PUERTO RICO

ANALYSIS OF RATES FOR LOCAL TRADE AND SERVICE INDUSTRIES

July 1, 1942 - October 2, 1958

Ed. Note: For employees in work or service covered by the Federal Fair Labor Standards Act, rates for Puerto Rico are set by special industry committees. Information in regard to such rates can be obtained from the Puerto Rico Department of Labor, San Juan, Puerto Rico, or from the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, Washington 25, D. C.

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U. S. Department of Labor, Women's Bureau, Bulletin 267, Part II.

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO:				
Wage fixed in law. June 26, 1956. Rates currently in effect. (Session laws 1956, Act 96; repeals Act 45, 1919 and Act 8, 1941.) NOTE: Analysis of rates and coverage limited to work or service not covered by Federal Fair Labor Standards Act, as amended. See Ed. Note, page 94.1	All employment. Exceptions: Domestic service in a family residence, other than chauffeurs; employment by the Governments of the United States, of Puerto Rico (with the exception of those agencies or instrumentalities which operate as private businesses or enterprises), or of the Capital or by municipal governments; managers, executives, and professionals. (See NOTE in previous column.)	All employees:[1] Sugar manufacturing; banking, insurance, and finance; cement; shipping; dry dock division of the metal, machinery, transportation equipment and allied industries; agent, broker, sales branch, mail order and petroleum bulk station division of wholesaling, warehousing and other distribution industry; fertilizer, hormones, antibiotics, and related products division of the chemical, petroleum and related products industry; airline, cable and radiotelephone, tourist bureau and ticket agency divisions of communications, utilities and miscellaneous transportation industries; concrete pipe, glass and glass products, hot asphaltic plant mix division of stone, glass, and related products industry.	$1 an hour----------	(2)
		Work or service covered by a mandatory order,[3] except agriculture, tobacco stemming, hand-made homework of needlework industry, work or service which has had increase by mandatory order of 25% or over after 1/1/55, railroad passenger and freight transportation.	25% above minimum wage required 1/1/56, up to maximum of $1 an hour.[4]	(2)

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		Agriculture-		
		Growing of pineapple--------	38 cents an hour----------	(2)
		Growing of sugar cane-		
		Occupations specified in Act.	Basic daily wage ranges from $2.60 to $5.50.[5]	First 8 in 24.[2]
		Ditch diggers and cleaners, water irrigators.	$2.95 or $3.10 a day[5]-----	First 7 in 24.[2]
		Other agricultural workers-	25 cents an hour----------	(2)
Lumber and Wood Products; Metal Furniture, Doors, and Windows Industry, No. 25, May 19, 1957. (Supersedes rates[3] of order 14 of Sept. 1948.) NOTE: Working conditions specified in order 14 are still in effect.	Includes activities pertinent to sawmills, planing and plywood mills; the manufacture of every product made totally or principally from lumber or related materials; and specified products from metal. Exceptions: Managers, executives, and professionals; other exceptions as specified in order.	All employees, when work or service is not covered by Federal Fair Labor Standards Act:		
		Carpet grippers; metal doors, windows and screens.	$1 an hour----------	
		Wood doors and windows--------	55 cents an hour----------	
		Metal furniture, wire beds, spring mattresses and bedsprings; wood furniture and other products of the industry.	50 cents an hour----------	
		Metal awnings----------	45 cents an hour----------	
Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, July 14, 1957.[6] (Rates retroactive to June 25, 1957.) (Supersedes rates[3] of order 9 (amended) of July 1945.) NOTE: Working conditions specified in order 9 are still in effect.	Includes, but without limitation, every act, process, operation, work or service that is necessary or incidental or is related to the processing, preparation, packing, transportation, distribution or sale (by manufacturer) of bread, crackers, bakery products, and alimentary pastes. Exceptions: Managers, executives, and professionals.	All employees:		
		Bread, bakery products-		
		Master bakers:[6]		
		Zone I [7]----------	$1 an hour----------	
		Zone II[7]----------	75 cents an hour----------	
		Type A establishments[8]---	69 cents an hour----------	
		Dough mixers:[6]		
		Zone I[7]----------	84 cents an hour----------	
		Zone II[7]----------	59 cents an hour----------	
		Type A establishments[8]---	53 cents an hour----------	
		Dough-brake-machine[6] operators:		
		Zone I[7]----------	72 cents an hour----------	
		Zone II[7]----------	53 cents an hour----------	
		Type A establishments[8]---	47 cents an hour----------	
		Bread bench hands:[6]		
		Zone I[7]----------	66 cents an hour----------	
		Zone II[7]----------	47 cents an hour----------	
		Master pastry workers:[6]		
		Zone I[7]----------	63 cents an hour----------	
		Zone II[7]----------	50 cents an hour----------	

See footnotes at end of table.

