

267
Pt. 2

State Minimum - Wage Laws and Orders

EDUCATION DIVISION
BUREAU OF LABOR STATISTICS

Women's Bureau Bulletin 267

Part II. Analysis of Rates and Coverage

FEB 20 1959



U. S. DEPARTMENT OF LABOR
JAMES P. MITCHELL, *Secretary*
WOMEN'S BUREAU
MRS. ALICE K. LEOPOLD, *Director*

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STATE MINIMUM-WAGE LAWS AND ORDERS

July 1, 1942 - July 1, 1958

Women's Bureau Bulletin No. 267

Part II — Analysis of Rates
and Coverage

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, *Secretary*

WOMEN'S BUREAU

Mrs. Alice K. Leopold, *Director*

NOTICE

Revised pages for insertion in part II will be issued from time to time but will not be placed on sale. Persons wishing to receive the revised pages as issued should notify the Women's Bureau, U. S. Department of Labor, Washington 25, D. C.

C O N T E N T S

	Page
Introduction - - - - -	1
ALASKA	
Wage fixed in law, May 4, 1959- - - - -	2
ARIZONA	
Laundry and Dry Cleaning Industry, Sept. 12, 1948 - - - - -	3
Retail Trades Industry, Aug. 10, 1954 - - - - -	4
ARKANSAS	
Wage fixed in law, Mar. 20, 1915. (Hour Law amended 1943.)- - -	5
CALIFORNIA	
Manufacturing Industry, Nov. 15, 1957 - - - - -	6
Personal Service Industry, Nov. 15, 1957- - - - -	7
Canning, Freezing, and Preserving Industry, Nov. 15, 1957 - - -	7
Professional, Technical, Clerical and Similar Occupations, Nov. 15, 1957 - - - - -	8
Public Housekeeping Industry, Nov. 15, 1957 - - - - -	10
Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry, Nov. 15, 1957 - - - - -	11
Mercantile Industry, Nov. 15, 1957- - - - -	12
Industries Handling Products After Harvest, Nov. 15, 1957 - - -	12
Transportation Industry, Nov. 15, 1957- - - - -	13
Amusement and Recreation Industry, Nov. 15, 1957- - - - -	13
Broadcasting Industry, Nov. 15, 1957- - - - -	14
Motion Picture Industry, Jan. 1, 1958 - - - - -	15
Industries Handling Products After Harvest on the Farm, Aug. 28, 1961 - - - - -	15.2
Agricultural Occupations, Aug. 28, 1961 - - - - -	15.3
COLORADO	
Laundry Industry, May 4, 1956 - - - - -	16
Retail Trade Industry, May 4, 1956- - - - -	17
Public Housekeeping Industry, May 4, 1956 - - - - -	17
Beauty Service Occupations, May 4, 1956 - - - - -	18
CONNECTICUT	
Wage fixed in law, Oct. 1, 1961 - - - - -	19
Laundry Occupation, Oct. 1, 1961- - - - -	20
Cleaning and Dyeing Occupation, Oct. 1, 1961- - - - -	21
Mercantile Trade, Oct. 1, 1961- - - - -	21
Beauty Shops, Oct. 1, 1961- - - - -	21
Restaurant and Hotel Restaurant Occupations, Oct. 1, 1961 - - -	22

W.B. 267, Part II, Supp. #4, 1-1-62

DISTRICT OF COLUMBIA

Beauty Culture Occupation, May 23, 1960- - - - - 24
 Manufacturing and Wholesaling Occupation, Aug. 15, 1959- - - - - 24
 Laundry and Dry Cleaning Occupation, Oct. 20, 1958 - - - - - 25
 Clerical and Semitechnical Occupations, July 24, 1961- - - - - 26
 Hotel, Restaurant and Allied Occupations, Sept. 10, 1960 - - - - - 27
 Building Service Occupation, July 24, 1961 - - - - - 29
 Retail Trade, Oct. 8, 1957 - - - - - 29

HAWAII

Wage fixed in law, July 1, 1957. (Rates effective July 1, 1958.) - 31

IDAHO

Wage fixed in law, May 6, 1955 - - - - - 32

KENTUCKY

All Industries and Occupations, Nov. 1, 1961 - - - - - 35
 Hotel and Restaurant Industry, July 15, 1954 - - - - - 35
 Laundry, Dry Cleaning, and Dyeing Industry, Sept. 1, 1961- - - - 36

MAINE

Wage fixed in law, Sept. 12, 1959- - - - - 38

MASSACHUSETTS

Personal Services Occupations, Dec. 2, 1959- - - - - 39
 Public Housekeeping Occupations, July 1, 1961. (In court.) - - - 39
 Wage fixed in law, Dec. 2, 1959- - - - - 41
 Clerical, Technical and Similar Occupations, Dec. 1, 1958- - - - 42
 Building Service Occupations, Feb. 1, 1960 - - - - - 43
 Food Processing Occupations, Dec. 2, 1959- - - - - 44
 Needle Trade and Garment Occupations, Jan. 1, 1959 - - - - - 45
 Mercantile Occupations, Dec. 2, 1959 - - - - - 45
 Laundry Occupations, Dec. 2, 1959- - - - - 47
 Amusement and Recreation Occupations, Dec. 2, 1959 - - - - - 47
 Dry Cleaning Occupation, May 1, 1958 - - - - - 49

MINNESOTA

Laundry and Dry Cleaning Industry, Jan. 14, 1957 - - - - - 50
 Retail Merchandising Industry, Jan. 14, 1957 - - - - - 50
 Amusement Industry, Feb. 17, 1957- - - - - 51
 Public Housekeeping Industry, July 8, 1959. (In court.)- - - - 51
 Personal Service Industry, Apr. 22, 1961 - - - - - 52.1

