under 21, was amended in 1947 making it applicable only to females under 18.

PUERTO RICO:

¹ Puerto Rico's 1919 law regulating the work of women and children (Session laws: 1919, Act. 73, as amended 1930, Act 28 and 1947, 5th special session, Act 6), was amended in 1949 (Session laws 1949, Act 364), eliminating the previous maximum-hour limitations for women of 8 hours a day and 48 hours a week. The law as now amended provides that women not subject to the Federal Fair Labor Standards Act of 1938, as amended, shall be paid twice the salary agreed for regular hours for work in excess of 8 hours up to 12 hours a day, or in excess of 48 hours up to 72 hours a week, and triple time for hours in excess of 12 hours a day or 72 hours a week; women covered by the FLSA shall be paid time and one-half salary agreed upon for work after 8 hours up to 12 hour a day, or in excess of 40 hours up to 60 hours a week, and triple time after 12 hours a day or 60 hours a week. Act 379, Session laws 1948, has similar provisions for all employees "in every commercial, industrial, and agricultural establishment; in every shop, factory, centrale, mill, and manufactory; in every ranch, property, farm, estate, and plantation; in every public-service enterprise, in every gainful business, including printeries, publishing houses, newspaper enterprises, clinics, hospitals, pharmacies, teaching institutions, boardinghouses, hotels, eating houses, restaurants, stores, groceries, warehouses, depots, markets, bakeries, theaters, racetracks, casinos, and other similar businesses; in every business office or establishment, law office, consulting room, and professional office, and in every place devoted to the rendering of services of any kind through payment * * * shall also be applied to all chauffeurs and drivers of public and private motor vehicles except those who work on a commission basis * * * but shall not be applied to persons employed in domestic service: *Provided, however,* That they shall be entitled to 1 day of rest for every 6 days of work." Government employees are also exempted "excepting such agencies and instrumentalities as are devoted to agricultural, industrial, commercial, or public service enterprises."

² Section 553 of the Penal Code (Session laws 1950, Act 250) is a Sunday closing law applicable to all commercial and industrial establishments except those specifically exempted. A second Sunday law applies to barbershops—except those in rural districts. (Session laws 1946, Act 289 as amended 1948, Act 172.)

RHODE ISLAND:

¹ A 1945 amendment (ch. 1658) to ch. 298 of the General Laws prohibits any person from engaging in gainful activities or requiring or permitting an employee to work on Sundays or specified holidays in any store, mill, or factory, or any commercial occupation, or in the work of industrial process, except to perform such work as is absolutely necessary and can lawfully be performed on Sunday, and except various types of athletic contests. Provides for enforcement by department of labor and on conviction payment of fine of \$200 to \$500 for each offense.

SOUTH CAROLINA:

¹ Secs. 40-51, 40-52, 40-53, 40-55, Code (1952), vol. 4, applicable to cotton, rayon, silk, or woolen textile mills for all employees working inside or outside, except office and supervisory staff, engineers, firemen, watchmen, shipping and outside crews, repair shop crews, carpenters, mechanics, and electricians establishes an 8-hour day, 40-hour, 5-day week, but provides that employment over 8 hours a day and 40 hours a week is permitted when the provisions of the Fair Labor Standards Act have been complied with.

² Secs. 64-5, 64-6, make it unlawful for any person "to employ, require or permit the employment of women or children to work or labor in any mercantile, or manufacturing establishment, on the Sabbath Day * * *. The commissioner of labor, and factory inspectors, are hereby charged with the enforcement of this section, as well as all other laws now in force relating to labor." Conviction for violation is punishable by a fine of \$25 to \$100, or imprisonment, not to exceed 30 days, for each offense. Sec. 64-4 is also enforced by the commissioner of labor.

³ By Act 418, of session laws 1953, all textile manufacturing establishments and their employees in any city having an exact population of 5,140, according to latest official census, are exempt from Day-of-Rest law in order to permit manufacturing to begin at 10 p. m. on Sunday.

TENNESSEE:

- ¹ Females 18 and over.