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, July 14, 1957.[6]—Cont.		Baker helpers: (Zone I)[6,7]	53 cents an hour	
		All other	45 cents an hour	
		Crackers	75 cents an hour	
		Alimentary pastes-		
		Pressmen:[6]		
		Zone I[7]	75 cents an hour	
		Zone II[7]	56 cents an hour	
		Pressmen helpers:[6]		
		Zone I[7]	56 cents an hour	
		Zone II[7]	44 cents an hour	
		All other	42½ cents an hour	
Dairy Industry, No. 27, July 21, 1957. (Rates retroactive to July 2, 1957.) (Supersedes rates[3] of order 18 of Jan. 1951.) NOTE: Working conditions specified in order 18 are still in effect.	Includes, both in its agricultural as in its industrial phase, every work, process and service necessary or related to the production of fresh milk and to the handling, bottling, pasteurizing, homogenizing or processing of same; as well as transportation performed in vehicles owned, managed, or operated by any employer in said industry. Exceptions; Managers, executives, and professionals; production of milk for consumption by farmer or his family; retail sale at any milk stand, store, or establishment.	All employees: Agricultural phase- Driver and arts and crafts worker.	65 cents an hour	
		Tractor operator	50 cents an hour	
		All others	35 cents an hour	
		Industrial phase	60 cents an hour	
Plastic Products Industry, No. 26, Aug. 3, 1957. (Rates retroactive to July 22, 1957.)	Includes molding, extrusion, lamination, other forming and the fabrication of plastic products. Exceptions: Managers, executives, and professionals; other exceptions as specified in order; activities covered by Federal wage orders for Chemicals, etc., and Leather, etc.	All employees:		
		Sprayer and vaporizer	$1 an hour	(2)
		Dinnerware	95 cents an hour	(2)
		Phonograph records	85 cents an hour	(2)
		Wall tile	70 cents an hour	(2)
		Flexible plastic film	70 cents an hour	(2)
		General Division	66 cents an hour	(2)

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Electrical, Instrument and Related Products Industry, No. 29, Sept. 10, 1957. (Rates retroactive to Aug. 5, 1957.)	The manufacture and assembly of machinery, apparatus, equipment and supplies for the generation, storage, transmission, transformation, and utilization of electrical energy; manufacture and assembly of instruments, apparatus and equipment for scientific, professional, industrial measurement, photographic, musical, and horological purposes. Exceptions: Managers, executives, and professionals; other exceptions, as specified in order.	All employees, when work or service is not covered by Federal Fair Labor Standards Act:		
		General division----------	88 cents an hour----------	(2)
		Radio and television component division.	85 cents an hour----------	(2)
		Resistance type household appliance division.	80 cents an hour----------	(2)
		Lens division----------	75 cents an hour----------	(2)
		Shaver, storage battery, drafting machine, electric terminal and connector, and television antenna and lead-in-cable division.	70 cents an hour----------	(2)
		Thermometer division---------	60 cents an hour----------	(2)
Alcoholic Beverages and Industrial Alcohol Industry, No. 30, Sept. 28, 1957. (Rates retroactive to Sept. 23, 1957.) (Supersedes rates[3] of order 24 of Aug. 1954 and of order 5 of June 1944.) NOTE: Working conditions specified in orders 5 and 24 are still in effect.	The manufacture, including, but without limitation, distilling, rectifying, blending or bottling of rum, gin, whiskey, brandy, cordials, liqueurs, wines, ale, beer and similar malt beverages with or without alcohol, and other alcoholic beverages; industrial alcohol; anti-freeze and any related byproducts. Exceptions: Managers, executives, and professionals; bona fide traveling salesmen.	All employees, when work or service is not covered by Federal Fair Labor Standards Act:		
		Beer and malt beverages, industrial alcohol.	$1 an hour----------	
		Rum and vodka----------	82 cents an hour----------	
		Other alcoholic beverages----	60 cents an hour----------	
Paper, Paper Products, Printing and Publishing Industry, No. 31, Oct. 10, 1957. (Rates retroactive to Sept. 16, 1957.) (Supersedes rates[3] of order 20 of Nov. 1951.)	The manufacture of pulp from wood, rags and other fibers; the conversions of such pulp into paper or paperboard; the manufacture of building board from bagasse or similar materials; the manufacture of paper, paperboard, and pulp into bags, boxes, containers, tags, cards, envelopes, pressed and molded pulp goods, and all other converted	All employees:		
		Photoengraving; filing cards, indexes, decalcomania transfers, posters, products made by the silk screen process, alphabet letters and folders, and paper for sanitary use.	$1 an hour----------	
		Daily newspapers----------	96 cents an hour----------	
		Wood, pulp, paper and cardboard.	88 cents an hour----------	

See footnotes at end of table.

