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State Minimum-Wage Order Provisions Affecting Working Conditions

July 1, 1942 To June 1, 1955

WOMEN'S BUREAU BULLETIN 259

U. S. DEPARTMENT OF LABOR

James P. Mitchell, Secretary

WOMEN'S BUREAU,

Mrs. Alice K. Leopold, Director

Washington 25, D. C.

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MRS. ALICE K. LEOPOLD, *Director*

WASHINGTON: 1955

N O T E

This chart analysis is designed primarily for use in connection with Women's Bureau Bulletin 247, "State Minimum-Wage Laws and Orders," which contains an analysis of the occupation or industry covered by each wage order, the class of employee covered, wage rates, and hours of work. It supersedes a similar report issued in 1953, numbered D-67.

The analysis in this companion study shows for each wage order the many additional, supplementary provisions affecting wages and working conditions: Overtime and minimum daily wage; split shifts and overall spread of hours; meal and rest periods; waiting time and travel; tips and gratuities; meals and lodging; uniforms; and other similar special provisions.

Most State minimum-wage laws and orders apply only to women and minors. Orders that apply also to men are marked with an asterisk.

The major work on this bulletin was done by Hazel Hansen of the Division of Women's Labor Law and Civil and Political Status.

STATE MINIMUM-WAGE ORDER PROVISIONS AFFECTING WORKING CONDITIONS
July 1, 1942 — June 1, 1955

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STATE MINIMUM-WAGE ORDER PROVISIONS AFFECTING WORKING CONDITIONS—July 1, 1942 to June 1, 1955

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
ARIZONA:								
<u>Laundry and Dry Cleaning Industry</u> , No. 2-A Directory, July 12, 1948. Mandatory, Sept. 12, 1948.	<u>Minimum daily wage:</u> 4 hours' pay at employee's classification rate, for reporting for work as required.	<u>Split shift:</u> To be worked within a period of 12 hours and confined to not more than 2 periods.	<u>Rest period:</u> 10-minute paid period during each half-day worked or two such periods during a full working shift.	Waiting time counted as working time and must be paid for at employee's regular rate.		Prohibits deductions from minimum wage for meals and lodging furnished or both, except by special permit of the Industrial Commission.	Employer must furnish and launder or dry clean required uniforms without cost to the employee.	<u>Prohibits deductions from minimum wage</u> , except as authorized by law or provided in wage order.
<u>Retail Trades Industry</u> , No. 1-B Mandatory, August 10, 1954.	<u>Minimum daily wage:</u> (SEE Arizona Laundry.)	<u>Split shift:</u> To be worked within a period of 12 hours and confined to not more than 2 periods.						<u>Prohibits deductions from minimum wage</u> , except as authorized by law. <u>Employee meetings:</u> Permits employers to hold meetings of employees solely for promotion and sales purposes without payment of compensation; restricts such meetings to 30 minutes in 1 day, and to 4 meetings in 1 month and 24 in 1 year.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA:</p> <p><u>Motion Picture Industry</u>, No. 17-R, July 1, 1949.</p>	<p><u>Overtime:</u> 1½ times employee's regular rate for over 8 hours a day and over 6 days a week.</p> <p><u>Exception:</u> For employment at a guaranteed weekly rate, overtime must be paid for hours over 40.</p> <p>Permitted only for women 18 years and over, in emergencies.</p>		<p><u>Meal period:</u> 30 minutes minimum, 60 minutes maximum. Not more than 6 hours may be worked without a meal period.</p> <p><u>Rest period:</u> 10-minute paid period in middle of each 4-hour work period or major fraction thereof.</p> <p><u>Authorizes exemptions by Commission.</u></p>				<p>Employer must provide and pay for necessary protective garments.</p>	<p><u>Weight limit:</u> Lifting or carrying over 25 pounds by females, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Provides for cleanliness and upkeep of premises, equipment, floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevators; first-aid supplies.</p> <p><u>Night shift:</u> Food and hot drink must be provided employees required to work after 11:30 p. m.</p> <p>Transportation must be furnished those not dismissed in time to return home by public-service transportation.</p> <p><u>Miscellaneous:</u> No employee required to work unless 10 hours have elapsed since termination of previous day's employment.</p> <p><u>Authorizes exemptions by Commission.</u></p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA— Con. <u>Manufacturing and Mercantile Industries.</u> No. 1-52; <u>Personal Service Industry.</u> No. 2-52; <u>Professional, Technical, Clerical, and Similar Occupations.</u> No. 4-52; <u>Public Housekeeping Industry.</u> No. 5-52; <u>Laundry, Dry Cleaning, and Dyeing Industry.</u> No. 6-52; <u>Transportation Industries.</u> No. 9-52; <u>Amusement and Recreation Industries.</u> No. 10-52. Aug. 1, 1952.	<u>Overtime:</u> 1½ times employee's regular rate for over 8 hours a day and over 6 days a week. <u>Exception:</u> Employee working 7 days in 1 week when total hours do not exceed 30 a week, 6 a day. Permitted only for women 18 and over, in emergencies, when not prohibited by 8-Hour Law. <u>Minimum daily wage:</u> Half the usual day's pay, but in no event for less than 2 hours, at employee's regular rate, for reporting for work on any day as required.	75 cents additional for any day on which employee works a split shift. <u>Exception:</u> Employee residing at place of employment. Defines split shift. Maximum spread of hours, 13.	<u>Meal period:</u> 30-minute period after 5 hours' work except on a 6-hour work-day. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. <u>Rest period:</u> 10-minute paid period for each 4 hours' work or major fraction thereof, except on days totalling less than 8½ hours. <u>Authorizes exemptions by Commission.</u>		Prohibits counting tips and gratuities as part of minimum wage or requiring employee to report for this purpose.	Permits deductions from minimum wage. <u>Meals:</u> 35 cents, 45 cents, 70 cents, for bona fide meals eaten and consistent with employee's work shift. <u>Lodging:</u> \$4 a week for room alone; \$3 if shared; 2/3 ordinary rental value if an apartment (monthly deduction not to exceed \$86). Defines meals and lodging.	Prohibits contribution, direct or indirect, from minimum wage for the purchase, maintenance, laundering, or cleaning of required uniforms. Defines uniform. Employer to provide and pay for necessary protective garments.	<u>Prohibits deductions</u> from minimum wage for cash shortage, breakage, or loss of equipment, except for dishonest, willful, or negligent act. Also prohibits contribution, direct or indirect, from minimum for purchase or maintenance of tools, equipment. <u>Weight limit:</u> Lifting or carrying over 25 pounds, except on permit. <u>Sanitation and physical welfare:</u> Cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; first-aid supplies. <u>Night shift:</u> Suitable transportation and hot food and drink facilities must be available for women beginning or ending work between 10 p.m. and 6 a.m. <u>Miscellaneous:</u> 11 hours must elapse between days, Personal Service Industry specifies implements employees may be required to furnish. <u>Authorizes exemptions by Commission.</u>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA— Con.</p> <p><u>Canning,</u> <u>Freezing and</u> <u>Preserving Industry,</u> No. 3-52, <u>Industries</u> <u>Handling Farm</u> <u>Products</u> <u>After Harvest,</u> No. 8-52, Aug. 1, 1952.</p>	<p><u>Overtime:</u> 1½ times employee's regular rate for hours over 8 a day and up to and including 12, and for first 8 hours on 7th consecutive day; double time for hours over 12 and for over 8 on 7th day.</p> <p>Permitted only for women 18 years and over during periods necessary to prevent spoiling or in emergencies, when not prohibited by 8-Hour Law, to a maximum of 72 hours in any 7 consecutive days if followed by a 24-hour no-work period.</p> <p><u>Minimum daily wage:</u> 2 hours' pay at minimum rate for reporting for work as required.</p>		<p><u>Meal period:</u> 30-minute period after 5 hours' work, except on 6-hour work-day.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' work or major fraction thereof, except on days totalling less than 3½ hours.</p> <p><u>Authorizes exemptions by Commission.</u></p>		<p>Prohibits counting tips and gratuities as part of minimum wage or requiring employee to report for this purpose.</p>	<p>Permits specified deductions from minimum wage.</p> <p><u>Meals:</u> 35 cents, 45 cents, 70 cents, for bona fide meals eaten and consistent with employee's work shift.</p> <p><u>Lodging:</u> \$4 a week for room alone; \$8 if shared; 2/3 ordinary rental value if an apartment (monthly deduction not to exceed \$86).</p> <p>Defines meals and lodging.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for the purchase, maintenance, laundering, or cleaning of required uniforms.</p> <p>Defines uniforms.</p> <p>Employer to provide and pay for necessary protective garments.</p>	<p>Prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment except for dishonest, willful or negligent act of employee.</p> <p>Also prohibits contribution, direct or indirect, from minimum wage for purchase or maintenance of tools, equipment.</p> <p><u>Weight limit:</u> Lifting or carrying over 25 pounds, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Cleanliness and upkeep of premises, equipment, floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; first-aid supplies.</p> <p><u>Night shift:</u> Suitable transportation and facilities for hot food and drink must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p> <p><u>Authorizes exemptions by Commission.</u></p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>COLORADO:</p> <p><u>Laundry Industry</u> No. 6, Feb. 11, 1951.</p> <p><u>Retail Trade Occupations</u>, No. 7, Feb. 18, 1951.</p>	<p><u>Overtime:</u> 1½ times employee's regular rate after 44 hours a week; on permit, after 8 hours a day in emergencies or conditions demanding immediate action.</p> <p><u>Minimum daily wage:</u> Part-time employees, called for less than ½ day's work, must be paid for at least 2 hours.</p> <p><u>Overtime:</u> 1½ times employee's regular rate after 48 hours a week; on permit, after 8 hours a day in emergencies or conditions demanding immediate action.</p>		<p><u>Meal period:</u> 30 minutes minimum, 90 minutes maximum.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours working time or major fraction thereof.</p> <p><u>Meal period:</u> (SEE Laundry Industry.)</p> <p><u>Rest period:</u> (SEE Laundry Industry.)</p>				<p>Employer must supply required uniforms and provide for their care, including laundry.</p>	<p><u>Prohibits deductions</u> from employee's earnings, except as provided by law.</p> <p><u>Miscellaneous:</u> Laundries with work from other districts must pay employees at rate in effect in district where work originated.</p> <p><u>Prohibits deductions</u> from employee's earnings, except as provided by law.</p> <p><u>Miscellaneous:</u> Prohibits employer from giving work that can be performed on the premises to women or minors to be done elsewhere.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADO— Coa.								
<u>Beauty Service Occupations,</u> No. 9, Mar. 4, 1951.	<u>Overtime:</u> 1½ times employee's regular rate after 44 hours a week; on permit, after 8 hours a day in emergencies or conditions demanding immediate action.		<u>Meal period:</u> 80-minute minimum. <u>Rest period:</u> 10 minute paid period for each 4 hours' working time or major fraction thereof.		Prohibits counting tips and gratuities as part of minimum wage; are sole property of employee.			<u>Prohibits deductions</u> from an employee's earnings except as provided by law. <u>Commission, bonus:</u> Commission must be counted in period earned. <u>Miscellaneous:</u> Employee not required to provide implements or supplies, with exception of manicure instruments, curling irons, hair-cutting scissors, clippers and eyebrow tweezers.
<u>Public Housekeeping Occupations,</u> No. 8, March 10, 1951. Amendment to wage order, April 12, 1951; Ruling of Industrial Commission, May 7, 1951.	<u>Overtime:</u> 1½ times employee's regular rate after 48 hours a week; on permit, after 8 hours a day in emergencies or conditions demanding immediate action.		<u>Meal period:</u> Time taken for meals not to be counted as working time. <u>Rest period:</u> (SEE Colorado Beauty Service.)			Permits specified deductions from employee's salary if contract of employment so provides: Maximums of 25 cents for any <u>meal</u> , \$2.25 a week for <u>lodging</u> in establishments open more than 4 months in year. In resort hotels open less than 4 months in a year, \$1.75 a day for <u>room and board</u> .	Employer must supply required uniforms and provide for their care, including laundry.	<u>Prohibits deductions</u> from an employee's earnings, except as provided by law.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT:								
* <u>Laundry Occupation</u> , Nos. 2A and 2B, April 17, 1951.	<p><u>Overtime:</u> 1½ times regular rate for hours over 44 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at minimum or at regular rate, whichever higher, for reporting for work as required.</p> <p><u>Exception:</u> 3 hours' minimum permitted when plant's regular Saturday schedule is less than 4 hours.</p>			<p>Waiting time and required travel time recorded as working time and must be paid for accordingly.</p> <p>(SEE also "Other")</p>		<p>Permits deductions from minimum wage, if a condition of employment, at rates set by Commissioner. (SEE Adm. Regs. p. 10)</p> <p><u>Exception:</u> Employees receiving training at place other than regular work place.</p>		<p><u>Prohibits deductions</u> from minimum wage, except as authorized by law and except for specified types of insurance premiums, for which employee's written consent must be kept on file and subject to review by the Labor Department.</p> <p>No deduction whatever for meals, lodging, and travel expense of employees in training at place other than work or traveling in connection with such a program.</p>
* <u>Cleaning and Dyeing Occupation</u> , Nos. 3A and 3B, June 26, 1951.	<p><u>Overtime:</u> 1½ times regular rate for hours over 45 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at minimum or at regular rate, whichever higher, for reporting for work as required, except when operations are suspended due to breakdown or an Act of God.</p>			<p>Waiting time and required travel time considered as working time and must be paid for accordingly.</p>				<p><u>Prohibits deductions:</u> (SEE Laundry Occupation, 1st paragraph.)</p>
*Applies also to men.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT— Con. * <u>Mercantile Trade</u> , Nos. 7A and 7B, Oct. 1, 1951.	<p><u>Overtime:</u> 1½ times regular rate for hours over 44 a week. <u>If commission or bonus form part earnings:</u> \$1 in addition to other earnings, for each hour overtime, or 1½ times regular hourly rate computed to include commissions plus established hourly or weekly wage, or combination thereof.</p> <p><u>Exceptions:</u> Executive, administrative, professional employees, outside salespersons, automobile service mechanics, as defined.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate, for reporting for work as required.</p> <p>May be waived where employment of less than 4 hours is regularly scheduled mutually agreed to in writing, and approved by Labor Department, provided daily pay is twice applicable minimum hourly rate.</p>			Waiting time considered as working time.			Prohibits employer from charging employees for cost and maintenance of required uniforms and other facilities, if such charge would bring wage paid below the minimum.	<u>Commission, bonus:</u> Commission must be settled at least monthly.