NEVADA

Wage fixed in law, July 1, 1957- - - - - 53

NEW HAMPSHIRE

Hotel, Motel, Cabin, Tourist Home and Restaurant Occupations,
 June 1, 1960 - - - - - 54
 Wage fixed in law, Nov. 30, 1959 - - - - - 55
 Laundry Occupation, Nov. 30, 1959- - - - - 55

NEW HAMPSHIRE - Continued

Beautyician Occupation, Nov. 30, 1959 - - - - -	56
Retail Trade Occupation, Nov. 30, 1959 - - - - -	56
Dry Cleaning Occupation, Nov. 30, 1959 - - - - -	57

NEW JERSEY

Beauty Culture Occupations, May 17, 1961 - - - - -	58
Restaurant Occupations, Feb. 19, 1956- - - - -	59
Laundry and Cleaning and Dyeing Occupations, May 6, 1956 - - - - -	59
Mercantile Occupations, Oct. 9, 1956 - - - - -	60

NEW MEXICO

Wage fixed in law, June 7, 1957- - - - -	62
--	----

NEW YORK

Wage fixed in law, Oct. 1, 1960, - - - - -	63
Amusement and Recreation Industry, Oct. 1, 1960- - - - -	64
Confectionery Industry, Oct. 1, 1960- - - - -	66
Building Service Industry, May 29, 1961. (Rate effective Jan. 1, 1962.) - - - - -	66
Retail Trade Industry, Oct. 1, 1960 - - - - -	69
Cleaning and Dyeing Industry, Oct. 1, 1960 - - - - -	70
Laundry Industry, Oct. 1, 1960 - - - - -	70
Restaurant Industry, Oct. 1, 1960- - - - -	71
Beauty Service Industry, Oct. 1, 1960- - - - -	73
Hotel Industry, Nov. 3, 1961 - - - - -	73
Miscellaneous Industries and Occupations, Oct. 1, 1960 - - - - -	75.2

NORTH CAROLINA

Wage fixed in law, Jan. 1, 1960- - - - -	75.4
--	------

NORTH DAKOTA

Manufacturing Occupation, Sept. 1, 1949- - - - -	76
Laundry, Cleaning and Dyeing Occupation, Sept. 18, 1961- - - - -	76
Telephone Occupation, July 7, 1953 - - - - -	77
Public Housekeeping Occupation, Aug. 21, 1961- - - - -	77
Mercantile Occupation, Mar. 6, 1957- - - - -	79

OHIO

Occupations Relating to the Furnishing of Food and/or Lodging, Dec. 5, 1956. (Mandatory Sept. 1, 1961.) - - - - -	80
Cleaning and Dyeing Occupations, Jan. 19, 1959 - - - - -	81

OREGON

Manufacturing, Mar. 15, 1959 - - - - -	83
Hospitals, Sanitariums, Convalescent and Old People's Homes, Jan. 7, 1951 - - - - -	83
Mercantile, May 6, 1952- - - - -	84
Preparing Poultry, Rabbits, Fish or Eggs for Distribution, Feb. 10, 1953- - - - -	84
Office, Oct. 13, 1953- - - - - ; - - - - -	85

OREGON - Continued

Beauty Operators and Manicurists, Aug. 10, 1954- - - - -	85
Canning, Freezing, and Processing, Oct. 12, 1959 - - - - -	86
Amusement and Recreation, Mar. 10, 1956- - - - -	86
Personal Service, Mar. 10, 1956- - - - -	87
Telephone and Telegraph, Aug. 4, 1956- - - - -	87
Public Housekeeping, Nov. 9, 1956- - - - -	87
Minors, May 10, 1957 - - - - -	89
Organized Youth Camps, July 9, 1957- - - - -	89
Laundry, Cleaning and Dyeing, Jan. 3, 1958. (Rate effective July 3, 1958.) - - - - -	90

PENNSYLVANIA

Wage fixed in law, Jan. 1, 1962- - - - -	91
Hotel Occupations, Jan. 1, 1962- - - - -	92
Restaurant Occupations, Jan. 1, 1962 - - - - -	92.3
Motel and Miscellaneous Lodging Occupations, Jan. 1, 1962- - -	92.4
Laundry and Dry Cleaning Occupations, Jan. 1, 1962 - - - - -	92.5
Mercantile Occupations, Jan. 1, 1962 - - - - -	92.6

***PUERTO RICO**

Wage fixed in law, June 26, 1956 - - - - -	94
Lumber and Wood Products; Metal Furniture, Doors, and Windows Industry, May 19, 1957 - - - - -	94.1
Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, June 13, 1961- - - - -	94.1
Dairy and Cattle Industry, Apr. 9, 1960- - - - -	94.2
Plastic Products Industry, Aug. 3, 1957- - - - -	94.2
Alcoholic Beverages and Industrial Alcohol Industry for Local Commerce, Oct. 8, 1959 - - - - -	94.3
Paper, Paper Products, Printing and Publishing Industry for the Local Trade, June 17, 1960 - - - - -	94.3
Chemical, Petroleum, Rubber and Related Products Industry for the Local Trade, Oct. 25, 1957 - - - - -	94.4
Wholesaling and Warehousing Industry, Oct. 5, 1961 - - - - -	94.5
Food and Related Products Industry, Jan. 15, 1960- - - - -	94.5
Needlework Products, Pillow, and Mattress Manufacturing Industry for the Local Trade, Dec. 27, 1960- - - - -	94.6
Stone, Glass, and Related Products Industry for the Local Trade, May 21, 1960- - - - -	94.7
Laundry and Dry Cleaning Industry, May 1, 1960 - - - - -	94.7
Transportation Industry for the Local Trade, Aug. 16, 1960 - -	94.8
Commercial, Professional and Personal Services Industry, May 22, 1960 - - - - -	94.9

*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. Rates in this report are for the local trade and service industries.