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Paper, Paper Products, Printing and Publishing Industry, No. 31, Oct. 10, 1957—Cont.	paper products; the printing performed on any of the foregoing products; and the printing or publishing of books, newspapers, periodicals, maps, music and all other products or services of typesetters, advertising typographers, electrotypers, stereotypers, photoengravers, steel and copper plates engravers, commercial printers, lithographers, gravure printers, private printing plants of concerns engaged in other business, binderies, and news syndicates; including office work, repair, maintenance, conservation, distribution or transportation of manufactured or printed products. Exceptions: Managers, executives, and professionals.	Paper bags	86 cents an hour	
		Paper boxes	81 cents an hour	
		Periodicals	75 cents an hour	
		Printing and lithography	70 cents an hour	
NOTE: Working conditions specified in order 20 are still in effect.				
Chemical, Petroleum, Rubber and Related Products Industry for the Local Trade, No. 32, Oct. 25, 1957.	The manufacture or packaging of chemicals, drugs, medicines (other than food), toilet preparations, cosmetics, and related products; mining or other extraction or processing of any mineral used in the production of the foregoing; mining or other extraction of petroleum, coal or natural gases and the manufacture of products therefrom; manufacture of all products made wholly or chiefly of natural, synthetic, or reclaimed rubber or latex; manufacture of footwear by vulcanizing the entire article or by vulcanizing the sole to the upper. Exceptions: Managers, executives, and professionals; other exceptions specified	All employees:		
(Retroactive to Oct. 9, 1957.)		Industrial inorganic chemical products-		
		Sulphuric acid, ammonia, sulphate of ammonia, and byproduct thereof.	$1 an hour	(2)
		Sulphate of potash, muriatic acid, and byproducts.	65 cents an hour	(2)
		Other products	60 cents an hour	(2)
		Tire retreading, recapping and revulcanizing.	80 cents an hour	(2)
		Miscellaneous chemical products-		
		Paints, varnishes, and similar products.	75 cents an hour	(2)
		Salt	32 cents an hour	(2)
		Other products	51 cents an hour	(2)
		Rubber footwear	60 cents an hour	(2)

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	in order; any product or activity covered by the Federal Fair Labor Standards Act, as amended.	General division----------	60 cents an hour----------	(2)
		Drugs, medicines, bay oils, aromatic alcohol and toilet preparations.	50 cents an hour----------	(2)
Wholesaling and Warehousing Industry No. 34, Oct. 30, 1957. (Supersedes rates[3] of order 16 of Oct. 1949.) NOTE: Working conditions specified in order 16 are still in effect.	Includes, but without limitation, the wholesaling, warehousing and other distribution activities of jobbers, importers and exporters, manufacturers' sales branches and offices established for wholesale distribution of their products, industrial distributors, mail order establishments, brokers and agents, and public warehouses. Exceptions: Managers, executives, and professionals; industrial wholesaling and warehousing of products manufactured in Puerto Rico; other specified occupations and industries.	All employees, when work or service is not covered by Federal Fair Labor Standards Act.	80 cents an hour----------	
Food and Related Products Industry, for the Local Trade, No. 33, Nov. 16, 1957. (Rates retroactive to Oct. 7, 1957.) (Supersedes rates[3] of order 23 of Feb. 1953, and supersedes partially rates of order 17 of Sept. 1950.) NOTE: Working conditions specified in order 23 are still in effect.	Canning, preserving (including freezing, drying, dehydrating, curing, pickling and similar processes) or any other manufacturing or processing and the packaging in conjunction therewith, of foods; ice; ices, ice cream and similar frozen products; nonalcoholic beverages, such as soft drinks; and including, but without limitation, meat animals and meat animal products; poultry and poultry products; fish and seafood products; fruits, vegetables, and their products; grains and grain products; candy, confectionery, and related products; miscellaneous foods and food products; handling, grading, packing or preparing in their raw or natural state of fresh vegetables, fresh fruits or nuts. Exceptions: Managers, executives, and professional and other specified occupations	All employees:		
		Ice cream, ices, and similar frozen products-		
		Chauffeurs----------	75 cents an hour----------	
		Other employees----------	55 cents an hour----------	
		Packing of frozen fish; canning or bottling of olives, capers, and oils.	60 cents an hour----------	
		Processing and canning-		
		Pineapple and pineapple juice.	55 cents an hour----------	
		Other fruit, fruit juices, nectars and other products.	50 cents an hour----------	
		Chocolate and cocoa products-	50 cents an hour----------	
		Citron brining; coffee roasting; mixed feeds for cattle and poultry; and pop corn.	45 cents an hour----------	
		Ice plants-		
		Routemen and helpers:		
		Zone I[9]----------	44 cents an hour----------	
		Zone II[9]----------	40 cents an hour----------	