* Applies also to men.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT— Con.	<p><u>Overtime:</u> Rates as specified to full-time operators and clerks, i.e., those working any part of 4 days a week, for hours over 44 a week and to part-time for hours over 8 a day; 95 cents for clerks and 3-year operators; 85 cents for clerks (learners) and 2-year operators (learners); and 75 cents for 1-year operators.</p> <p>(No overtime rates for maids, porters, cleaners.)</p>			Waiting time and required travel time considered as working time and must be paid for accordingly.	Prohibits counting tips as part of minimum wage.		Charges or deductions made to employees for uniforms and maintenance may not exceed actual cost charge to employers and may in no case bring wage paid below the minimum.	<p><u>Prohibits deductions</u> from minimum wage, except as authorized by law, and except for specified type of insurance premiums, employee's written consent to be kept on file and subject to review by Labor Department.</p> <p>Also prohibits charging employee for beauty service rendered or materials used therefor.</p> <p>Charge for sharpening of instruments must not bring wage paid below the minimum.</p> <p><u>Miscellaneous:</u> Employer must furnish cosmetics and supplies including, but not limited to, emery boards, orange wood sticks, combs, hairbrushes, nets, permanent wave rods and protectors, and curlers and linens.</p> <p>Employee to furnish implements, including nippers, scissors, files, buffers, tweezers and marcel irons, except as part of shop equipment.</p>
*Applies also to men.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT— Con. <u>* Administrative Regulations,</u> Dec. 31, 1951. (Applicable to employees covered by the law and not under separate industry wage order.)				<p>Waiting time and "on-call" time at designated place considered as working time and must be paid for as such.</p> <p>Travel for benefit of employer, including additional travel occasioned by employer's working at other than usual place of employment considered as working time and must be paid for as such. Travel expense must be paid by employer when payment by employee would bring earnings below the minimum.</p> <p><u>Exception:</u> Outside salesmen exempt from record-keeping requirements.</p>	<p>Permits counting gratuities as part of minimum wage provided (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for is credit recorded separately on weekly basis, and (3) employer provides substantial evidence that claimed amount was actually received.</p> <p><u>Maximum deductions:</u> 30 cents an hour in hotel and restaurant industry, and 15 cents in other industry where gratuities have customarily been counted as part of wage for hiring purposes prior to 1952.</p>	<p>Permits specified deductions from minimum wage, if a condition of employment.</p> <p><u>Meals:</u> Light meals, as supplied, 35 cents, daily maximum, 70 cents; full meals, as supplied, 60 cents, daily maximum \$1.80.</p> <p>Defines light and full meals. Prohibits election of light meals in lieu of full meals available. Requires meals be consistent with shift when employee on duty and with regular meal schedule when off duty.</p> <p><u>Lodging:</u> Private room, \$4 a week; shared room, \$3; no deduction permitted for shared bed. Reasonable allowance, in accordance with prevailing rentals for similar quarters, for housing of more than 1 room.</p> <p>Defines lodging.</p>	<p>Permits deduction from minimum not to exceed \$1.50 a week or actual cost, whichever is lower, for maintenance or for laundering and cleaning of apparel.</p> <p>Defines apparel.</p> <p>Employer to furnish necessary protective garments.</p>	<p><u>Commission, bonus:</u> Commission must be settled in full monthly.</p> <p>Bonus may constitute part of minimum wage if paid on a weekly basis and in accordance with a fixed plan.</p> <p>Prohibits application toward minimum wage of special gift payments, amounts of which are not dependent on hours worked, production, or efficiency, and of sums paid in recognition of service during a particular period if paid at sole discretion of employer.</p>

* Applies also to men.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA:								
<u>Beauty Culture Occupations</u> , No. 6, Mar. 27, 1948.	Overtime: 95 cents for beauty culture employees, 75 cents for maids and cleaners for each hour over 44 a week.* Minimum daily wage: 4 hours' pay for reporting for work under general or specific instructions.	95 cents in addition to applicable minimum wage for any day on which employee works a split shift or spread of hours exceeds 10, or both.		Waiting time and required travel time defined as working time.	Prohibits counting tips and gratuities as part of minimum wage.		Employer must add \$1.50 a week to minimum wage for required uniforms furnished and laundered by employee. Defines uniform.	Prohibits deductions from minimum wage, except as required by law, without special approval of Minimum-Wage and Industrial Safety Board. Commission, bonus: Must be counted in week earned. Miscellaneous: Booth renting.
<u>Manufacturing and Wholesaling Occupations</u> , No. 8, Nov. 17, 1948.	Overtime: \$1.12 ¹ / ₂ except 99 cents for maids and cleaners, (1 ¹ / ₂ times minimum wage) for each hour over 40 a week. Minimum daily wage: 4 hours' pay for reporting for work under general or specific instructions. Exception: Minors regularly attending school full time on school day.			Waiting time and required travel time defined as working time.	Prohibits counting tips and gratuities as part of minimum wage.		Employer must pay specified sum in addition to minimum wage for required uniforms: \$1.50 a week if employee furnishes and launders; \$1.00 a week if employer furnishes and employee launders; 50 cents if employee furnishes but does not launder.	Prohibits deductions from minimum wage, except as required by law, without special approval of Minimum-Wage and Industrial Safety Board. Commission, bonus: Must be counted in week earned.

*Basic minimums, \$30.50 and \$24.50 for 34-44 hour week

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA— Con. <u>Laundry and Dry Cleaning Occupation,</u> No. 5, Aug. 22, 1951.	<u>Overtime:</u> \$1.12½ (1½ times minimum wage) for each hour over 40 a week. <u>Minimum daily wage:</u> 4 hours' pay for reporting for work under general or specific instructions. <u>Exception:</u> Minors regularly attending school full time on school days.	75 cents in addition to applicable minimum wage for any day on which employee works a split shift or spread of hours exceeds 11. Defines split shift.		Waiting time and travel on employer's business defined as working time.			Employer must pay for the cost of purchase, maintenance, and laundering of required uniforms.	<u>Prohibits deductions from minimum wage, except as specifically authorized by law or court order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.</u> <u>Commission, bonus:</u> Must be counted for week earned.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>DISTRICT OF COLUMBIA— con.</p> <p><u>Public Housekeeping Occupations,</u> No. 4, June 23, 1952.</p>	<p><u>Overtime:</u> 75 cents for all employees, except 67 cents for maids, etc. and 60 cents for waitresses, for each hour over 48 a week.* Overtime not permitted in establishments covered by Hours Law.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at the applicable part-time rate for full-time workers reporting for work under general or specific instructions; 3 hours' pay for part-time workers.</p> <p><u>Exception:</u> Full-time students on school days.</p>	<p><u>Split shift:</u> 60 cents in addition to the applicable minimum wage for any day on which employee works a split shift or spread of hours exceeds 11.</p> <p>Defines split shift.</p>		<p>Waiting time and travel on employer's business defined as working time.</p>	<p>Prohibits counting gratuities as part of minimum wages.</p>	<p>Permits specified deduction from minimum wage.</p> <p><u>Meals:</u> 30 cents for each bona fide meal. 1 deduction if employee works 4 hours or less a day, 2 if over 4 hours.</p> <p><u>Lodging:</u> \$4 a week for single room, \$3 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment.</p>	<p>If employer furnishes and launders uniforms, a deduction not to exceed \$1 a week (50 cents for maids, etc.) may be made.</p> <p>If not furnished and laundered, no deduction permitted.</p> <p>Employee not required to pay more than \$2.50 a uniform, nor to provide more than three a year.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.</p>