PUERTO RICO - Continued

Motor Vehicle and Electrical Appliances Repair, and Other Services Industry, May 26, 1960 - - - - -	94.9
Retail Trade Industry, Feb. 23, 1961- - - - -	94.10
Clay and Clay Products Industry in the Local Trade, Feb. 2, 1961- - - - -	94.11
Construction Industry, June 15, 1958- - - - -	94.11
Hospital, Clinic, and Sanitorium Industry, Dec. 18, 1960- - - - -	94.12
Hotel Industry, Jan. 1, 1961- - - - -	94.12
Restaurant, Bar and Soda Fountain Industry, Mar. 2, 1961- - - - -	94.13
Theater and Cinema Industry, Apr. 30, 1961- - - - -	94.13
Tobacco Industry in its Agricultural Phase, June 30, 1961 - - - - -	94.14
Sugar Industry in its Agricultural Phase, June 19, 1959 - - - - -	94.15
General Agricultural Activities Industry, Aug. 20, 1961 - - - - -	94.16
Coffee Industry in its Agricultural Phase, Sept. 24, 1961 - - - - -	94.17
Metal, Machinery, Transportation Equipment, Electrical Products, Instruments, and Related Products Industry for the Local Trade, Oct. 14, 1960- - - - -	94.17
Banking, Insurance and Finance Industry, Jan. 8, 1961 - - - - -	94.18

RHODE ISLAND

Wage fixed in law, Oct. 1, 1957 - - - - -	95
Laundry and Dry Cleansing Occupations, Oct. 1, 1957 - - - - -	96
*Laundry and Dry Cleansing Industries, June 1, 1951- - - - -	97
Restaurant, Hotel Restaurant and Public Housekeeping Occupations, Oct. 1, 1957 - - - - -	98
*Public Housekeeping Occupations, Sept. 15, 1947 - - - - -	99
*Restaurant and Hotel Restaurant Occupations, Jan. 1, 1954 - - - - -	100
Retail Trade Occupations, Oct. 1, 1957- - - - -	101
*Retail Trade Occupations, July 1, 1958- - - - -	102

SOUTH DAKOTA

Wage fixed in law, July 1, 1943 - - - - -	103
---	-----

UTAH

Retail Trade Occupations, Sept. 1, 1960 - - - - -	104
Laundry and Cleaning, Dyeing and Pressing Industries, Sept. 1, 1960 - - - - -	105
Public Housekeeping Industry, Sept. 1, 1960 - - - - -	105
Restaurant Occupation, Oct. 1, 1961 - - - - -	106

VERMONT

Wage fixed in law, Sept. 1, 1959- - - - -	107
Summer Camp Industry, Jan. 25, 1960 - - - - -	107
Hotel, Motel, Tourist Place and Restaurant Industry, Oct. 8, 1959- - - - -	108
Laundry and Dry Cleaning Industry, Oct. 8, 1959 - - - - -	109
Retail, Wholesale and Service Establishments, Oct. 8, 1959- - - - -	109

*Applicable to workers exempt from coverage of wage fixed in law (\$1 an hour minimum-wage law).

WASHINGTON

Wage fixed in law, June 30, 1961. (Rates effective Jan. 1, 1962.)- - - - -110

*Office Workers, Jan. 1, 1962- - - - -110.1

*Mercantile Industry, Wholesale and Retail, Jan. 1, 1962 - - - -110.2

*Theatrical Amusement and Recreation Industry and General Amusement and Recreation Industry, Jan. 1, 1962 - - - - -110.2

*Public Housekeeping, Jan. 1, 1962 - - - - -112

*Beauty Culture Industry, Jan. 1, 1962 - - - - -113

*Laundry, Dry Cleaning and Dye Works Industry, Jan. 1, 1962- - -113

Minors, July 10, 1950 - - - - -114

*Manufacturing and General Working Conditions, Jan. 1, 1962- - -115

*Food Processing Industry, Jan. 1, 1962- - - - -116

*Fresh Fruit and Vegetable Packing Industry, Jan. 1, 1962- - - -116

*Telephone and Telegraph Industry, Jan. 1, 1962- - - - -117

*Counselors and Leaders Occupations in Organized Seasonal Recreational Camps, Jan. 1, 1962- - - - -117

WISCONSIN

Any Occupation, Trade or Industry, Except Domestic Service and Agriculture, June 1, 1960 - - - - -119

Domestic Service in Private Homes, June 1, 1960 - - - - -119

Agriculture, June 1, 1960 - - - - -120

Operators in Telephone Exchanges, June 1, 1960 (Pay hours and hours of work.) - - - - -121

Canning or First Processing Fresh Fruits and Vegetables, June 1, 1960. (Hours of work and overtime rate.)- - - - -121

WYOMING

Wage fixed in law, May 20, 1955- - - - -127

*Washington wage orders, amended for women by wage fixed in law, June 30, 1961. (Rates effective Jan. 1, 1962.) Rates for minors from wage orders, previous to amendment, still in effect.