See footnotes at end of table

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Food and Related Products Industry, for the Local Trade, No. 33, Nov. 16, 1957.—Cont.	and industries; work or service covered by Federal Fair Labor Standards Act.	Zone III[9]	35 cents an hour	
		Other employees	35 cents an hour	
		Soft drinks and beverages	43 cents an hour	
		Candies and confectionery products.	37 cents an hour	
		Other food products	30 cents an hour	
Needlework Products Manufacturing Industry for the Local Trade, No. 35, Dec. 12, 1957. (Rates retroactive to Nov. 25, 1957.) (Supersedes rates[3] of order 21 of Jan. 1953.) NOTE: Working conditions specified in order 21 are still in effect.	Every work or service, including homework, necessary or related to the manufacture (and transportation, distribution, and sale carried out by the manufacturer) of apparel, apparel furnishings and accessories, any other product made by sewing, knitting, embroidery or crocheting processes, or made by similar processes, from cloth or any other material, other than leather or skin or imitation thereof; felt, straw, maguey, or raffia. Exceptions: Managers, executives and professionals; bona fide traveling salesmen; hosiery, hair nets, jewelry, buttons, buckles, flowers, and rugs; work or service covered by Federal Fair Labor Standards Act.	All employees: A. In factory or shop-		
		Canvas awnings, other products of canvas or other similar material.	70 cents an hour	
		Men's and boys' clothing or related products:		
		Coats and similar items	65 cents an hour	
		Suits and similar items	55 cents an hour	
		Shirts, underwear and similar items.	50 cents an hour	
		Trousers and similar items and all other.	45 cents an hour	
		Women's blouses, skirts, dresses and related products; items manufactured from knitted fabrics, except sweaters.	50 cents an hour	
		Children's clothing and related products; women's and children's underwear and related products.	45 cents an hour	
		General classification	50 cents an hour	
		B. Homework	40 cents an hour	

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Stone, Glass and Related Products Industry for the Local Trade, No. 36, Dec. 15, 1957. (Supersedes rates[3] of order 15 of Nov. 1948.) NOTE: Working conditions specified in order 15 are still in effect.	Mining, quarrying, or other extraction and the further processing of any mineral (other than clay, metal ores, chemical and fertilizer minerals, coal, petroleum, or natural gasses); includes the manufacture of products from such minerals, as defined. Exceptions: Managers, executives, and professionals; other specified occupations and industries; work or service covered by Federal Fair Labor Standards Act.	All employees: Concrete pipes, glass and glass products, and hot asphaltic plant mix. Stone, sand, gravel and similar products quarries- Heavy equipment operator--- Dump truck driver who mechanically loads and unloads. Dump truck driver who loads and unloads by hand; delivery truck driver; crusher man; jackhammer operator; and blaster. All other---------- Ready-mixed concrete; asbestos and cement products. Prestressed concrete products. Tiles- Terrazzo or marble--------- Cement---------- Concrete blocks---------- Other products----------	 $1 an hour---------- $1 an hour---------- 75 cents an hour---------- 63 cents an hour---------- 60 cents an hour---------- 85 cents an hour---------- 65 cents an hour---------- 65 cents an hour---------- 50 cents an hour---------- 60 cents an hour---------- 50 cents an hour----------
Laundry and Dry Cleaning Industry No. 37, Jan. 18, 1958. (Supersedes rates[3] of order 13 of July 1947.) NOTE: Working conditions specified in order 13 are still in effect.	Every act, process, operation, service or work performed in relation to washing, cleaning, starching, pressing, and dyeing of clothes or fabrics of any kind whatsoever: includes, but without limitation, the fixing, preparation, wrapping, collection, delivery, return, transportation and distribution of said clothes or fabrics. Exceptions: Managers, executives, and professionals.	All employees: Chauffeurs---------- All other workers[10]---------- Wages per unit: Hand washing- Suits and women's dresses-- Shirts and small items----- Hand ironing- Women's dresses---------- Suits---------- Shirts---------- Small items---------- Powerpressing (woolen suits)	 50 cents an hour---------- 44 cents an hour---------- 8 cents per piece--------- 5 cents per piece--------- 19 cents per piece--------- 15 cents per piece--------- 6 cents per piece--------- 5 cents per piece--------- 9 cents per piece---------