*Basic minimums respectively \$30 and \$26 for 40-48 hour and \$22.50 for 36-48 hour week.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA — Coa.								
<u>Retail Trade Occupations,</u> No. 3, May 25, 1958.	<u>Overtime:</u> 85 cents for each hour over 40 a week, to maximum of 48. <u>Minimum daily wage:</u> 4 hours' pay at 85 cents for reporting for work under general or specific instructions on any day. <u>Exception:</u> Employees under 18 regularly attending school, on school days.	75 cents in addition to minimum wage for any day on which employee works a split shift. Defines split shift.		Waiting time and travel on employer's business defined as working time.			Employer must purchase, clean, and maintain required uniforms.	<u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or court order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.
<u>Clerical and Technical Occupations,</u> No. 9, June 8, 1954	<u>Overtime:</u> 88 cents for each hour over 40 a week, to maximum of Hours Law (48). <u>Minimum daily wage:</u> 4 hours' pay at applicable minimum rate for reporting for work under general or specific instructions. <u>Exception:</u> Students under 18 on days when school is in session.	88 cents in addition to applicable minimum wage for each consecutive 24 hours during which employee works a split shift, or spread of hours exceeds 11. Defines split shift.		Waiting time and travel on employer's business defined as working time.		<u>Permits specified deductions</u> from minimum wage. <u>Meals:</u> 30 cents for each bona fide meal. <u>Lodging:</u> \$4 a week for single room, \$3 a week for each of 2 persons in double room.	Employer to purchase, maintain, and clean uniforms, or to pay employee additional weekly amounts as specified: (a) \$1.50 in lieu of purchasing, maintaining, and cleaning; (b) \$1 in lieu of laundering; (c) 50 cents in lieu of purchasing. Defines uniform.	<u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>KENTUCKY:</p> <p><u>All Industries and Occupations.</u> <u>Exceptions:</u> Labor on a farm; domestic service in the home of the employer; firms regulated by the Kentucky Public Service Commission; and employment under any special State Minimum-Wage Order. Directory, Feb. 8, 1947. Mandatory, May 27, 1947.</p>	<p><u>Overtime:</u> 75, 67½, and 60 cents an hour in zone 1, 2, and 3 respectively (1½ times applicable minimum wage) for hours over 48.</p>		<p><u>Rest period:</u> 30-minute rest period after 6 consecutive hours' work.</p>	<p>Waiting time counted as working time and must be paid for at regular rate.</p>		<p>Authorizes specified charge for weekly board and lodging where employee is domiciled with employer and written signed agreement is kept on file by employer.</p> <p><u>Meals:</u> 21 at 37½ cents each.</p> <p><u>Lodging:</u> 7 nights at 60 cents each.</p>		<p><u>Prohibits deductions</u> from minimum wage, except as provided by statute.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>KENTUCKY — Con.</p> <p><u>Hotel and Restaurant Industry, Mandatory,</u> July 15, 1954.</p> <p><u>Note:</u> Directory Order of Feb. 26, 1951 (Mandatory Aug. 1, 1951.) was revised by Mandate of the Kentucky Court of Appeals (Middlekamp v. Willis, 267 S. W. 2d 924) filed with Statute Revision Commission to become effective July 15, 1954.</p>	<p><u>Overtime:</u> 67½, 64½, and 61½ cents an hour for non-service workers in zone 1, 2, and 3 respectively; 45, 42, and 39 cents an hour for service workers in zone 1, 2, and 3 respectively (1½ times the applicable minimum wage) after 48 hours.</p>	<p>60 cents in addition to hourly wages earned for any day on which there is more than one interval off duty, (excluding meal periods of 1 hour), or spread of hours exceeds 12, or both.</p> <p>Defines spread of hours.</p>	<p>30-minute rest period after 6 consecutive hours' work.</p> <p><u>Exceptions:</u> Employers granting paid rest periods of 5 or 10 minutes at intervals throughout the working day, when such periods total at least 30 minutes for each shift worked.</p>	<p>Waiting time counted as working time and must be paid for at regular hourly rate.</p>	<p>Wages defined as cash remuneration from employer and as not including gratuities and tips.</p>	<p><u>Meals:</u> Prohibits deductions from minimum wage, or charge by employer for meals required to be taken at establishment.</p> <p>Maximum charge of 25 cents a meal where voluntary agreement reached for consumption of meals.</p>	<p>Employer must supply required uniforms, and bear entire cost of purchase, maintenance, and laundry.</p> <p>Defines uniform.</p>	<p><u>Sanitation and physical welfare:</u> Includes prohibition on employment in violation of Ch. 388 Kentucky revised Statutes (i.e., Safety and Health Regulations including special provisions for females for seating, toilet, and dressing rooms).</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MASSACHUSETTS:								
* <u>Public Housekeeping Occupations</u> , No. 25-B, Aug. 1, 1950.	<p>Minimum daily wage: 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>Exceptions: Charitable organizations, hospitals, schools, colleges, universities, or summer camps.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>	Prohibits counting gratuities as part of minimum wage.	<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee gives written consent and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meals if lodging is furnished, or on special permit.</p> <p><u>Lodging</u>, if desired by employee: \$4.00 a week; \$3.25 for more than 2 in a room.</p> <p>Prohibits deduction for sleeping quarters furnished employees in specified establishments on night time call.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p>Prohibits employer requiring a deposit from employee for uniform or any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below minimum without employee's consent and Commission approval.</p> <p>Prohibits deposits. (SEE "Uniforms".)</p>
*Applies also to men,								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*<u>Personal Service Occupations</u>, No. 23-B, Dec. 14, 1950.</p> <p>* Applies also to men.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>		<p>Employer must furnish, launder, clean, and maintain required uniforms, or pay each employee \$1.50 a week in addition to the applicable minimum wage.</p> <p>Prohibits employer requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Prohibits deposits.</u> (SEE "Uniforms.")</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*<u>Food Processing Occupations</u>, No. 31, Oct. 20, 1951.</p> <p>*Applies also to men.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee gives written consent and if actually furnished: 35, 50, 50 cents for breakfast, lunch, and dinner respectively. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permit.</p> <p><u>Lodging</u>, if desired and used: \$4 a week.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits employer requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Homework</u>: Permit to distribute homework must be obtained from Labor Department, and work must be paid for at minimum rate or piece-rate equivalent.</p> <p>Work-connected expenses must be paid by employer.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MASSACHUSETTS— Con.	* <u>Amusement and Recreation</u> , No. 27-A, Aug. 18, 1952. Minimum daily wage: 2 hours' pay at applicable minimum rate for reporting for work as required.			Waiting time counted as working time. <u>Exception:</u> Caddies and pin boys. Payment for required travel time, at rate not less than called for by Order, and reimbursement for travel expenses must be made.	Prohibits counting tips and gratuities as part of minimum wage.	Permits specified deductions. <u>Meals:</u> 35, 50, 50 cents, for breakfast, lunch, and dinner respectively. No deduction for meals not eaten. <u>Lodging:</u> \$3.25 a week. Defines meals and lodging.	Employer must furnish, launder, clean, and maintain required uniforms. Prohibits employer requiring a deposit for uniform or for any other purpose, except on permit. Defines uniform. Prohibits counting as part of wages any payment to employees for laundry.	<u>Prohibits deductions</u> , other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval. <u>Prohibits deposits.</u> (SEE "Uniforms.")
* Applies also to men,								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*<u>Building Service Occupations</u>, No. 28-A, Dec. 1, 1952.</p> <p>*Applies also to men.</p>	<p>Minimum daily wage: 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p><u>Exceptions:</u> Employees working on residential property; those working for more than 1 employer.</p> <p>If employee unable or unwilling to work 8 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time, except as modified in Order.</p> <p>Payment for required travel time, at rate not less than called for by Order, and reimbursement for transportation expenses must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p>Permits specified deductions from minimum wage for lodging: \$3.25 for 1 employee in single room, \$2.00 for each of 2 employees in double room; reasonable rental for an apartment furnished to employee, resulting wage to be not less than minimum for residential property employees working 28 or more hours a week. (\$26 a week.)</p> <p>Defines lodging.</p>		<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's written consent and Commission approval.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*<u>Laundry Occupations</u>, No. 30-A, Feb. 16, 1953.</p> <p>*Applies also to men.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required.</p>			<p>Waiting time counted as working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee consents and if actually furnished: 25, 40, 40 cents, for breakfast, luncheon, and dinner respectively. Deduction for 1 meal if employee works 4 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permit.</p> <p><u>Lodging</u>, if desired and used: \$4 a week.</p> <p>Employee consent for meal and lodging deductions may be revoked on 3 days' notice.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits employer requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p>Prohibits deductions, other than those required by law from minimum wage or which will bring wages below the minimum, except with employee's consent and Commission approval.</p> <p><u>Prohibits deposits.</u> (SBE "Uniforms".)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*Clerical, Technical, and Similar Occupations, No. 24-C, July 1, 1954.</p> <p>*Applies also to men.</p>	<p>Minimum daily wage: 8 hours' pay at applicable minimum rate for reporting for work as required; 4 hours' pay for employees in funeral homes, doctors' offices, and similar places whose duties principally are to answer telephone and doorbell on nighttime call, and who are provided sleeping quarters.</p> <p>If employee unable or unwilling to work 8 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>		<p>Permits specified deductions from minimum wage.</p> <p>Meals, if employee gives written consent and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permit.</p> <p>Lodging, if desired by employee: \$4.00 a week.</p> <p>Prohibits deduction for sleeping quarters furnished employees on nighttime call in specified establishments.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, maintain and launder or clean required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or other purpose, except on permit.</p> <p>Defines uniform.</p>	<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below minimum, without employee's consent and Commission approval.</p> <p>Homework: Permit to distribute homework must be obtained from Labor Department, and work must be paid for at minimum rate or piece-rate equivalent.</p> <p>Work-connected expenses, such as stationery, envelopes, typewriter ribbons, carbon paper, and similar supplies, must be paid by employer.</p> <p>For heat, light, power, office machinery, and equipment furnished by homeworker, 2 cents an hour must be added to the minimum wage.</p> <p>Commission, bonus: Prohibits averaging commissions over more than 1 week.</p> <p>Prohibits deposits. (SEE "Uniforms".)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS — Con.</p> <p><u>*Mercantile Occupations</u>, No. 26-C, July 1, 1954.</p> <p>*Applies also to men.</p> <p>**Basic minimums \$30 and \$28 for 36 - 44 hours a week.</p>	<p><u>Overtime:</u> 75 cents an hour for experienced, 70 cents for inexperienced, for hours over 44 a week.**</p> <p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required. <u>Exception:</u> News-boys or bootblacks.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time counted as working time. <u>Exception:</u> Caddies and pin boys.</p> <p>Payment for required travel time, at rate not less than called for by Order, and reimbursement for travel expenses must be made.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>		<p>Employer must furnish, maintain, and launder or clean required uniforms without cost to employee.</p> <p>Prohibits requiring a deposit from employee for uniform or other purpose, except on permit.</p> <p>Defines uniform.</p>	<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below minimum, without employee's written consent and employer's approval.</p> <p><u>Homework:</u> Must be paid for at established minimum rate or its piecerate equivalent.</p> <p>Work-connected expenses must be paid by employer.</p> <p><u>Commission, bonus:</u> Prohibits averaging commissions over more than 1 week. <u>Exception:</u> Sales employees on commission basis only, who receive average weekly earnings of \$50 or more.</p> <p><u>Prohibits deposits.</u> (SEE "Uniforms".)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS— Con.</p> <p>*Dry Cleaning Occupation, No. 29-C, May 1, 1955.</p> <p>*Applies also to men.</p>	<p>Minimum daily wage: 3 hours' pay at applicable minimum rate for reporting for work as required, unless no work is available because of riot, general break- down, or other physical cause not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Payment for required travel time and reim- bursement for transportation expenses must be made.</p>			<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p>Prohibits re- quiring a deposit from employee for uniform or other purpose, except on permit.</p> <p>Defines uniform.</p>	<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MINNESOTA:</p> <p><u>Retail Merchandising Business</u>, No. 18, June 30, 1947.</p> <p><u>Note:</u> This order was revised by Order No. 20, Sept. 4, 1953, enforcement of which is enjoined pending court review.</p> <p><u>Public Housekeeping Industry</u>, No. 19, Apr. 23, 1953.</p> <p><u>Note:</u> Enforcement enjoined pending court review.</p>	<p>Overtime: 55 cents for hours over 48 a week.</p>				<p>Prohibits including in minimum wage tips and gratuities paid directly to an employee and not accounted for by employer. (Note #2 "Summary of Order" dated 4/23/53.)</p>	<p>Permits specified allowance in computation of minimum wage.</p> <p><u>Meals:</u> 40 cents each in Class A, B cities; 35 cents in Class C, D. <u>Number</u> not to exceed 18 a week.</p> <p>Permits specified allowance in computation of minimum wage.</p> <p><u>Meals:</u> 55 cents in Class A, B, C cities; 45 cents in Class D.</p> <p><u>Lodging:</u> \$4.50 a week in Class A, B cities; \$3.00 in Class C, D.</p>		<p>Prohibits deductions from minimum wage, except as specified for meals, taxes and insurance dues, without written approval of Industrial Commissioner.</p> <p>Prohibits deductions from minimum wage, except as specified for meals and lodging, taxes and insurance dues, without written approval of Industrial Commissioner. (Note #1 "Summary of Order" dated 4/23/53.)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW HAMPSHIRE:								
<u>Restaurant Occupations</u> , No. 3-A, Oct. 1, 1950.	<u>Minimum daily wage:</u> 3 hours' pay for reporting for work as required.			Payment at regular hourly rate must be made for waiting time.		Permits specified deductions from minimum wage. <u>Meals:</u> 40 cents each, or \$4.80 a week; number not to exceed 12 a week. <u>Lodging</u> , approved by Commissioner: \$3.75 a week. Defines meal.	Prohibits deductions from minimum wage for cost of required uniforms.	<u>Prohibits deductions</u> from minimum wage, except as provided by law. Requires that employer furnish, repair and maintain all working equipment at his expense.
<u>Hotel, Cabin and Tourist Home Occupations</u> , No. 8, Directory, Jan. 1, 1952.				Payment at regular hourly rate must be made for waiting time. Time off duty for split shift not considered waiting time.		Permits specified deductions from minimum wage at rates set by Unemployment Compensation Bureau as fair value. (1952 rates): <u>Meals</u> , 40 cents each, \$8.40 a week. <u>Lodging</u> , 60 cents a night, \$3.75 a week. <u>Board and room</u> , \$1.75 a day, \$12 a week. Sets standard for "meal".	(SEE Restaurant Occupations.)	(SEE Restaurant Occupations.)