ANALYSIS OF RATES

Introduction

Part II of Bulletin 267 presents in tabular chart form an analysis of minimum-wage rates and coverage, including both wage-order and statutory rates, July 1, 1942 - July 1, 1958. This section of the report includes rates set by 119 minimum-wage orders in 19 States and the District of Columbia, and by statute in 11 States, Alaska and Hawaii. Altogether 28 of the 34 jurisdictions having minimum-wage laws on the statute books established new minimum-wage rates in this 16-year period. To this list should be added Puerto Rico, for which an analysis of minimum-wage orders and statutory rate will appear separately.

To facilitate periodic revision, Part II of the report is presented in looseleaf form.*

For the history of State minimum-wage legislation and an analysis of the basic provisions of minimum-wage statutes (e.g., authority of minimum-wage administrator, appointment of wage boards, promulgation of wage orders, and related provisions) see Part I of this report issued separately.

*Four revisions have been issued; Supp. #1, July 2, 1958--July 1, 1959; Supp. #2, July 2, 1959--January 1, 1960; Supp. #3, January 2, 1960--January 1, 1961; Supp. #4, January 2, 1961--January 1, 1962.

Editor's Note: With publication of Supplement #4, it is no longer necessary to insert the addendum on Puerto Rico.

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
<p>ALASKA: Wage fixed in law.¹ Rate effective, May 4, 1959.</p> <p>H. B. 101, Laws of 1959; repeals Ch. 185 (L. 1955).</p> <p><u>Editor's Note:</u> S.B. No. 28 Laws of 1962, effective Feb. 14, 1962, sets a minimum rate of not less than \$.50 an hour greater than the prevailing Federal Minimum Wage Law.</p>	<p>Commerce, or other business, or the production of goods or materials. <u>Exceptions:</u> Agriculture, as defined,⁴ catching, trapping, cultivating or farming, netting or taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; hand picking of shrimp; domestic service (including babysitters) in and about a private home; activities of a nonprofit religious, charitable, cemetery or educational organization where employer-employee relationship does not, in fact, exist, and services rendered are voluntary; delivery of newspapers to consumer; watchman or caretaker (solely) of premises, property, or plant not in productive use 4 months or more; bona fide executive, administrative, or professional persons; outside salesmen or salesmen on straight commission basis; search for minerals of economic value; persons under 18 years employed on a parttime basis, not more than 20 hours a week; employees of the United States, the State or any political subdivision thereof.</p>	<p>All employees²----- Overtime: Exempt from overtime provision. Persons acting in a supervisory capacity; those exempt under Section 13 (a), (b) and (c) of the Federal Fair Labor Standards Act, as amended; employee with a guaranteed salary over \$550 a month in a bona fide executive, administrative, or professional capacity; persons (1) handling, processing, curing, or storing (including cold storage) of any kind of fish, shellfish, or other aquatic forms of animal or vegetable life, or any by-products thereof, and (2) handling, packing, storing, pasteurizing, drying, preparing in their raw or natural state, or canning of agricultural or horticultural commodities for market, or making cheese or butter or other dairy products; employees subject to the Federal Railway Labor Act.</p>	<p>\$1.50 an hour----- 1½ times regular rate-----</p>	<p>Over 8 a day, 40 a week.³</p>

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
<p>ARIZONA: Laundry and Dry Cleaning Industry, No. 2-A, Sept. 12, 1948. (Supersedes Order No. 2. June 15, 1939.)</p>	<p>(1) Cleaning, dyeing, pressing, processing, or any other work incidental thereto, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; (2) the collection, sale, resale, or distribution at retail or wholesale of these services; (3) the producing of such services on their own behalf, by establishments, businesses, institutions, clubs, or hospitals which services may be incidental to their present business; (4) Self-Service Laundries, Automatic Laundries, Help-Yourself Laundries, U-Do-Laundries, and any type of rental laundries. <u>Exception:</u> Worker under 21 whose chief occupation is that of a student actually attending public or private school.</p>	<p>Women and minors:¹ Experienced (3 months in industry)¹- Full time: Dry Cleaning- Weekly rate²----- Hourly rate----- If voluntarily absent----- Laundry- Weekly rate²----- Hourly rate----- If voluntarily absent----- Part time----- Dry Cleaning----- Laundry----- Learners and apprentices⁴ (less than 3 months in industry).</p>	<p>\$21.60 a week----- 60 cents an hour----- -----do----- \$18.72 a week----- 52 cents a week----- -----do----- 66 cents an hour----- 57 cents an hour----- 90 percent of the applicable minimum rate. (Deductions from minimum wage for meals, lodging, or both, allowed only on special permit.)</p>	<p>36 to 40 a week. 36 to 40 a week during periods when weekly minimum need not be paid²; over 40 a week.³ Actual hours worked. 36 to 40 a week. 36 to 40 a week during periods when weekly minimum need not be paid²; over 40 a week.³ Actual hours worked. Less than 36 a week. Actual hours worked. Do.</p>

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
ARIZONA—Continued Retail Trades Industry, No. 1-B, Aug. 10, 1954. (Supersedes Order No. 1-A, June 17, 1943.)	All selling of merchandise to consumer and not for purpose of resale in any form. Exception: Worker under 21 whose chief occupation is that of a student actually attending public or private school.	Women and female minors: ¹ Full time----- Experienced (1 year in industry)----- Inexperienced ⁵ First 6 months----- Second 6 months----- Part time----- Experienced (1 year in industry)----- Inexperienced ⁵ First 6 months----- Second 6 months-----	----- \$26.40 a week----- Weekly rate prorated----- \$24 a week----- \$25.20 a week----- Weekly rate prorated----- ----- 55 cents an hour----- 50 cents an hour----- 52½ cents an hour-----	8 a day, 4 or more days a week. Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). Less than standard workweek. Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). Do. Less than standard workweek. 8 a day, less than 4 days a week. Actual hours worked. Do. Do.