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Transportation Industry, No. 38, Jan. 19, 1958.	Comprises, but without limitation, every act, process, operation, work or service necessary, incidental, or related to transportation or conveyance of persons or things by or in any kind of motor vehicles including those run by rails. Exceptions: Managers, executives, and professionals; transportation of any agricultural products by any farmer in his own vehicles; transportation, if another mandatory order is applicable.	All employees, when work or service is not covered by Federal Fair Labor Standards Act:		
(Rates retroactive to Jan. 6, 1958.)		Omnibus companies-		
(Supersedes rates[8] of order 12 (amended) of Feb. 1948.)		Chauffeurs:		
		Zone I[11]	$1 an hour	
		Zone II[11]	65 cents an hour	
		Zone III[11]	55 cents an hour	
NOTE: Working conditions specified in order 12 are still in effect.		Skilled workers, except chauffeurs:		
		Zone I[11]	$1 an hour	
		Zone II[11]	65 cents an hour	
		Zone III[11]	63 cents an hour	
		Other workers - Zone I[11]	75 cents an hour	
		Semi-skilled workers-		
		Zones II and III[11]	50 cents an hour	
		Unskilled workers-		
		Zones II and III[11]	45 cents an hour	(2)
		Property motor transport-		
		Chauffeurs	80 cents an hour (trailers)	(2)
			70 cents an hour (other trucks).	(2)
		Skilled workers, except chauffeurs.	75 cents an hour	(2)
		Other workers	60 cents an hour	(2)
		Public service automobiles-		
		Chauffeurs	50 cents an hour or 30% of gross income of workday, whichever is greater.	(2)
		Skilled workers, except chauffeurs.	75 cents an hour	(2)
		Other workers	50 cents an hour	(2)
		Private service automobiles-		
		Chauffeurs	75 cents an hour	(2)
		Other-		
		Skilled workers	65 cents an hour	(2)

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		Semi-skilled workers--------	50 cents an hour----------	(2)
		Unskilled workers----------	38 cents an hour----------	(2)
Commercial, Professional and Personal Services Industry, No. 39, Feb. 18, 1958.	Includes (A) Commercial services: offices of real estate agents, brokers, and managers; accounting, auditing, and bookeeping service offices; advertising agencies; adjustment and collection agencies; mimeographing, stenographic and similar service agencies; private employment agencies; designing and sign painting shops; mercantile or consumer credit agencies; establishments engaged in (1) disinfecting buildings and in exterminating insects, rodents and other plagues; (2) reproducing copies by blueprint; (3) renting coin operated machines; (4) rendering armored car service; (B) Professional services: law offices; medical offices and laboratories; dental clinics and laboratories; offices of chiropractors, chiropodists, optometrists, engineers and architects; (C) Personal services: beauty shops and schools; shoe repair shops; hat cleaning shops; alteration and garment repair shops; photographic studios; and funeral services. Exceptions: Managers, executives and professionals; barber shops and shoe shine parlors; establishments covered by another mandatory order.	All employees, when work or service is not covered by Federal Fair Labor Standards Act.		
		1. Commercial services-		
		Advertising, and credit reporting agencies; accounting services.	$1 an hour----------	(2)
		Other----------	85 cents an hour----------	(2)
		2. Professional services------	85 cents an hour----------	(2)
		3. Personal services-		
		Funeral----------	85 cents an hour----------	(2)
		Beauty shops and schools, photographic studios.	70 cents an hour----------	(2)
		Other----------	60 cents an hour----------	(2)
Motor Vehicle and Electrical Appliances Repair, and Other Services Industry, No. 40, Mar. 2, 1958.	The repair of motor vehicles of any kind, motors, radios, television sets, automatic record-playing machines, batteries, refrigerators, other electric appliances, cash registers, scales, typewriters, adding or calculating machines,	All employees:		
		Agricultural or industrial machinery repair shops; blacksmith shops-		
		Skilled----------	$1 an hour----------	(2)
		Other----------	75 cents an hour----------	(2)