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW HAMPSHIRE— Con.</p> <p><u>Laundry Occupation,</u> No. 2, June 11, 1958.</p>				<p>Payment must be made for waiting time.</p>		<p>Permits specified allowances as part of compensation in amounts not to be exceeded unless specifically ordered by Commissioner and notice posted.</p> <p><u>Meals:</u> 20 cents, 35 cents, or 50 cents a day for 1, 2, or 3 meals respectively; \$3.00 for 21 meals a week.</p> <p><u>Room and board:</u> \$4.50, \$4, \$3.50, dependent upon whether 1, 2, or 3 employees share room.</p>	<p>Employer may make "fair charge" for required uniforms, with decision by Commissioner if questioned. In no case may charge exceed cost.</p>	<p><u>Prohibits deductions</u> from minimum wage on account of insurance - except unemployment compensation tax - or for other service or cause, except as otherwise required by law, without Commissioner approval.</p>
<p><u>Beautician Occupation,</u> No. 4-A, June 11, 1958.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at not less than minimum rate for reporting for work as required.</p>			<p>Payment at regular hourly rate must be made for waiting time.</p>			<p>Prohibits deductions from minimum wage for cost of required uniforms, except with Commissioner approval.</p>	<p><u>Prohibits deductions</u> from minimum wage - other than taxes - without Commissioner approval, except as otherwise required by law.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW HAMPSHIRE— Cos.</p> <p><u>Retail Trade,</u> No. 5-A, June 11, 1953.</p> <p><u>Dry Cleaning</u> <u>Occupation,</u> No. 7, Directory, June 11, 1953.</p>	<p><u>Minimum daily wage:</u> Prohibits employment of a part-time employee, able and willing to work, for less than 4 hours in any day.</p>			<p>Payment must be made for waiting time.</p>				<p><u>Prohibits deductions from minimum wage, except as provided by law.</u></p> <p><u>Prohibits deductions from minimum wage except for Social Security taxes.</u></p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW JERSEY:								
<u>Beauty Culture Occupations</u> , No. 5, Jan. 10, 1943.	<u>Overtime:</u> 1½ times applicable minimum rate for hours over 48 a week.			Waiting time counted as working time and must be paid for at employee's regular rate.				<u>Miscellaneous:</u> An "employer" supplies cosmetics, soap lotions, pins, linens, instruments, tools, machinery, supplies, or equipment of any sort, including dryers, permanent wave machines.
<u>Restaurant Occupations</u> , No. 6, Aug. 13, 1943.	<u>Overtime:</u> <u>Nonresident:</u> Wage schedule sets rates for hours over 48 a week which are "1½ times applicable minimums." <u>Nonservice:</u> 67½, 68, 58½ cents <u>Service:</u> 48½, 44½, 39½ cents <u>Resident:</u> 55 cents (SEE also "Meals and Lodging") <u>Minimum daily wage:</u> 4 hours' pay at applicable minimum rate for reporting for work as required.	50 cents in addition to other wages earned on day in which employee has more than one interval off duty or spread of hours exceeds 10.		Payment at employee's applicable wage rate for waiting time, counted as working time. Payment at employee's applicable minimum rate for "on-duty" travel time and reimbursement for carfare.	Prohibits counting gratuities as part of minimum wage.	<u>Meals:</u> <u>Nonresident:</u> Wage schedule sets hourly rate of hours worked and number of meals received (0, 1 or 2 respectively) with differential of 3 cents a meal: <u>Nonservice:</u> 45, 42, 39 cents (24-48 hour week) <u>Service:</u> 32½, 29½, 26½ cents (24-48 hour week) <u>Meals and lodging:</u> <u>Resident:</u> Weekly rate established on basis of 48 hour week and of 3 meals and lodging furnished: \$12.00. Defines meal.	Employer must reimburse, in same week, employee required to furnish more than one style, type, or color of uniform during any 1 year.	

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW JERSEY— Con.</p> <p><u>Laundry and Cleaning and Dyeing Occupations,</u> No. 7, Oct. 23, 1946.</p> <p><u>Retail Trade Occupations,</u> No. 8, June 6, 1949.</p>	<p><u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate, for reporting for work as required. <u>Exception:</u> Minors when school is in session.</p> <p><u>Overtime:</u> 90 cents for each hour over 40 a week in Zone "A"; 82½ cents for over 44 a week in Zone "B". (1½ times the minimum.)</p> <p><u>Minimum daily wage:</u> \$2 for reporting for work as required, unless short hours mutually agreed on prior to commencement of work on day involved. <u>Exception:</u> Minors when schools are in session.</p>			<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p> <p>Waiting time counted as working time and must be paid for at employee's regular rate.</p> <p>Similar payment for required travel time between establishments within New Jersey and reimbursement for carfare must be made.</p>				<p><u>Miscellaneous:</u> 10% bonus at applicable minimum rate for part-time employees working less than 40 hours a week and earning less than 40 hours' pay.</p> <p><u>Miscellaneous:</u> Minimum wage of commissioned employees may be charged against wages earned.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK:</p> <p><u>*Amusement and Recreation Industry.</u> No. 8. Apr. 22, 1951.</p>	<p><u>Minimum daily wage:</u> 4 hours' pay to motion picture theater ushers reporting as required. <u>Exception:</u> If theater open only from 6 p.m. on, 2 hours' minimum pay.</p>			<p>Waiting time counted as working time. <u>Exception:</u> Pinsetters, caddies, ushers at sports exhibitions.</p> <p>Payment for on-duty travel time, at working time rate, and reimbursement for carfare must be made.</p>	<p>Prohibits counting tips as part of minimum wage. Compulsory service charges not to be counted as tips.</p>	<p>Permits specified allowance. Meals and lodging actually furnished may be considered an addition to cash wages paid.</p> <p><u>Meals:</u> 25 cents each, \$5.25 a week.</p> <p><u>Lodging:</u> 40 cents a day, \$2.50 a week.</p> <p><u>Full board and lodging:</u> \$7.75 a week.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as authorized by statute.</p> <p><u>Wage statement</u> of rates and earnings must be given employee with each wage payment</p>
<p><u>*Confectionery Industry.</u> No. 3-b, Mar. 3, 1952.</p>	<p><u>Overtime:</u> \$1.12½ an hour for full time workers, and \$1.20 for part-time (1½ times minimum rate) over 8 hours a day and 40 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum rate. <u>Exceptions:</u> Students (16 to 18 years) on days attending school full time; new workers on 1st day of employment; emergencies beyond employer's control.</p>			<p>Time of requested attendance at plant, whether or not work is provided, considered employment.</p>			<p>Employer must furnish without charge to employees, uniforms required by law.</p>	<p><u>Prohibits deductions.</u> (SEE New York Amusement.)</p> <p><u>Wage statement.</u> (SEE New York Amusement.)</p>
<p>*Applies also to men.</p>								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Con.</p> <p>* <u>Laundry Industry</u>, No. 1-b, Feb. 15, 1953.</p> <p>* Applies also to men.</p>	<p>Overtime: \$1.12½ (Zone 1) an hour after 40 hours, such rate being 1½ times the basic minimum. (Zone 1 rate applicable to entire State after Feb. 1954.)</p> <p>Minimum daily wage: 4 hours' pay at applicable minimum rate for reporting for duty as required. Exception: Full-time students on days of school attendance.</p>			<p>Waiting time counted as working time and must be paid for at applicable minimum rate.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p>Permits specified allowance. Value of meals and lodging actually furnished employee may be considered an addition to cash wages paid.</p> <p><u>Meals:</u> 30 cents each; \$6.05 a week.</p> <p><u>Lodging:</u> 45 cents daily; \$2.90 a week.</p> <p><u>Full board and lodging:</u> \$8.90 a week.</p>	<p>Cost of required uniforms to be shared equally by employer and employee; no charge to be made until special permit is issued and posted.</p> <p>Employer to launder without charge.</p>	<p>Prohibits deductions from minimum wage except as specifically authorized by law.</p> <p><u>Wage statement</u> of rates and earnings must be given to employee with each wage payment.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Con.</p> <p>*Beauty <u>Service</u> Industry, No. 2-b, Feb. 15, 1958.</p> <p>*Applies also to men.</p>	<p><u>Overtime:</u> 1½ times basic (minimum) hourly rate, i.e. \$1.20 for full-time workers - except maids, cleaning women, and porters - after 40 hours a week; \$1.50 an hour for such part-time workers after 8 hours a day.</p> <p><u>Minimum daily wage:</u> For part-time employees, 4 hours' pay for reporting for duty as required and 8 hours' pay on any day employed more than 4 hours.</p>			<p>Waiting time considered working time, and minimum wage standard is applicable.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>		<p>If uniform sold to employee, charge may not exceed actual cost to employer, and weekly deduction to be made only from wage above the minimum.</p> <p>Employer to launder, or pay additional sum of \$1 a week to full-time employee, 50 cents to part-time.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage except as specifically authorized by law.</p> <p><u>Wage statement</u> of rates and earnings must be given to employee with each wage payment.</p> <p><u>Miscellaneous:</u> Employer to furnish cosmetics and supplies, including but not limited to emery boards, orange-wood sticks, combs, hairbrushes, nets, permanent wave rods and protectors, and lines.</p> <p>Booth renting.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Con.</p> <p>*<u>Cleaning and Dyeing Industry</u>, No. 4-b, Feb. 15, 1953.</p>	<p><u>Overtime:</u> 1½ times the basic minimum hourly rate for hours over 40 a week, i. e., \$1.12½ an hour for apprentices and learners and \$1.20 an hour for all others.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum wage rate, for reporting for duty as required. 3 hours' pay for students, on school days.</p> <p><u>Exceptions:</u> Delivery boys regularly attending school full time; new worker on 1st day of employment; employee refusing or ceasing work available.</p>	<p><u>Split Shift:</u> 1½ times the applicable basic minimum hourly rate for each hour worked on any day employee works a split shift, i. e., \$1.12½ an hour for apprentices and learners, and \$1.20 an hour for all other employees.</p> <p>Defines split shift.</p>		<p><u>Waiting</u> time counted as working time and must be paid for at not less than applicable minimum rate.</p> <p>Payment for required travel time, at working time rate, and reimbursement for carfare must be made.</p>		<p>Permits specified allowance. Value of meals actually furnished may be considered an addition to cash wages paid, as follows:</p> <p><u>Meals:</u> 25 cents each, or \$5.25 a week.</p> <p><u>Lodging:</u> 40 cents a day, \$2.50 a week.</p> <p><u>Full board and lodging:</u> \$7.75 a week.</p>		<p><u>Prohibits deductions</u> from minimum wage except as authorized by law.</p> <p><u>Wage statement</u> of hours worked and wages paid must be given employee with each wage payment.</p>
<p>*Applies also to men.</p>								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Con.</p> <p>*<u>Restaurant Industry</u>, No. 5-b, Feb. 15, 1953</p> <p>*Applies also to men.</p>	<p><u>Overtime:</u> 1½ times applicable full time "with meals" rate for hours over 40, plus an additional 10 cents hourly if meals not furnished: For non-service employees, 97½ cents and \$1.07½ respectively for service, 63 cents and 73 cents.</p> <p><u>Minimum daily wage:</u> 3 hours' pay for reporting for work for 1 shift or 3 consecutive hours; 6 hours' for 2 shifts totaling 6 hours or less; 8 hours' for 3 shifts totaling 8 hours or less.</p> <p>Payment at applicable minimum rate.</p> <p><u>Exception:</u> Students under 18 when school in session.</p>	<p>75 cents a day in addition to hourly earnings on any day when there is more than 1 interval off duty, or spread of hours exceeds 10, or both situations occur.</p> <p>Defines split shift.</p>		<p>Waiting time counted as working time and must be paid for at not less than applicable minimum rate.</p> <p>Payment for on-duty travel time at working time rate, and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p><u>Meals:</u> Establishes wage differential of 10 cents less an hour if meals furnished.</p> <p>For "with meals" rate, employer to furnish 1 meal to employee working less than 5 hours on any day and 2 meals for 5 or more hours; for employees working a split shift, 1 meal for each consecutive period of hours worked.</p> <p>No charge permitted.</p> <p>Defines meal.</p> <p><u>Lodging:</u> Where actually furnished, value may be considered an addition to cash wages paid: 40 cents a day, \$2.50 a week.</p>	<p>Employer must furnish required uniforms, or reimburse employee for their cost.</p> <p>In lieu of maintaining uniforms, employer may elect to pay regularly an additional 3 cents an hour.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by statute or in Order.</p> <p><u>Wage statement</u> of rates and earnings must be given employee with each wage payment.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK — Con.</p> <p>*<u>Building Service Industry</u>, No. 9, Feb. 15, 1953.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> For employees other than janitors in residential buildings, \$1.12½ an hour (1½ times basic minimum) for hours over 40 in non-residential buildings and over 48 in residential.</p>				<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p><u>Lodging:</u> Permits as part of minimum wage allowance of a "fair and reasonable amount for apartment furnished janitor and for utility service charges expended by employer for private use of employee. Rent may not exceed legal rental established by State Housing Rent Commission.</p>	<p>Employer must supply and maintain required uniforms. If employee advances cost or maintenance charge for same, employer must reimburse by next wage payment.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by law.</p> <p><u>Miscellaneous:</u> Employer to provide required special tools.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK— Con.	<p><u>Overtime:</u> \$1.12½ and \$1.05 an hour, over 40 hours in Zone 1 and 2, respectively and 97½ cents over 45 hours in Zone 3 (1½ times the applicable minimum hourly rate).</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum wage rate for employees reporting for work as required.</p> <p><u>Exception:</u> Employee not available for 4 hours assigned.</p>	<p><u>Split Shift:</u> 1 hour's pay at minimum hourly rate, in addition to minimum wages otherwise required, for employee working split shift; or when spread of hours exceeds 11; or both situations occur.</p> <p><u>Exception:</u> Students when school attendance intervenes between shifts.</p> <p>Defines split shift.</p>		<p>Waiting time and on-duty travel time considered as working time. Payment must be made for reasonable expense of travel required by employer.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p>Permits specified allowance. Meals and lodging actually furnished may be considered part of minimum wage.</p> <p><u>Meals:</u> 25 cents each.</p> <p><u>Lodging:</u> 40 cents a day. \$2.50 a week.</p>	<p>Employer must supply, maintain, and launder required uniforms; if employee purchases uniforms, reimbursement must be made at next wage payment.</p> <p>If laundering or maintenance not provided, employee to be paid \$1.00 additional per week if he works more than 30 hours, or 50 cents additional if 30 hours or less.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions from minimum wage except as authorized by law.</u></p> <p><u>Wage statement of hours worked, rates paid and total wages must be given employee with each wage payment.</u></p>
*Applies also to men.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK— Con.	<p><u>Overtime:</u> For work on 7th day, \$7.50, \$5.25, and \$3.75 paid for specified occupations instead of regular prorated daily wages of \$5, \$3.50, and \$2.50. (1½ times minimum wage prorated on 6-day basis.)</p> <p>(SEE also <u>Termination pay</u> under "Other.")</p> <p><u>Minimum daily wage:</u> \$5 minimum daily rate for nonresident employees of camps operating less than 5 days a week.</p>			<p>Transportation or payment of fare to be provided supervisors or assistant supervisors of campers in transit, and for those required to make special pre-season training trip. Employer's responsibility not to exceed cost from normal point of departure to camp.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p>Minimum wage rates not subject to charge for lodging or meals.</p> <p>Schedule sets \$5 a week less for a resident employee than for a non-resident employee on a 6-day basis.</p>	<p>Employer must furnish required uniforms or reimburse employees for their cost at next wage payment.</p> <p>Defines uniform.</p> <p>For laundry service provision SEE <u>Miscellaneous</u> under "Other".</p>	<p>Prohibits deductions from minimum wage except as authorized by law. Minimum not subject to charge for services furnished in connection with camp business.</p> <p><u>Wage statements of days worked; rates; wages; and off-duty hours of resident employees must be given employee with each weekly wage payment.</u></p> <p><u>Termination pay:</u> Premium pay of an additional 25 percent of applicable weekly rate for each week of employment of a terminating resident employee, in lieu of time off duty.</p> <p><u>Miscellaneous:</u> When laundry service not furnished resident employees, employer required to pay \$1 weekly in addition to minimum wage.</p>