See footnotes at end of table.

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
<p>ARKANSAS: Wage fixed in law. Mar. 20, 1915, amended by Act 217 (L. 1953) and Act 34 (L. 1955) (Hour law amended, 1943, to establish overtime provision.)</p>	<p>Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business, or work in any capacity other than occupations expressly exempted by law. <u>Ex</u> <u>ceptions:</u> Domestic, agricultural or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 750 stations who are exempt under sec. 13 (a) par. 11 of 1949 amendment to the Federal Fair Labor Standards Act; railroad employees regulated by Federal laws; and processors or canners of fruits and vegetables subject to the Fair Labor Standards Act. Banks and trust companies complying with provisions of Fair Labor Standards Act meet requirements of the wage and hour provisions of the State female labor law.</p>	<p>Females: Experienced----- Inexperienced (6 months)----- Overtime, by permit for overtime of a permanent nature in excess of 1 hour a day.</p>	<p>\$1.25 a day----- \$1 a day----- 1½ times employee's regular rate Pro rata-----</p>	<p>8 a day, 6 days a week.¹ Do. Over 8 a day or on seventh consecutive day.² Less than 8 a day.</p>

See footnotes at end of table.

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
<p>CALIFORNIA: Manufacturing Industry, No. 1-57, Nov. 15, 1957.</p> <p>(Supersedes Manufacturing and Mercantile Industries, Order No. 1-52, Aug. 1, 1952.)</p>	<p>Any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. <u>Exceptions:</u> Such activities covered by Orders in the Canning, Preserving and Freezing Industries; in Industries Handling Products after Harvest; in the Motion Picture Industry. <u>Exempt from minimum-wage rates:</u> Women employed in administrative, executive or professional capacities (as defined)⁴; apprentices regularly indentured under State Division of Apprenticeship Standards.</p>	<p>Women and minors:¹-----</p> <p>Except women, 18 years and over (first 200 hours of employment in skilled or semi-skilled occupations).³</p> <p>Except minors under 18 yrs.³</p> <p>Overtime, women 18 years and over in employment in which overtime is not prohibited by State Labor Code, in emergency and during periods when necessary to prevent spoilage of perishable products.</p> <p>If employee works a split shift, except employee residing at place of employment.</p>	<p>\$1 an hour-----</p> <p>85 cents an hour-----</p> <p>---do -----</p> <p>1½ times employee's regular rate.</p> <p>\$1 a day in addition to minimum wage.</p> <p>(Deductions permitted from minimum wage for meals and lodging in amounts as specified in order.)</p>	<p>8 a day, 6 days a week.²</p> <p>Do.²</p> <p>Do.²</p> <p>Over 8 a day, and on 7th day.</p>

Personal Service Industry,
No. 2-57, Nov. 15, 1957.

(Supersedes Order No. 2-52,
Aug. 1, 1952.)

Any industry, business, or establishment operated for the purpose of rendering, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health; including, but not limited to, beauty salons, barber shops, bath and massage parlors, physical conditioning and weight control salons, and mortuaries.
Exempt from minimum wage rates:
Women employed in administrative, executive or professional capacities (as defined)⁴; apprentices regularly indentured under State Division of Apprenticeship Standards.

Canning, Freezing and
Preserving Industry,
No. 3-57, Nov. 15, 1957.

(Supersedes Order No.
3-52, Aug. 1, 1952.)

Any industry, business, or establishment operated for the purpose of canning soups; or of cooking, canning, curing, freezing, pickling, salting, bottling, preserving, or otherwise processing any fruits or vegetables; seafood, meat, poultry or rabbit products, when the purpose of such processing is the preservation of the product; and includes all operations incidental thereto. Exempt from minimum-wage rates: Women employed in administrative, executive or professional

Women and minors¹-----

Except minors under 18 years³-
Overtime (see Order No. 1-57,
Manufacturing Industry.)
If employee works a split
shift, except employee re-
siding at place of employment.

Women and minors¹-----

Except minors under 18 years³-
Overtime,⁵ women 18 and over
in employments in which over-
time is not prohibited by
State Labor Code, in emergency
and during periods when nec-
essary to prevent spoilage of
perishable products.

\$1 an hour-----

85 cents an hour-----
1½ times employee's
regular rate.
\$1 a day in addition to
minimum wage.

(Deductions permitted
from minimum wage for
meals and lodging in
amounts as specified
in order.)

\$1 an hour-----

85 cents an hour-----
1½ times the employee's
regular rate.
Double the employee's
regular rate.

(Deductions permitted
from minimum wage for
meals and lodging in
amounts as specified
in order.)

8 a day, 6 days a
week.²
Do.²
Over 8 a day, and
on 7th day.

8 a day, 6 days a
week.²
Do.²
Over 8 through 12,
first 8 on 7th day.
Over 12 in any one
day and over 8 on
the 7th consecu-
tive day.

See footnotes at end of table.