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Motor Vehicle and Electrical Appliances Repair, and Other Services Industry, No. 40, Mar. 2, 1958.—Cont.	sewing machines, stoves, bicycles, firearms, photographic cameras, clocks, watches, jewelry; repair or upholstering of furniture; storage and guarding of motor vehicles in garages, parking lots, or premises used for such purposes; saddlery, tinsmith, locksmith, and blacksmith services. Exceptions: Managers, executives and professionals; retreading, recapping, and vulcanizing of tires and tubes; such repair services not available to the public in general which are covered by another mandatory order.	Electrical appliance, typewriter, adding or calculating machine repair shops-		
		Skilled----------	85 cents an hour----------	(2)
		Other----------	65 cents an hour----------	(2)
		Motor vehicle repair shops; saddleries; tinsmith shops; paint shops-		
		Skilled----------	80 cents an hour----------	(2)
		Other----------	55 cents an hour----------	(2)
		Furniture, clocks, watches, jewelry, and other articles repair shops-		
		Skilled----------	75 cents an hour----------	(2)
		Other----------	50 cents an hour----------	(2)
		Storage, guarding or parking of motor vehicles.	70 cents an hour----------	(2)
Retail Trade Industry, No. 42, May 10, 1958. (Supersedes rates[3] of order 8 (amended) of Aug. 1955.) NOTE: Working conditions specified in order 8 are still in effect.	Comprises, but not as a limitation, every act, process, operation, work or service necessary, incidental or related to the sale or transfer to consumers, for or without profit, of any kind of merchandise or goods, carried out at any establishment or place; also comprises establishments engaged in retail and wholesale trade using, part of the time, not more than two employees in wholesale activities. Exceptions: Managers, executives and professionals; soda fountains, restaurants, bars, hotels; traveling salesmen.[12]	All employees: Motor vehicles, agricultural and industrial machinery.	75, 65, and 60 cents an hour, Zones I, II, and III, respectively.[9]	
		Other retail trade- All employees, except messengers and/or clean-up men.	52, 47, and 42 cents an hour, Zones I, II, and III, respectively.[9]	
		Messengers and/or clean-up men.	46, 41, and 36 cents an hour, Zones I, II, and III, respectively.[9]	
Clay and Clay Products Industry in the Local Trade, No. 43, June 13, 1958.	The quarrying or other extraction of common clay, slate, kaolin, fire clay, and other kinds of clay; the manufacture of structural clay	All employees: Clay blocks----------	82 cents an hour----------	(2)
		Ceramic tiles----------	75 cents an hour----------	(2)

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	products, chinaware, tiles, refractories, pottery and other ceramic products. Exceptions: Managers, executives, and professionals; work or service covered by Federal Fair Labor Standards Act.	Hand-made art pottery and other clay products.	40 cents an hour----------	(2)
Construction Industry, No. 44, June 15, 1958. (Rates retroactive to June 9, 1958.) (Supersedes rates[3] of order 11 (amended) of Mar. 1956.) NOTE: Working conditions specified in order 11 are still in effect.	Comprises, without limitation, every act, process, operation, work or service necessary or incidental, or related to the designing, project, fabrication, reconstruction, alteration, repair, conservation, or maintenance of buildings, works or constructions; assembling or installation at construction site of machinery or device; dismantling, wrecking or demolition of said works, constructions or buildings; removal of devices or machinery installed in these. Exceptions: Managers, executives and professionals; works, buildings or constructions made by force account for purely agricultural purposes; those covered by another mandatory order; or by Federal Fair Labor Standards Act.	All employees (as defined): Group A---------- B---------- C---------- D---------- E---------- F---------- G----------	 $1.50 an hour---------- $1.25 an hour---------- $1.05 an hour---------- $1.00 an hour---------- 90 cents an hour---------- 73 cents an hour---------- 62 cents an hour----------	
Metal, Machinery, Transportation Equipment, and Allied Products Industry in the Local Trade, No. 45, July 6, 1958.	The mining, or any other extraction of ore and the further processing of such ore into metal; the manufacture of any product or part made chiefly of metal; and the manufacture from any material of machinery, tools, transportation equipment, and ordnance. Exceptions: Managers, executives and professionals; production and further processing of any basic material other than metal; activities covered by orders Nos. 25 and 29, those of local trade included in Federal wage	All employees: Gates, gratings, and lattices division- Skilled workers---------- Other workers---------- Kettle division---------- Other metal products division	 80 cents an hour---------- 55 cents an hour---------- 60 cents an hour---------- 75 cents an hour----------	 (2) (2) (2) (2)

See footnotes at end of table.