*Applies also to men.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Con.</p> <p>*Hotel Industry, No. 6-C, Oct. 11, 1954.</p> <p>*Applies also to men.</p>	<p><u>Overtime:</u> <u>All-year hotels:</u> <u>Non-resident</u> 1½ times basic minimum rate applicable to employee's classification and number of meals received for hours over 40 in N.Y.C. and over 44 (48 after 2-15-56) in remainder of State.</p> <p><u>Resident</u> 1½ times applicable minimum rate for hours over 44.</p> <p><u>Resort hotels:</u> 1½ times applicable minimum rate over 48 hours and for work on 7th day in any week.</p> <p><u>Minimum daily wage:</u> <u>All-year hotels:</u> <u>Non-resident</u> 3 hours' pay for reporting for work for 1 shift or 3 consecutive hours; 6 hours</p>	<p><u>Split shift:</u> For non-residential, 75 cents in addition to hourly wages earned for any day when there is more than 1 interval off duty, or spread of hours exceeds 10, or both situations occur.</p> <p>Defines split shift.</p>		<p><u>All-year hotels:</u> <u>Non-resident</u> Waiting time counted as working time and must be paid for at minimum rate applicable to employee's classification, number of meals received, and total number of hours of working time for that week.</p> <p>Payment at non-service rate, for on-duty travel time and reimbursement for carfare must be made.</p> <p><u>Resort hotels:</u> Waiting time of part time employees to be</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p>Wage schedules established, with lower rates for employees furnished meals and/or lodging.</p> <p><u>All-year hotels:</u> <u>Non-resident</u> 5 cents less an hour if 1 meal furnished, 10 cents less if 2 meals. Employee working less than 5 hours a day and receiving meals to be paid not less than the hourly rate for employees receiving 1 meal; if on split shift, 1 meal for each consecutive period of hours worked.</p> <p><u>Resident</u> \$7 a week less if meals furnished. Employee to receive 8 meals a day, 6 days a week, and lodging for entire week; no extra charge if meals supplied on 7th day.</p> <p><u>Resort hotels:</u> \$7 a week less if only meals furnished, \$5 less if only lodging, and \$12 less if both furnished. Part-time employees working</p>	<p>Employer must furnish, launder, clean, maintain required uniforms; if employee furnishes, reimbursement must be made 1 week after furnishing or at next wage payment, whichever later; or if employee leaves within such period, before leaving.</p> <p>He may elect to pay an additional 3 cents an hour to employee in lieu of laundering, cleaning, and maintaining uniforms. In resort hotels, maximum payment of \$1.44 weekly.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by statute.</p> <p>Wage statement of rates, earnings, deductions, and hours worked must be given employee with each wage payment.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK— Coa.</p> <p>*<u>Hotel Industry</u> - Con.</p> <p>* Applies also to men.</p>	<p>for 2 shifts totaling 6 hours or less; 8 hours for 3 shifts totaling 8 hours or less.</p> <p>Payment at minimum rate applicable to employee's classification, number of meals received, and total number of hours' working time for that week.</p> <p>Exception: Students under 18 when school in session.</p> <p><u>Resort hotels:</u> Part-time employees to be paid for 3 hours on any shift at applicable minimum hourly rate.</p>			<p>paid for at applicable minimum hourly rate.</p>		<p>less than 5 hours a day to receive 1 meal; if working 5 or more hours, to receive 2 meals; if on a split shift, 1 meal for each consecutive period worked.</p> <p>Defines meal.</p>		

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NORTH DAKOTA:								
<u>Manufacturing Occupation.</u> No. 2, Sept. 1, 1949.			<u>Meal period:</u> 30-minute minimum period. <u>Rest period:</u> Required after 5 consecutive hours' work.					<u>Sanitation and physical welfare:</u> Proper toilet room and was room facilities; dry and sanitary floors or provisions for standing platforms. Commissioner authorized to order adequate ventilation facilities and space for rest and for change of clothes. <u>Miscellaneous:</u> Permits temporary suspension or modification of regulations by Commissioner in case of emergency.
<u>Public Housekeeping Occupation.</u> No. 1, Aug. 13, 1951.			<u>Meal period:</u> 30-minute uninterrupted period for each meal furnished on premises to be considered part of work time in computing legal hours and hourly wages. Where meals not furnished on premises, 1 hour period must be allowed. <u>Rest period:</u> Required after 4 consecutive hours' work.			Weekly wage schedule established allows wage differential for employees receiving board, lodging, or board and lodging, respectively: <u>Waitresses, counter girls:</u> (\$5.25, \$5.25, \$9.65) <u>Kitchen help, chambermaids:</u> (\$5.50, \$5.50, \$9.90). Board considered 21 meals; when less are furnished as part of wage, 45 cents to be allowed for each meal not furnished. Lodging provided must be officially inspected for heating and sanitation.		<u>Sanitation and physical welfare:</u> Proper toilet rooms and washing facilities; dressing rooms; and if ordered by Commissioner, rest facilities. Permits temporary suspension or modification of regulations in case of emergency. <u>Miscellaneous:</u> Prohibits employment of women elevator operators between 11 p.m. and 7 a.m. (SEE also Manufacturing Order.)