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
<p>CALIFORNIA—Continued Canning, Freezing and Preserving Industry, No. 3-57, Nov. 15, 1957.—Cont.</p>	<p>capacities (as defined)⁴; apprentices regularly indentured under State Division of Apprenticeship Standards.</p>			
<p>Professional, Technical, Clerical, and Similar Occupations, No. 4-57, Nov. 15, 1957. (Supersedes Order No. 4-52, Aug. 1, 1952.)</p> <p>See footnotes at end of table.</p>	<p>Includes professional, semiprofessional, managerial, supervisory, laboratory, research, technical, clerical and office work; includes but is not limited to, accountants; accounting clerks; appraisers; board markers; bookkeepers; canvassers; cashiers; checkroom attendants; checkers; circulation clerks; claims adjusters; classified advertising saleswomen; clerks; collectors; compilers; computers; copy readers; copy writers; demonstrators; instructors; interviewers; investigative shoppers; librarians and their assistants; messengers; office machine operators; physicians' and dentists' assistants and attendants; research, X-Ray, medical, or dental laboratory technicians and their assistants; secretaries; social</p>	<p>Provisions same as for Order No. 1-57, Manufacturing Industry.</p>		

workers; statisticians; stenographers; teachers; telephone, teletype and telegraph operators; telephone solicitors; tellers; ticket agents; tracers; typists; and other related occupations listed as professional, semiprofessional, clerical, and kindred occupations. Exceptions: Professional, technical, clerical, and similar occupations performed in an industry covered by another minimum-wage order; the exchange operator of a telephone company having less than 150 stations operated under the jurisdiction of the Public Utilities Commission and where employee's duties as operator are incidental to other duties. Exempt from minimum-wage rates: Women employed in administrative, executive, or professional capacities⁴ where work is predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment and for which remuneration is not less than \$350 per month, or those licensed or certified by the State to practice law, dentistry, architecture, engineering, teaching, or accounting; apprentices regularly indentured under State Division of Apprenticeship Standards.

See footnotes at end of table.

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
<p>CALIFORNIA—Continued Public Housekeeping Industry, No. 5-57, Nov. 15, 1957.</p> <p>(Supersedes Order No. 5-52, Aug. 1, 1952.)</p>	<p>Any industry, business, or establishment which provides meals, housing, or maintenance services whether operated as a primary business or when incidental to other operations in an establishment not covered by another minimum-wage order; includes but not limited to restaurants, nightclubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boarding houses, clubs, and all similar establishments where food in either solid or liquid form is prepared and served to be consumed on the premises; catering, banquet, box lunch service, and similar food for consumption on or off premises; hotels, motels, apartment houses, rooming houses, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business or commercial quarters; hospitals, sanitariums, rest homes, child nurseries, childcare institutions, homes for the aged, and similar establishments offering board or lodging in addition to</p>	<p>Women and minors¹----- Except minors under 18 years.⁸ Overtime (see Order No. 1-57, manufacturing industry.) If employee works a split shift, except those residing at place of employment.</p>	<p>\$1 an hour----- 85 cents an hour----- 1½ times employee's regular rate. \$1 a day in addition to minimum wage. (Deductions permitted from minimum wage for furnished meals and lodging in amounts as specified in order.)</p>	<p>8 a day, 6 days a week.^{2, 6} Do.² Over 8 a day, and on 7th day.⁶</p>

See footnotes at end of table.

medical, surgical, nursing, convalescent, aged or child care; private schools, colleges, or universities, and similar establishments which provide board or lodging in addition to educational facilities; establishments contracting for maintenance or cleaning of commercial or living quarters; establishments providing veterinary or other animal care service. Exceptions: Student nurses in schools accredited by State Board of Nurse Examiners or by Board of Vocational Nurse Examiners or in schools exempt by law (religious nursing schools). Exempt from minimum-wage rates: Women employed in executive, administrative or professional capacities (as defined)⁴; apprentices regularly indentured under State Divisions of Apprenticeship Standards.

Any industry, business, or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, storing, fumigating, moth proofing, water proofing, or other processes incidental thereto, on articles or fabrics of any kind; includes but not limited to clothing, hats, drapery, rugs, curtains, linens, household furnishings, textiles, furs, or leather goods; and

Provisions same as for Order No. 1-57, Manufacturing Industry.

Laundry, Linen Supply,
Dry Cleaning, and Dyeing
Industry, No. 8-57,
Nov. 15, 1957.

(Supersedes Order No.
6-52, Aug. 1, 1952.)

See footnotes at end of table.

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
<p>CALIFORNIA—Continued Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry, No. 6-57, Nov. 15, 1957.—Cont.</p>	<p>includes self-service laundries and the collection, distribution, storage, sale or resale at retail or wholesale of the foregoing services. Exempt from minimum rates: Women employed in administrative, executive or professional capacities (as defined)⁴; apprentices regularly indentured under the State Division of Apprenticeship Standards.</p>			
<p>Mercantile Industry, No. 7-57, Nov. 15, 1957. (Supersedes Manufacturing and Mercantile Industries Order No. 1-52, Aug. 1, 1952.)</p>	<p>Any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods, or commodities at wholesale or retail; or for the purpose of renting goods or commodities. Exempt from minimum-wage rates: Women employed in administrative, executive, or professional capacities (as defined)⁴; apprentices regularly indentured under State Division of Apprenticeship Standards.</p>	<p>Provisions same as for Order No. 1-57, Manufacturing Industry.</p>		
<p>Industries Handling Products After Harvest, No. 8-57, Nov. 15, 1957. (Supersedes Order No. 8-52, Aug. 1, 1952.) See footnotes at end of table.</p>	<p>Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking,</p>	<p>Women and minors¹----- Except women 18 years and over (first 200 hours of employment in skilled or semi-skilled occupations).³</p>	<p>\$1 an hour----- 85 cents an hour-----</p>	<p>8 a day, 6 days a week.² Do.²</p>

pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product for distribution, and includes all operations incidental thereto. Exempt from minimum-wage rates: Women employed in administrative, executive or professional capacities (as defined)⁴; apprentices regularly indentured under State Division of Apprenticeship Standards.