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Metal, Machinery, Transportation Equipment, and Allied Products Industry in the Local Trade, No. 45, July 6, 1958.—Cont.	order for Button, Jewelry and Lapidary Work Industry; work or service covered by Federal Fair Labor Standards Act.			
Hospitals, Clinics and Sanatoria Industry, No. 41, July 10, 1958. (Supersedes rates[3] of order 4 (amended) of July 1, 1951.) NOTE: Working conditions specified in order 4 are still in effect.	Comprises every establishment where medical help is provided or where sick persons are hospitalized; every independent employer (not operating said establishments) providing ambulance services or services such as the administration of oxygen, anesthesia or service to a person or the care and attendance of sick persons; includes any work or service necessary or related to the above activities. Exceptions: Managers, executives, and professionals; hospitals, clinics, or sanatoria operated by the State government, the Government of the Capital or by the municipal governments; student nurses in schools recognized by the government.	All employees: Registered nurses---------- Practical nurses---------- Ward attendants in psychiatric hospitals. Chauffeurs---------- Office clerks---------- Crafts and art workers (as defined)- Skilled---------- Semi-skilled---------- Unskilled---------- All other----------	 70 cents an hour--------- 48 cents an hour--------- 46 cents an hour--------- 63 cents an hour--------- 55 cents an hour--------- 75 cents an hour--------- 56 cents an hour--------- 44 cents an hour--------- 44 cents an hour---------	
Hotel Industry, No. 46, Aug. 5, 1958. (Rates retroactive to July 29, 1958.) (Supersedes rates[3] of order 22 of Sept. 1, 1952.)	Every establishment open to the public wholly or partially engaged in furnishing, for or without profit, lodging or room, with or without board, to permanent or transient guests; activities operated jointly or in connection with the hotel industry by hotel or independent employers, such as gambling houses, ballrooms, bathing beaches, swimming pools, tennis courts, golf links, barbershops, bars, restaurants and	All employees: 1. Hotels with casino or gambling hall- Waiters, bartenders, bellboys and bus boys. All other employees-----	 50, 45, and 40 cents an hour, Zones I, II, and III, respectively.[13] 65, 50, and 45 cents an hour, Zones I, II, and III, respectively.[13]	

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NOTE: Working conditions specified in order 22 are still in effect.	soda fountains. Exceptions: Managers, executives and professionals; establishments with 5 or less rooms accommodating not more than 8 guests; establishments, not open to public, furnishing lodging or rooms for educational, religious or medical help and to students; beauty parlors and retail stores operated in hotels; services a laundry and dry cleaning plant renders hotel industry.	2. All other hotels- All employees----------	49, 40, and 35 cents an hour, Zones I, II, and III, respectively.[13]
Restaurant, Bar, and Soda Fountain Industry, No. 47, Aug. 28, 1958. (Supersedes rates[3] of order 6 (amended) of Jan. 1, 1955.) NOTE: Working conditions specified in order 6 are still in effect.	Comprises every establishment open to the public where foods, coffee, alcoholic beverages, soft drinks, ices, and sweets or any of said articles are served or sold with or without profit; any establishment, without being open to the public, serves or sells to its members and guests any of the foregoing articles; any work or service necessary or related to above activities. Exceptions: Managers, executives and professionals; establishments exclusively devoted to educational, religious, or medical purposes, which operate on force account any activities of the industry; activities comprised in the hotel industry as defined by the Minimum Wage Board; private homes serving meals to domicile or having not more than ten guests for board.	All employees: Zone I[14]---------- Zone II[14]---------- Zone III[14]----------	 46 cents an hour--------- 38 cents an hour--------- 33 cents an hour---------
Theater and Cinema Industry No. 48, Sept. 12, 1958. (Supersedes rates[3] of order 7 (amended) of Nov. 16, 1953.)	Comprises every establishment or place where, for profit, motion-pictures are exhibited or shown or art productions are presented by actors, musicians or singers; any work or service necessary or related to the above activities.	All employees: Motion-picture projectionists, electricians, plumbers, and painters, or any other trade of equal rank- San Juan---------- Other than San Juan-------	 90 cents an hour--------- 77 cents an hour---------

See footnotes at end of table.

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ANALYSIS OF STATE MINIMUM-WAGE RATES AND COVERAGE—CONTINUED

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
PUERTO RICO—Cont.				
Theater and Cinema Industry No. 48, Sept. 12, 1958.—Cont.	Exceptions: Managers, executives, or professionals.	Assistant motion-picture projectionists, chauffeurs, motion-picture-theater managers and assistant managers-		
NOTE: Working conditions specified in order 7 are still in effect.		San Juan----------	62 cents an hour---------	
		Other than San Juan-------	50 cents an hour---------	
		All others-		
		San Juan----------	58 cents an hour---------	
		Other than San Juan-------	46 cents an hour---------	
Tobacco Industry in its Agricultural Phase, No. 49, Oct. 2, 1958.	Comprises the preparation of land planting, transplanting, cultivation, harvesting, sewing, drying, and packing of tobacco; any work or service necessary or related to the above activities. Exception: Managers, executives, and professionals.	All employees:		
		All operations except sewing.	26 cents an hour---------	(2)
(Supersedes rates set by law, June 26, 1956.)		Tobacco sewing----------	25 cents an hour---------	(2)

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PUERTO RICO FOOTNOTES

[1]Secretary of Labor may issue a special permit to apprentice or handicapped worker permitting employment at a minimum rate not less than 50 percent of the fixed minimum.