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NORTH DAKOTA — Con.</p> <p><u>Mercantile Occupation,</u> No. 3, Aug. 14, 1951.</p> <p><u>Laundry, Cleaning and Dyeing Occupation,</u> No. 4, Jan. 24, 1953.</p> <p><u>Telephone Occupation,</u> No. 5, July 7, 1953.</p>			<p><u>Meal period:</u> 30 minutes for noon meal.</p> <p><u>Rest period:</u> Required after 5 consecutive hours' work.</p> <p><u>Meal period:</u> Adequate time at seasonable hours for meals.</p>					<p><u>Sanitation and physical welfare:</u> Seating; rest rooms in establishments of 15 or more women; toilets; adequate ventilation.</p> <p><u>Miscellaneous:</u> Permits temporary suspension or modification of regulations in case of emergency.</p> <p><u>Sanitation and physical welfare:</u> Heating; dry and sanitary floors or provision for standing platform; rest-rooms; suitable and convenient toilets. Commissioner authorized to order adequate ventilation facilities and space for rest and for change of clothes.</p> <p><u>Miscellaneous:</u> (SEE Mercantile Occupation.)</p> <p><u>Sanitation and physical welfare:</u> Regulates sanitary conditions of exchanges; proper toilet facilities.</p> <p><u>Miscellaneous:</u> (SEE Mercantile Occupation.)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OHIO: Occupations Relating to the Furnishing of Food and/or Lodging, No. 3, Dec. 15, 1950.</p>	<p>Minimum daily wage: 3 hours' pay at applicable minimum rate for reporting for work as required.</p>	<p>Split shift: Period must fall within 10 consecutive hours; within 12 for hotels, hospitals, and institutions. Defines split shift.</p>	<p>Meal period: 60-minute period (General code). A 30-minute period permitted if employee required to take meals furnished without charge at place of employment.</p>		<p>Prohibits counting tips and gratuities received by employee as part of minimum wage.</p>	<p>Meals: Prohibits deductions from minimum wage. Employer and employee may make agreement as to consumption of meals at maximum charges of 25, 35, and 50 cents for breakfast, lunch, and supper, respectively. If employer compels employee to take meals at establishment, reducing allowable meal time from 60 to 30 minutes, no charge or deduction permitted; employee working less than 5 hours daily to receive 1 meal; 5 or more hours, 2 meals; employee on split shift to receive 1 meal for each consecutive period of hours worked. Lodging: Prohibits deduction from minimum wage established for resident employees. Employer by agreement with employee may deduct from wages a maximum of \$3.25 a week.</p>	<p>Employer must furnish, repair, and maintain all "working equipment" without cost to employee. Defines such equipment to mean all uniforms, aprons, etc., required for employment.</p>	<p>Prohibits charge of any kind against minimum wage without written consent of employee, except as required by law.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON:								
<u>Nut Processing and Cracking</u> , No. 11, Aug. 1, 1942.	<u>Overtime:</u> 1½ times regular rate, in emergency, for hours over 10 a day, 60 a week in Processing, Bleaching, Grading and Packing; for hours over 8-44 in Cracking and Shelling.							<u>Homework:</u> Prohibits commercial cracking and shelling of nuts in private home or basement thereof, unless sanitary permit obtained from State Department of Agriculture.
<u>Public Housekeeping</u> , No. 14, Jan. 13, 1948.	<u>Overtime:</u> 97½ cents an hour for experienced and 75 or 60 cents for inexperienced, as defined (1½ times the minimum) for hours over 8 a day, 44 a week, in emergency on permit. <u>Minimum daily wage:</u> Pay for half the usual day's work at employee's regular rate, for reporting to work as required. <u>Exception:</u> Apprentices under State law.		<u>Meal period:</u> 30 minutes, 5 consecutive hours after reporting for work. "On-duty" period permitted when nature of work prevents relief from all duty; to be counted as time worked. <u>Rest period:</u> 10-minute paid period for each 4 hours' working time or major fraction thereof; and insofar as practicable in middle of work period.		Prohibits counting gratuities as part of minimum wage.	<u>Meals:</u> Employee not compelled to take meals in establishment. For meals actually eaten, on mutual employee-employer agreement, charge may not exceed 50% of price charged public. Requires full settlement each pay day.	Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, laundering, and cleaning of required uniforms. Defines uniform.	<u>Prohibits deductions</u> from minimum wage for any purpose including cash shortage, breakage, or loss of equipment, except on proof of willful act or negligence. Also, prohibits contribution, direct or indirect, from minimum wage for purchase and maintenance of tools or equipment. <u>Weight limit:</u> For females, lifting or carrying over 25 pounds, except on permit. <u>Sanitation and physical welfare:</u> Toilet rooms, couches, floors, drainage, ventilation.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p>Manufacturing, No. 8, Oct. 19, 1948.</p>	<p>Overtime: 1½ times regular rate or 1½ times the minimum wage, whichever greater, for Sunday work not regularly scheduled and for 6 specified legal holidays.</p> <p>97½ cents an hour (1½ times the minimum) in emergency on permit, for hours over 8 a day, 44 a week.</p> <p>Minimum daily wage: Pay for 2 hours' work at employee's regular rate for reporting for work as required, if employee is available for minimum 4 hours'. <u>Exception:</u> Apprentices under State law; in case of power failure, act of God, or interruptions not reasonably foreseeable by employer.</p>		<p><u>Meal period:</u> 30-minute period, 5 consecutive hours after reporting for work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 5-minute paid period for each 4 hours' working time or major fraction thereof; and insofar as practicable in middle of work period.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, cleaning, or laundering of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must furnish and pay for required protective garments. (SEE also last paragraph "Other.")</p>	<p>Prohibits deductions from minimum wage for cash shortage or loss of equipment without proof of dishonest or willful act or negligence.</p> <p>Also prohibits contribution, direct or indirect, from the minimum for purchase of tools and equipment.</p> <p><u>Homework:</u> Prohibits manufacture of goods in private homes, unsanitary basements and buildings or places unsafe on account of fire hazard.</p> <p><u>Sanitation and physical welfare:</u> Seating, lighting, temperature, toilet rooms, washrooms, dressing and rest rooms, safety and sanitation, floors, drainage.</p> <p>Authorizes suspension by <u>Commissioner</u> of provisions relating to seating, rest periods, drainage, and specific protective garments, for more desirable arrangements.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p><u>Laundry, Cleaning and Dyeing, No. 7, Aug. 29, 1950.</u></p>	<p>Overtime: 1½ times employee's base pay, in emergency, on permit, for over 8 hours a day and 44 hours and 5½ days a week.</p>		<p>Meal period: 45-minute period after 5 consecutive hours' work.</p> <p>Rest period: 10-minute paid period after 2½ consecutive hours' work.</p>				<p>Prohibits requiring employee to pay or use any part of minimum wage for purchase, maintenance, laundering, and cleaning of uniforms.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment or materials without proof of willful act or negligence.</p> <p>Also, prohibits requiring employee to pay or use any part of the minimum for purchase of tools and equipment.</p> <p>Weight limit: For females, lifting or carrying over 25 pounds.</p> <p>Sanitation and physical welfare: Rest and washroom facilities, first aid, safety and sanitation of premises, individual lockers, work in basements.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON-- Con.</p> <p>Hospitals, Sanitariums, Convalescent, and Old People's Homes, No. 5, Jan. 7, 1951.</p>	<p>Overtime: 1½ times regular rate, in emergency, for over 8 hours a day and 44 hours and 6 days a week.</p>		<p>Meal period: 30-minute per- iod, 5 consecu- tive hours after reporting for work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p>Rest period: 10-minute paid period for each 4 hours' work- ing time, or major fraction thereof, and insofar as practicable in middle of work period.</p>			<p>Board and room not com- pulsory.</p>	<p>Prohibits contri- bution, direct or indirect, from mini- mum wage for pur- chase, maintenance, laundering, and cleaning of uni- forms.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage for cash short- age, breakage, or loss of equipment, except for dis- honest, willful, or negli- gent act of employee.</p> <p>Also prohibits contribution, direct or indirect, from mini- mum for purchase or mainte- nance of tools, equipment.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p>Minors (in occupations not covered by other wage orders), No. 10, Oct. 11, 1951.</p> <p><u>Exceptions:</u> Domestic work; chores in or about private residences; newspaper carriers and vendors.</p>			<p><u>Meal period:</u> For minors under 16, 30 minutes at noon, not to be included as working time. No minor to be employed for 5 consecutive hours without 30 minutes for meal.</p> <p><u>Rest period:</u> 10-minute paid period as nearly as possible in the middle of each 4-hour work period.</p>					<p><u>Miscellaneous:</u> Prohibits employment of various groups in occupations considered "hazardous" and in other specified occupations.</p> <p>Also prohibits night work in certain occupations.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p><u>Canning, Dehydrating and Barreling Operations,</u> No. 2, May 6, 1952.</p>	<p><u>Overtime:</u> Time and a half for first 2 hours after 10 a day; double time after 12. (Only maximum is 12 hours daily for minors under 18.)</p> <p>On 7th day worked in regularly scheduled work week, time and a fourth for first 8 hours; time and a half over 8 to 12; double time after 12. Employer may elect to pay instead for "7th consecutive day."</p>		<p><u>Meal period:</u> 30-minute period after 5-hour work period, except on 6-hour work day.</p> <p><u>Rest period:</u> 10-minute paid period after 3 consecutive hours' work.</p>	<p><u>Work recess:</u> If less than ½ hour, must be treated as hours worked and paid for at not less than minimum. If ½ hour or longer, and employee notified of time for reporting back and is permitted to leave premises, need not be treated as hours worked provided such periods do not exceed 2 daily.</p>			<p>Employer must supply, maintain, and launder required uniforms.</p> <p><u>Exception:</u> Garments required by Federal, State or city regulation or order.</p> <p>Defines uniform.</p>	<p><u>Weight limit:</u> For females, lifting of 30 pounds to any height or 25 pounds to over 5 feet, provided that Commissioner, following investigation, may grant exemption or require restrictions.</p> <p><u>Sanitation and physical welfare:</u> Seating; continuous standing prohibited.</p> <p><u>Miscellaneous:</u> Requires employer to furnish tools.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p><u>Mercantile,</u> No. 9, May 6, 1952.</p>	<p><u>Overtime:</u> \$1.05 an hour (1½ times minimum) for Sunday and legal holiday work unless establishment is regularly open.</p> <p>\$1.05 for experienced and 90 cents for inexperienced, in emergency on permit, for hours over 8 a day, 44 a week.</p> <p><u>Minimum daily wage:</u> Pay for half the usual day's work at employees regular rate, for reporting for work as required, if employee available for 4 hours.</p> <p><u>Exception:</u> Apprentices under State law.</p>		<p><u>Meal period:</u> 45-minute period, 5 consecutive hours after reporting for work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period, free of all duties, for 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period. If forenoon work period is less than 2½ hours, no rest period need be given if mutually agreeable, but 20-minute period must be given in afternoon.</p>		<p>Prohibits counting tips and gratuities as part of the minimum wage or requiring employee to report tips.</p>	<p><u>Meals:</u> Employer and employee may make agreement as to furnishing of meals at 50 percent of price to public with full settlement each pay day; prohibits employer from compelling employee to take meals in establishment.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment without proof of willful act or negligence.</p> <p>Also prohibits contribution, direct or indirect, from the minimum for purchase and maintenance of tools, equipment.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 25 pounds, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Lighting, temperature, toilet rooms, washrooms, dressing and restrooms, safety and sanitation, floors, drainage.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON-- Con.</p> <p><u>Preparing Poultry, Rabbits, Fish or Eggs for Distribution,</u> No. 6, Feb. 10, 1953.</p>	<p><u>Overtime:</u> 1½ times regular rate for work performed on Sundays and on 6 specified legal holidays, unless establishment is regularly open; also, in emergency on permit for hours over 8 a day, 40 a week.</p> <p><u>Minimum daily wage:</u> Pay for 4 hours' work at employee's regular rate for reporting to work as required, if employee is available for 4 hours.</p> <p><u>Exception:</u> Apprentices under State law.</p>		<p><u>Meal period:</u> 30-minute period after 4 consecutive hours' work, except on 5-hour day.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments, but may require returnable deposit.</p>	<p><u>Prohibits contribution,</u> direct or indirect, from minimum wage for purchase or maintenance of tools, equipment.</p> <p><u>Weight limit:</u> For females, lifting of 30 pounds to any height or 25 pounds to over 5 feet, provided that Commissioner, following investigation, may grant exemption or require restrictions.</p> <p><u>Sanitation and physical welfare:</u> Seating, restrooms, toilet rooms, drinking water; wash and dressing rooms; locker facilities, first-aid supplies, seats, lighting, ventilation, temperature; and safety, cleanliness and repair of premises, equipment and fixtures.