Transportation Industry,
No. 9-57, Nov. 15, 1957.

(Supersedes Order No.
9-52, Aug. 1, 1952.)

Amusement and Recreation
Industry, No. 10-57,
Nov. 15, 1957.

(Supersedes Order No.
10-52, Aug. 1, 1952.)

See footnotes at end of table.

Except minors under 18 years³--
Overtime⁵, women 18 years and
over in employment in which
overtime is not prohibited by
State Labor Code, in emergency
and during periods when nec-
essary to prevent spoilage of
perishable products.

85 cents an hour-----
1½ times the employee's
regular rate.
Double the employee's
regular rate.

Do.²
Over 8 through 12,
first 8 on 7th day.
Over 12 on any one
day, and over 8 on
7th consecutive day.

Any industry, business, or estab-
lishment operated for the purpose
of conveying persons or property
from one place to another whether
by rail, highway, air, or water,
and all operations or services in
connection therewith; includes
storage or warehousing of goods or
property, and the repairing, park-
ing, rental, maintenance, or clean-
ing of vehicles. Exempt from min-
imum-wage rates: Women employed in
administrative, executive or pro-
fessional capacities (as defined)⁴;
apprentices regularly indentured
under State Division of Appren-
ticeship Standards.

Any industry, business, or estab-
lishment operated for the purpose
of furnishing entertainment or rec-
reation to the public, including
but not limited to theaters, night
clubs, dance halls, bowling alleys,

Provisions same as for Order No. 2-57, Personal Service Industry.

Provisions same as for Order No. 2-57, Personal Service Industry.

Motion Picture Industry,
No. 12-57, Jan. 1, 1958.

(Supersedes Motion Picture
Industry, Orders No.
16-A, Apr. 11, 1931 and
No. 17-R, July 1, 1949.)

Any industry, business, or establishment operated for the purpose of motion picture or television film production, including but not limited to motion pictures for entertainment, commercial, religious, or educational purposes; including all extra players. Ex-ceptions: Professional actors and actresses. Exempt from minimum-wage rates: Women employed in executive, administrative or professional capacities⁴ (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

"Extra players" defined as persons employed in the production of motion pictures to perform any work, including but not limited to that of a general extra, stand-in, photographic double, sports player, silent bit, or dress extra; or as extra employed in dancing, skating, swimming, diving, riding, driving, or singing; or as extra employed to perform any other actions, gestures, facial expressions, or pantomime.

Women and minors¹-----
Except minors under 18 years³-
Overtime:⁷ Women, 18 years and
over, in cases of emergency.

If employee works a split
shift, except employee re-
siding at place of business.

Extra players for-
Costume fitting, when not
given employment for which
costume fitted.

Night work, wet work, or
dangerous work, when em-
ployee, not notified at time
of call of character of work,
refuses to work.⁸

Interviews or auditions over
1½ hours in length.

\$1 an hour-----
85 cents an hour-----
1½ times the employee's
regular rate.
Double the employee's
regular rate.

\$1 a day in addition to
minimum wage.

Full day's agreed wage---

Applicable minimum hourly
rate.

---do-----

(Deduction permitted
from minimum wage for
meals and lodging in
amounts as specified in
order.)

8 a day, 8 days a
week.

Do.
Over 8 through 12,
first 8 on 7th day.
Over 12 on any one
day and over 8 on
7th consecutive
day.

For all time
consumed.

Do.

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
CALIFORNIA--Continued Industries Handling Products After Harvest on the Farm, No. 13-61, Aug. 28, 1961.	Any establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking, pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product when such operations are done on the premises owned or operated by the same employer who produced the products referred to herein for distribution and includes all operations incidental thereto. <u>Exceptions:</u> Any place of employment covered by Order 8-57 or any succeeding order of the Commission relating to industries handling products after harvest. <u>Exempt from minimum-wage rates:</u> Women employed in administrative, executive or professional capacities (as defined ⁴); apprentices regularly indentured under State Division of Apprenticeship Standards.	Provisions same as for Order No. 8-57, Industries Handling Products After Harvest.		

Agricultural Occupations,
No. 14-61, Aug, 28, 1961.

The preparation, care and treatment of farm land, pipeline, or ditches; the sowing, planting, care, harvesting, assembly, and storage (as defined) of any agricultural or horticultural commodity; the raising, feeding, and management (as defined) of livestock, fur bearing animals, poultry, and bees; the operation, conservation, improvement or maintenance of such farm and its tools and equipment. Exceptions: Any employee covered by Order No. 8-57 or Order No. 13-61, or any succeeding order or orders of the Commission relating to industries handling products after harvest. Exempt from minimum-wage rates: Employer of less than 10 persons covered by this order. (Every provision of order applies to employer who at any one time in calendar year employs 10 or more persons covered by this order.)

Women and minors paid on an hourly basis.¹

\$1 an hour-----

See footnotes at end of table.