TEXAS:

- ¹ The Fair Labor Standards Act, the Walsh-Healey Act (Public Contracts), and the Bacon-Davis Act.
- ² Op. Atty. Gen., June 24, 1943.
- ³ Hospital employees and employees of interstate railroads engaged in officework are included in coverage. (Op. Atty. Gen. July 31, 1943, and Oct. 2, 1942.)
- ⁴ Applicable to females 15 years and over.
- ⁵ Stenographers and pharmacists are exempted regardless of the population of the town or city in which they might be employed. (Op. Atty. Gen., July 23, 1943.)
- ⁶ "Any female employee who works more than 40 hours per week shall be entitled to receive from the employer double pay rate for all hours in excess of 9 hours per day, provided the employee actually works more than 40 hours per week."

UTAH:

- ¹ The 8 hours must be worked in not more than 2 working periods and within 12 consecutive hours.
- ² Females 18 years and over.
- ³ Administrative regulations of the commission in respect to emergency-work permits require that time and a half be paid for hours over 8 a day. Application must be made for emergency permit as soon as the emergency arises; for peak-period permit, at least 7 days before permit is to be used. In no case may hours of work exceed 12 a day, such overtime not to be worked on more than 3 days in any calendar week.
- ⁴ The 8 hours must be worked within 12 consecutive hours.
- ⁵ The 7½ hours on split shift must be worked in not more than 2 working periods and within 12 consecutive hours.
- ⁶ Women may not be required to work more than 8-4S-6 except on special permit from industrial commission.
- ⁷ If employee cannot be relieved of all duties and is not permitted to leave premises, such meal period may not be deducted from hours worked.
- ⁸ Order provides for payment of minimum wage rate for meal period.

VERMONT:

- ¹ By interpretation, officeworkers in manufacturing establishment are exempted. (Op. Atty. Gen., July 25, 1940.)

VIRGINIA:

- ¹ By interpretation, includes beauty shops. (Op. Atty. Gen., July 14, 1938.)

WASHINGTON:

- ¹ Provisions applicable to females 18 years of age and over.
- ² A 1951 act directed the governor to appoint a commission of 3 members from names submitted to him by organizations or associations representing labor, industry, and government. Commission to continue in existence during period of national emergency as proclaimed by the President.
- ³ Employed time includes minutes or hours when employee has to remain subject to call of employer and is not free to follow his or her inclinations.
- ⁴ For this industry Washington issued 2 orders: 1 for theatrical amusement and recreation and 1 for general amusement and recreation. Except for variances in the definitions of coverage, the provisions of both orders are identical.
- ⁵ An "on duty" meal period is permitted only when nature of work prevents an employee from being relieved of all duty, and any such period must be counted as time worked.
- ⁶ Relief can be given either by general relief or relief personnel at the option of employer.
- ⁷ Rest periods are provided for and can be arranged by individual relief or general periods. Order specifies that interval shall cover time from stopping work and returning thereto.

⁸ In this order the application is to women.

⁹ Paid waiting time during which no work is done is considered as satisfying the rest-period requirement.

WEST VIRGINIA:

¹ A 10-minute rest period during each 4-hour shift is recommended by State labor department.

WISCONSIN:

¹ Females 18 and over.

² Industrial commission does not have power to change the maximum daily and weekly hours prescribed by statute for women employed in hotels.

³ The statute reads: "At least 24 consecutive hours of rest in every 7 consecutive days."

⁴ The General Order reads "24 consecutive hours of rest in each calendar week shall be deemed compliance with [the statute]."

⁵ Special orders issued by the industrial commission for factories engaged in canning or first processing of fresh fruits and vegetables permit night employment of women 18 and over during season of actual canning of product.

WYOMING:

¹ 8 hours' work must be performed within a period of 12 hours.

² A May 5, 1947, Attorney General opinion states that war conditions do not in themselves warrant emergency employment of women for overtime hours; in emergencies overtime employment is optional with employers.

³ By interpretation, also includes dry-cleaning establishments, clerical workers in interstate commerce also covered by FLSA, manual labor in railroad shops, and eating places in private clubs. (Op. Atty. Gen., May 19, 1939, Dec. 11, 1947, Sept. 15, 1948, and June 27, 1950.) Not covered are beauty operators, canvassers, and employees of railroad telegraph and telephone offices. (Op. Atty. Gen., Mar. 6, 1951, Aug. 11, 1941, and Sept. 15, 1948.)

⁴ Applicable to females 16 years and over.

⁵ Required rest periods included in hours worked. (Op. Atty. Gen., Aug. 9, 1951.)