</p> <p><u>Night Shift:</u> Adequate transportation and facilities for hot food and drink for employees reporting or dismissed between 10 p.m. and 6 a.m.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON— Con.</p> <p>Office, No. 12, Oct. 18, 1953.</p>	<p><u>Overtime:</u> 1½ times regular rate or 1½ times minimum wage, to regular employees, for Sunday work not regularly scheduled and for 6 specified legal holidays.</p> <p>Also, 1½ times regular rate in emergency on permit, for hours over 8 a day, 44 hours and 6 days a week.</p>		<p><u>Meal period:</u> 30-minute period after 5 consecutive hours' work, except on 6-hour day.</p> <p>"On-duty" meal permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchase or maintenance of tools, equipment.</p> <p><u>Sanitation and physical welfare:</u> Seating, wash rooms and toilet rooms, (and by reference to Sanitary and Physical Welfare Order No. 16), cleanliness, ventilation, heat, lighting, dressing and rest rooms, drinking water, wash-rooms, tables, benches and chairs.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON— Con.	<u>Overtime:</u> 1½ times regular rate, in emergency on permit, for hours over 10 a day, 44 hours and 6 days a week for female beauticians, and over 8-44-6 for others.		<u>Meal period:</u> 30-minute period after 4 consecutive hours' work, except on 5-hour work day. <u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.		Prohibits counting gratuities as part of minimum wage.		Prohibits contribution, direct, or indirect, from minimum wage for purchase, maintenance, laundering, and cleaning of required uniforms. Employer selling uniforms to employee may not charge more than actual cost; weekly deductions may not exceed amount of earned wage over and above minimum hourly rate. Defines uniform.	Prohibits deductions from minimum wage except as authorized by law. Also, prohibits contribution, direct or indirect, from the minimum for purchase or maintenance of tools, equipment. <u>Wage statement</u> , sufficiently itemized to show amount and purpose of deduction from wages, must be provided employee on regular pay days. <u>Sanitation and physical welfare:</u> Seating, (and, by reference to Sanitary and Physical Welfare Order No. 16), cleanliness, ventilation, heat, lighting, dressing and rest rooms, drinking water, washrooms, tables, benches and chairs.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PENNSYLVANIA:</p> <p><u>Restaurant Occupations</u>, No. 3 Directory, Aug. 1, 1943; Mandatory, Oct. 1, 1947.</p>	<p><u>Overtime:</u> 1½ times the full-time basic rate applicable to classification of employee and number of meals received, for hours over 44.</p> <p><u>Minimum daily wage:</u> 8 hours' pay at minimum rate applicable to total number of hours' working time for week for reporting for work as required.</p>			<p>Waiting time defined as working time.</p> <p>Compensation for "on-duty" travel time, or same rate as for working time and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p><u>Meals:</u> Wage rate schedule sets 9-cent differential in hourly rate if meals furnished. For "with meal" employees, one meal to be furnished for work of less than 5 hours, two meals for 5 hours or more; for employee on split shift one meal for each consecutive period of hours worked. No charge for any meal to which employee entitled.</p> <p><u>Lodging:</u> Maximum charge of \$2 a week.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish required uniforms; must also launder, clean, and maintain, or pay 35 cents to employee for laundering.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by statute.</p> <p><u>Wage payment:</u> Weekly payment of wages to be received within 6 days after end of pay period.</p> <p><u>Night shift:</u> Employer to furnish transportation to employees going off duty between 11 p.m. and 6 a.m., when public transportation not available or conveniently located. Time spent waiting for transportation considered waiting time, to be paid for at minimum hourly rate applicable to total number of hours' working time for week.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND:								
*Restaurant and Hotel Restaurant Occupations, No. 5 Mandatory, Nov. 15, 1944.	<p>Overtime: 1½ times the full-time basic hourly rate after 45 hours.</p> <p>Minimum daily wage: 3 hours' pay for each shift at applicable minimum hourly rate for reporting to work as required.</p>	<p>Split shift: 50 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in resort hotels), or there is more than one interval off duty (two in resort hotels), excluding meal period of 1 hour or less.</p> <p>Defines split shift.</p>		<p>Waiting time counted as working time and must be paid for at applicable minimum hourly rate.</p> <p>Payment for travel time, at working time rate, and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p>Meals: Employer must furnish specified number of meals without charge: one meal for less than 5 hours work; two meals for 5 hours or more; one meal for each work period on split shift.</p> <p>If meals not furnished, employer to pay additional 6 cents an hour for each hour of working time.</p> <p>Lodging: Specified deduction for lodging furnished, \$2.00 a week.</p> <p>Defines meals, lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>He may elect to pay \$1.00 weekly additional to employee for furnishing, and/or laundering of own uniform.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by statute and provided in order.</p> <p>Night shift: Employer to furnish transportation to women and minor employees between 11 p.m. and 6 a.m. unless such employee has own transportation. Time spent waiting for such transportation to be counted and paid for as waiting time.</p>
*Applies also to men.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND— Con.								
* <u>Public Housekeeping Occupations</u> , No. 6 Directory, Mar. 1, 1947. Mandatory, Sept. 15, 1947.		<p><u>Split shift:</u> 75 cents in addition to hourly wages earned on any day in which there is more than 1 interval off duty, excluding meal period of 1 hour or less, or spread of hours exceeds 10 (12 in seasonal resort hotels).</p> <p>Defines split shift.</p>		<p>Waiting time defined as working time.</p> <p>Payment for travel time, at working time rate, and reimbursement for carfare must be made.</p>	Prohibits counting gratuities as part of minimum wage.	<p>Permits specified deductions:</p> <p><u>Meals:</u> 30 cents for each meal furnished.</p> <p><u>Lodging:</u> \$2 a week.</p> <p>Defines meals, lodging.</p>	<p>Employer must furnish, launder, clean and maintain required uniforms.</p> <p>He may elect to pay \$1.00 in addition to wage required by Order for each week or part thereof in which employee launders, cleans and/or maintains uniform.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage except as authorized by statute and provided in Order.</p>
* <u>Laundry and Dry Cleansing Industries</u> , No. 3-R Mandatory, June 1, 1951.	<p><u>Overtime:</u> \$1.05 an hour (½ basic minimum rate) for hours over 45, to maximum of 48.</p> <p><u>Exception:</u> Basic minimum wage to be paid sales drivers.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate for reporting to work as required. <u>Exceptions:</u> Saturday work; employee not available for 4 hours during regular hours of establishment.</p>			Payment at regular rate must be made for waiting time; counted as working time.				<p><u>Prohibits deductions</u> from or charges against minimum wage except as required by law, or at specific written request of employee.</p> <p><u>Payment of wages:</u> Weekly payment of wages to within 9 days of date earned.</p>
*Applies also to men.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND— Con.</p> <p>*Retail Trade Occupations, No. 4-R-2 Mandatory, Nov. 15, 1952.</p> <p>*Applies also to men.</p>	<p>Overtime: 95 cents for each hour over 44 a week and \$1.25 for each hour on 7th consecutive day.</p> <p>Minimum daily wage: 4 hours' pay at applicable minimum hourly rate for reporting to work as required.</p> <p>Exception: Students not available for 4 hours during regular store hours.</p>	<p>Split shift: \$1.00 in addition to applicable minimum wage on any day employee works a split shift or spread of hours exceeds 12, or both.</p> <p>Defines split shift.</p>		<p>Waiting time counted as working time and must be paid for at applicable minimum hourly rate.</p>			<p>Prohibits charge against minimum wage for cost or maintenance of required uniforms or other facilities. Shoes and shirts commonly worn as street clothing not to be considered part of uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by statute. Deductions from wages - other than taxes and social security - permissible only by written authorization of employee.</p> <p>Prohibits deductions for alleged property damage or rent due.</p> <p>Also prohibits reduction of minimum wage due to summer or seasonal schedules, or for time lost on holiday by regular full-time or part-time employees.</p> <p>Commission, bonus: Prohibits averaging commissions over period of 2 or more weeks.</p> <p>Exception: Unsupervised employee working on own schedule outside of establishment.</p> <p>Day-of-rest: Requires scheduling of 24 consecutive hours' rest in each 7 consecutive day period.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>UTAH:</p> <p><u>Laundry and Cleaning, Dyeing and Pressing Industries,</u> No. 4, Jan 25, 1953.</p>		<p>Includes statement that hours worked must be consecutive except that 1 hour interval may be allowed for each regular meal.</p>	<p><u>Meal period:</u> 30-minute meal or rest period after 5 consecutive hours.</p> <p><u>Rest period:</u> 10-minute period in each 4 hours or fraction thereof for employees working more than 2½ consecutive hours; by employee-employer agreement, may be combined into one daily period of 20 minutes.</p>	<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p>			<p>Employer must supply and provide for care and upkeep of required uniforms.</p>	<p>Prohibits deductions for damages unless due to negligence; charge not to exceed replacement cost.</p> <p><u>Vacation:</u> Paid vacation of 1 week after 12 months' continuous full-time employment on basis of 40 or more hours a week.</p> <p>Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week, such vacation to equal average number of days worked but not to exceed 1 week.</p> <p><u>Sanitation and physical welfare:</u> Establishment to make every reasonable effort to maintain temperature between 65 and 80 degrees.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>UTAH— Con.</p> <p><u>Retail Trade Occupations</u>, No. 1, as amended, Jan. 11, 1955.</p>	<p><u>Minimum daily wage:</u> 4 hours' pay at 70 cents an hour (minimum hourly rate) for reporting for full day's work as required.</p>	<p><u>Split shift:</u> 55 cents a day in addition to minimum wage on any day that employee works a split shift.</p> <p>Defines split shift.</p>	<p><u>Meal period:</u> 30 consecutive minutes after 5-hour work period. If employee not relieved of all duties and allowed to leave premises, meal period not deductible from hours worked.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period or fraction thereof, and after 2½ hours of work requiring standing.</p>	<p>Waiting time and required travel time defined as hours worked.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage and requiring employee to report tips for this purpose.</p>	<p>Employees not required to accept lodging or meals as part of minimum wage.</p> <p>Prohibits deductions from minimum except that on employee-employer agreement, approved by Commission, charge not exceeding retail price permitted.</p> <p><u>Exception:</u> Resort hotels in areas where no housing or other public accommodations exist.</p>	<p>Employer must supply and provide for care and upkeep of required uniform.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage for cash shortage and for breakage of equipment unless caused by willful, careless, or dishonest act of employee, notwithstanding any agreement to the contrary.</p> <p><u>Commission, bonus:</u> Commission must be counted in payroll period earned.</p> <p><u>Vacation:</u> Paid vacation of 1 week after 12 months' continuous full-time employment on basis of 40 or more hours a week.</p> <p>Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week, such vacation to equal average number of days worked but not to exceed 1 week.</p> <p><u>Night shift:</u> Suitable transportation at no extra cost and facilities for hot food and drink required for women employed between 10 p.m. and 6 a.m.</p> <p><u>Miscellaneous:</u> 12 hours must elapse between ending of 1 work day and beginning of next, except on change from one working schedule or assignment to another.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
UTAH— Con. <u>Public Housekeeping Industry</u> , No. 3 as amended, Feb. 11, 1955.			<u>Meal period:</u> 30-minute period, to be paid for at minimum rate, in 8-hour day. <u>Rest period:</u> 10-minute period in each 4 hours or fraction thereof for employees working more than 2½ consecutive hours.	Waiting time counted as working time and must be paid for at employee's regular rate.	Specifically excludes tips and gratuities from minimum wage.	Employees not required to accept lodging or meals as part of minimum wage. Prohibits deductions from minimum, except that on employee-employer agreement, approved by Commission, charge not exceeding retail price permitted. <u>Exception:</u> Resort hotels in areas where no housing or other public accommodations exist	Employer must purchase, maintain, and launder required uniforms. Defines uniform.	<u>Vacation:</u> Paid vacation of 1 week after 12 month's continuous full-time employment on basis of 40 or more hours a week. Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week, such vacation to equal average no. of days worked but not to exceed 1 week.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