[2]No maximum hours established, but law requires that double the regular rate be paid for hours over 8 a day, 48 a week, and hours worked on holidays or on day of rest, with specified exceptions and variations.

[3]The provisions contained in the mandatory decrees "in force on the date this act is approved, other than those relative to minimum wage, shall subsist with full force and effect even if the Board shall subsequently, by decree or order to that effect, change the minimum-wage rates."

[4]If after Jan. 1, 1955, there was fixed a minimum-wage increase which did not reach up to 25 percent of said minimum wage, there shall be paid a wage not lower than 25 percent above the minimum wage in force immediately before such increase.

[5]In addition to the basic daily wages, the law provides that for every 10 cents of increase (or part thereof) in the price of the hundred weight of sugar (duty paid basis, delivered) over a basic price of $5.50, wages will increase by 6½ cents a day.

[6]Minimum-wage rates that are higher for specified occupations than those set by decree No. 28 continue in effect. These rates were established by decree No. 9, "Bakeries and Pastry Shops" of July 5, 1945 and were increased by 25 percent by Minimum Wage Act of Puerto Rico, Aug. 25, 1956.

[7]Zone I includes San Juan and Rio Piedras; Zone II, the rest of the Island.

[8]Type A establishments use daily 500 pounds of flour or less in the manufacture of bread and are not subject to the territorial limitations of the established zones.

[9]Zone I includes establishments located in the urban zone of the Capital and Bayamon and on the margins of Road No. 2 from San Juan to Bayamon and Road No. 187 from Santurce to Boca de Cangrejos, including the International Airport; Zone II, the urban zone of Aguadilla, Arecibo, Caguas, Guayama, Humacao, Mayaguez, and Ponce, and those on the margins of Road No. 1 from Rio Piedras to Caguas; Zone III, rest of Puerto Rico.

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[10]All other workers must be paid 44 cents an hour or the amount which results by multiplying the number of pieces done by the minimum wage per piece, whichever is higher.

[11]Zone I comprises the intra-urban routes of the Capital; Zone II, the intra-urban routes of Ponce and of Mayaguez; Zone III, all other routes of Puerto Rico.

[12]When an establishment, engaged in wholesale and retail trade, employs in wholesale activities more than two employees, part of the time, or more than two employees full time, said employees shall be covered by the mandatory decree applicable to those activities. In case of a mixed establishment, which in addition to engaging in retail trade, engages in any other activity other than wholesaling, it shall be understood that the worker or employee belongs to the enterprise or activity he cares for exclusively or chiefly, or to the one he devotes more than half of his working time.

[13]For hotels with casino or gambling hall: Zone I includes an area which, with the city of San Juan as a center, describes a semicircle with the following boundaries on the East, along the road by the sea leading to Loiza Aldea up to Loiza river; by Road No. 1 from Caguas to La Muda; and by Road No. 2 from San Juan to Bayamon, up to the town of Bayamon itself, including the Catano zone; Zone II, the municipalities of Ponce, Mayaguez, Arecibo and the Northeast zone of Puerto Rico, from the municipality of Fajardo to the municipality of Bumacao; Zone III, the rest of the Island, not included in Zones I and II.
For all other hotels: Zone I comprises the Capital and Road 187 from Santurce as far as Boca de Cangrejos, including the International Airport; Zone II, the municipalities of Aguadilla, Arecibo, Bayamon, Caguas, Guayama, Mayaguez, Ponce, and Dorado: Zone III, the rest of Puerto Rico, not included in Zones I and II.

[14]Zone I includes establishments located in the urban zone of the Capital and on the margins of Road Number 187 from Santurce to Boca de Cangrejos, including the International Airport; Zone II, those in the urban zone of Aguadilla, Arecibo, Bayamon, Caguas, Guayama, Humacao, Mayaguez, and Ponce, and those on the margins of Road Number 1 from Rio Piedras to Caguas and Road Number 2 from San Juan to Bayamon; Zone III, those in the remainder of Puerto Rico.

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