UTAH— Coa. <u>Restaurant Occupation.</u> No. 2, as amended, March 12, 1955.		<u>Split shift:</u> Prohibits employment for more than 7½ hours on split shift. Work to be performed within 12 consecutive hours and 2 work periods. Prohibits females working split shift after midnight.	<u>Meal period:</u> 30-minute period, to be allowed as paid time, in an 8-hour day; prohibits work period of more than 5 consecutive hours without food and rest. <u>Rest period:</u> 10-minute period, not deductible from employee's working time, for each 4 hours or fraction thereof.	<u>Waiting time:</u> counted as working time and must be paid for at employee's regular rate.	Specifically excludes tips and gratuities from minimum wage.	<u>Meals:</u> Furnishing of meals to be a matter of written agreement filed with Industrial Commission.	Employer must supply and maintain required uniforms. Defines uniform.	<u>Prohibits deduction for damages,</u> unless due to willful, careless or dishonest act -- with charges not to exceed replacement cost -- or for items ordered by customer who leaves before serving of same. <u>Vacation:</u> Paid vacation of 1 week after 12 months' continuous full-time employment on basis of 48-hour week. Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week, such vacation to equal average number of days worked but not to exceed 1 week. <u>Miscellaneous:</u> Prohibits employment of minors, including females under 21, after 10 p.m., or where beer is consumed on premises.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WASHINGTON:								
<u>Office Workers,</u> No. 43, Apr. 1, 1949			<u>Meal period:</u> 30-minute period in each and every 8-hour shift. <u>Rest period:</u> 10-minute period in every 4-hour work period.					<u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting. Also provides for adequate ventilation and temperature control; toilet and washrooms.
<u>Mercantile Industry, Wholesale and Retail,</u> No. 44, June 6, 1949.			<u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift. <u>Rest period:</u> 10-minute paid period in each 4-hours consecutive work; or, when morning shift is less than 4 hours and afternoon shift is 4 hours, one 15-minute period in afternoon shift.					<u>Sanitation and physical welfare:</u> Conformity to Department Standards of cleanliness, sanitation, and healthful conditions, and of lighting. Includes also provisions for toilet and wash rooms; proper ventilation and heat; and adequate seating. Requires suitable place for eating lunches, except by release on application, for establishments employing less than 10 women.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Coa.</p> <p><u>Theatrical Amusement and Recreation Industry</u>, No. 45, <u>General Amusement and Recreation Industry</u>, No. 45-A, Nov. 28, 1949.</p>			<p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a meal period; "on-duty" meal period to be counted as hours worked.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period, insofar as practicable in middle of the period.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchase, maintenance, laundering, or cleaning required uniforms.</p> <p>Defines uniform.</p> <p>Employer to furnish necessary protective garments.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchase or maintenance of tools or equipment.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for adequate ventilation and temperature control; dressing, toilet, and wash rooms; locker facilities, drinking-water facilities.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p>Public Housekeeping, No. 46, Jan. 23, 1950.</p>			<p>Meal period: 30-minute period in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a lunch period, except for nurses' aides on a shift from 11 p.m. to 7 a.m.</p> <p>Rest period: 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period and not in rush periods.</p>		<p>Prohibits counting gratuities as part of minimum wage.</p>	<p>Permits specified deductions from wages paid.</p> <p>Meals: 40 cents for bona fide meals furnished and consistent with work shift; no deduction for meals not eaten.</p> <p>Lodging: furnished as part of minimum wage must be on definite agreement between employer and employee.</p> <p>Maximums: \$3.50 for private room, \$2.50 for shared room.</p> <p>If occupancy of an apartment is compulsory condition of employment, employer must provide adequate quarters and facilities; rental not to exceed 1/3 of minimum wage.</p> <p>For employees working less than 8 hours a day, or for more elaborate arrangements, appropriate contracts may be entered into.</p> <p>Defines lodging.</p>	<p>Provides that employer furnish and launder uniforms where special type is required.</p>	<p>Prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment unless caused by dishonest, willful, or negligent act.</p> <p>Sanitation and physical welfare: Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for ventilation and temperature control; dressing and wash rooms; locker facilities; drinking-water facilities; adequate toilet facilities.</p> <p>Miscellaneous: Prohibits employment of women as bellhops; or after 12:00 midnight, as elevator operators.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Beauty Culture Industry,</u> No. 47, Feb. 13, 1950.</p>			<p><u>Meal period:</u> Minimum period of 30 minutes, and on request, a maximum of 1 hour, in every regular full-time shift; on employee's time.</p>				<p>Prohibits contributions, direct or indirect, from minimum wage for purchase, maintenance, laundering, or cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p><u>Commission, bonus:</u> If employment is on commission or other basis, earnings or payment over each 2-week period to be credited as part of minimum wage, total to average no less per hour than minimum.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also, provides for toilet and wash room facilities; adequate ventilation and heat.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Coa.</p> <p>Laundry, Dry-Cleaning and Dye Works Industry, No. 48, June 5, 1950.</p>			<p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours' work.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period.</p>					<p><u>Weight limit:</u> Prohibits lifting or carrying of excessive weight by women or minors.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing pregnant woman 4 weeks before and 4 weeks after confinement.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for dressing, toilet, and wash rooms; locker facilities, adequate ventilation and heating; smooth, tight, sanitary, well-drained, and water-insulated floors; rest rooms and lunchroom facilities, except on permit for establishments regularly employing less than 10 women.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Minors,</u> No. 49, July 10, 1950</p>			<p><u>Meal period:</u> 30-minute period after 5 consecutive hours.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period.</p>					<p><u>Weight limit:</u> Prohibits carrying or lifting of excessive weight by females.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing pregnant minor 4 weeks before and 4 weeks after confinement.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to Department standards for safety, sanitation, first aid, lighting, heating and ventilation.</p> <p>Also provides for dressing, toilet, and wash rooms; locker facilities; smooth, tight, sanitary, well-drained, and water-insulated floors; rest rooms and lunchroom facilities except on permit for establishments regularly employing less than 10 women.</p> <p><u>Miscellaneous:</u> Prohibits employment in specified occupations and in occupations considered hazardous.</p> <p>Prohibits employment of 14 and 15 year old minors between 7 p.m. and 6 a.m.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Manufacturing and General Working Conditions,</u> No. 50, July 17, 1950.</p>			<p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours' work; shorter lunch period by permit.</p> <p><u>Rest period:</u> 10-minute relief period in every continuous half shift, arranged for by individual relief or general period, in every continuous half shift, as nearly as practicable in middle thereof.</p>					<p><u>Weight limit:</u> Prohibits lifting or carrying of excessive weight by women or minors.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing pregnant woman 4 months before and 6 weeks after confinement, except on permit necessitating doctor's certificate; permit revokable.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to Department standards for safety and sanitation.</p> <p>Also provides for seating; special lighting; ventilation and heating; dressing, toilet, and wash rooms; locker facilities; smooth, tight sanitary, well-drained, and water-insulated floors; rest rooms and lunchroom facilities, except that by permit, compliance may be modified in establishments regularly employing less than 10 women.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Food Processing Industry,</u> No. 51, Mar. 12, 1951.</p> <p><u>Fresh Fruit and Vegetable Packing Industry,</u> No. 52, Apr. 16, 1951.</p>			<p><u>Meal period:</u> 30-minute period after 5 consecutive hours; shorter lunch period by permit.</p> <p><u>Rest period:</u> 15-minute paid period, arranged for by individual relief or general period, in each 4- or 5-hour shift, as nearly as practicable in middle of each shift.</p>					<p><u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for seating; adequate ventilation and heating; dressing, toilet, and wash rooms; locker facilities; smooth, tight, sanitary, well-drained, and water insulated floors; rest rooms and lunchroom facilities, except that by permit, compliance may be modified in establishments regularly employing less than 10 women.</p> <p><u>Weight limit:</u> Prohibits lifting or carrying of excessive weights by females; recommends teaching technique of correct lifting and consequence of bad lifting.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing pregnant woman 4 months before or 6 weeks after confinement, except on permit necessitating doctor's certificate.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Telephone and Telegraph Industry,</u> No. 53, May 1, 1951.</p>			<p><u>Meal period:</u> 30-minute period, after no more than 5 consecutive hours, in each 8-hour shift. <u>Exception:</u> Saturday, Sunday, and holiday, and night duty - i. e., when major time is between 6 p. m. and 7 a. m. - when employee may waive lunch period with employer's consent.</p> <p><u>Rest period:</u> 10-minute paid period in each continuous 4-hour shift. (SEE also Waiting Time.)</p> <p>"On duty" meal and rest periods, counted as time worked, permitted where only one employee on duty or nature of work prevents relief from all duties.</p>	<p>Paid waiting time considered as satisfying the rest period requirement.</p>				<p><u>Sanitation and physical welfare:</u> Requires conformity to Department Standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for ventilation and temperature control; and adequate toilet and wash rooms.</p> <p><u>Miscellaneous:</u> Minors may be employed as specified, by permit.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON— Con.</p> <p><u>Counselors and Leaders Occupations in Organized Seasonal Recreational Camps, No. 54,</u> June 12, 1954.</p>				<p>Transportation or payment of fare to be provided for employees supervising campers in transit.</p>		<p><u>Meals and lodging:</u> Minimum weekly rate schedule sets rates of resident employees at \$6.20 less, on a 6-day basis, than that of non-residents.</p> <p>(SEE also 1st par., "Other.")</p>		<p><u>Minimum wage not subject to charge for laundry, meals or other services furnished in connection with camp business, within reason.</u></p> <p><u>Written agreement</u> required between persons in camp—except paying campers— and Camp Administration setting forth the remuneration, room and board, special services provided, and the nature of the work assignment as Counselors or Leaders; to be filed for 2 years.</p> <p><u>Termination pay:</u> Premium pay of an additional 25 percent of applicable weekly rate for each week of employment of a terminating resident employee, in lieu of time off duty.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WISCONSIN:</p> <p><u>Any occupation, trade, or industry other than domestic service and agriculture,</u> Feb. 10, 1947, as amended Apr. 5, 1948. Order No. 2, (Form No. C-5)</p> <p><u>Domestic Service in Private Homes,</u> Feb. 10, 1947, Order No. 3, (Form No. C-5a)</p> <p><u>Industrialized Agriculture,</u> Feb. 10, 1947, as amended, Apr. 5, 1948. Order No. 4, (Form No. C-5)</p>					<p>Prohibits counting tips as part of minimum wage.</p>	<p>Permits specified weekly allowance, according to zones.</p> <p>Maximum allowances in cities of 3,500 or more; 1,000 to 2,499; less than 1,000, respectively: <u>Board</u>, \$8.25, \$7.25, and \$6.75.</p> <p><u>Lodging</u>, \$4.00, \$3.50, and \$3.25.</p> <p>Establishes weekly minimum wage rates for 45 hours or more when board and/or lodging furnished.</p> <p>Weekly rates in cities of 3,500 or more; 1,000 to 2,499; less than 1,000, respectively: <u>With board</u>, \$12, \$10.75, \$10.25.</p> <p><u>With board and lodging</u>, \$8.00, \$7.25, \$7.00.</p>	0	<p><u>Homework:</u> Requires payment of prescribed minimum wage for industrial homework.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WISCONSIN-- Con.</p> <p><u>Agriculture,</u> Feb. 10, 1947, Order No. 4, (Form No. C-5a).</p> <p><u>Factories</u> <u>Canning or First</u> <u>Processing</u> <u>Fresh Fruits</u> <u>and Vegetables,</u> Special Order 1954. (Order issued each season.)</p>	<p><u>Overtime:</u> 1½ times regular rate for hours over 9 a day or 54 a week, whichever is greater.</p>		<p><u>Meal period:</u> 30-minutes at usual meal time, i. e., at or about 12 noon, 6 p. m., and 12 midnight. Provides for 6- hour maximum stretch between meal periods</p>			<p>Establishes weekly minimum wage rates for 45 hours or more: <u>With board, \$10.25;</u></p> <p><u>With board and lodging,</u> \$7.25;</p> <p><u>With board, lodging, and</u> <u>washing, \$6.50.</u></p>		<p><u>Miscellaneous:</u> Requires rest period of 9 consecutive hours between ending of one workday and beginning of next.</p>