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
<p>COLORADO: Laundry Industry, No. 10, May 4, 1956. (Supersedes Order No. 10. Feb. 11, 1951.)</p>	<p>Any trade, business, industry, club, institution, or branch thereof engaged in (1) washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; (2) the collecting, sale, resale or distribution at retail or wholesale of laundry services; (3) the producing of laundry service for their own use by business establishments, hospitals, clubs, or profit-making institutions; (4) self-service laundries; including work performed in connection with plant maintenance, and by office workers, clerks, curb service employees, errand and delivery boys. <u>Exception:</u> Laundries in charitable institutions which pay no wages and in which only inmates are employed; dry-cleaning departments in laundries.</p>	<p>Women and minors:¹ Zone A²----- Zone B²----- Zone C²----- Inexperienced³ (less than 192 hours in the occupation). Overtime-----</p>	<p>80 cents an hour----- 70 cents an hour----- 80 cents an hour----- 80 percent of the applicable minimum-wage rate. 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 44 a week. Do. Do. Do. Over 44 a week; over 8 a day, in emergencies.⁴</p>

Retail Trade Industry,
No. 11, May 4, 1956.

(Supersedes Order No. 7,
Feb. 18, 1951.)

Any trade, business, industry, institution or branch thereof engaged in, or concerned with, the selling or offering for sale any commodity, article, goods, wares or merchandise, to the consumer, in which 50 percent or more of the dollar volume of business results from retail sales.

Public Housekeeping
Industry, No. 12,
May 4, 1956.

(Supersedes Order No. 8,
Mar. 10, 1951.)

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

Public Housekeeping Occupation defined as performance of any and every type of work concerned with or incidental to the Public Housekeeping industry, including office personnel. Exceptions: Registered nurses, student nurses, female internes, dietitians, laboratory

Women and minors:¹

Zone A²-----

Zone B²-----

Zone C²-----

Inexperienced³ (less than 192 hours in the occupation).
Students under 16, employed outside school hours or during vacation—All Zones.

Overtime-----

80 cents an hour-----

70 cents an hour-----

60 cents an hour-----

80 percent of the applicable minimum-wage rate.

80 percent of the applicable zone rate. (Inexperienced rate not applicable.)

1½ times employee's regular rate.

Up to 8 a day, 48 a week.

Do.

Do.

Do.

Do.

Over 48 a week; over 8 a day in emergencies.⁴

Women and minors:¹

Zone A²-----

Zone B²-----

Zone C²-----

Inexperienced³ (less than 192 hours in the occupation).
Students under 16, employed outside school hours or during vacation.

With no meals:

80 cents an hour-----

70 cents an hour-----

60 cents an hour-----

With one meal:

75 cents an hour-----

65 cents an hour-----

55 cents an hour-----

With more than one meal:

70 cents an hour-----

60 cents an hour-----

50 cents an hour-----

With full maintenance:

55 cents an hour-----

45 cents an hour-----

35 cents an hour-----

80 percent of the applicable minimum-wage rate.

80 percent of the applicable zone rate. (Inexperienced rate not applicable.)

Up to 8 a day, 48 a week.

Do.

Do.

Do.

Do.

Do.

See footnotes at end of table.

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
<p>COLORADO—Continued Public Housekeeping Industry, No. 12, May 4, 1956.—Continued</p>	<p>technicians, and student employees in sororities, fraternities, college clubs, or dormitories.</p>	<p>Overtime-----</p>	<p>1½ times employee's regular rate. (Deductions permitted for lodging, in other than establishments where full maintenance is provided as part of wage, in amounts as specified in order.)</p>	<p>Over 48 a week; over 8 a day in emergencies.⁴</p>
<p>Beauty Service Occupations, No. 13. May 4, 1956. (Supersedes Order No. 9, Mar. 4, 1951.)</p>	<p>All services or operations used or useful in the care, cleansing or beautification of the skin, nails, or hair, or in the enhancement of personal appearance and also services or operations incidental thereto, including the service of maids, cashiers, reception or appointment clerks.</p>	<p>Women and minors:¹ Senior Operators Zone A²----- Zone B²----- Junior Operators⁵ (first 12 months and still in the training period) and all other employees. Zone A²----- Zone B²----- Overtime-----</p>	<p>\$1 an hour----- 85 cents an hour----- 85 cents an hour----- 70 cents an hour----- 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 44 a week. Do. Do. Do. Over 44 a week; over 8 a day, in emergencies.⁴</p>

See footnotes at end of table.

CONNECTICUT:

Wage fixed in law. Rate effective, Oct. 1, 1961.

Public Act 519. Laws of 1961.

(Amending General Statutes as amended by Public Act 683 (L. 1959), Oct. 1, 1959; Public Act 435 (L. 1957), July 1, 1957; Public Act 352 (L. 1951), July 1, 1951.)

(Supercedes Mandatory rates, Oct 1, 1959.)

Any industry or occupation. Exceptions: Agriculture; camps or resorts open no more than 6 months of the year; domestic service in or about a private home; individuals employed in a bona fide executive, administrative or professional capacity, or by a Federal, State, or municipal government or political subdivision thereof; or in the activities of an educational, charitable, religious, scientific, historical, literary, or nonprofit organization where the employer-employee relationship does not, in fact, exist, or where the services rendered to such organizations are on a voluntary basis; any individual subject to the provisions of the Federal Fair Labor Standards Act, as amended. (Resort is defined as an establishment under one management whose principal function is to offer lodging by the day, week, month, season or part thereof, to vacationers or those in search of recreation.)

All employees ³, except in hotel and restaurant industries:

Until Oct. 1, 1963-----

Thereafter-----

In hotel and restaurant industries:

Until May 1, 1962-----

Between May 1, 1962 and May 1,

1964.

Thereafter-----

\$1.15 an hour-----

\$1.25 an hour-----

\$1 an hour-----

\$1.15 an hour-----

\$1.25 an hour-----

Under regulations of Labor Commissioner, allowance for gratuities as part of the minimum fair wage may not exceed 35 cents an hour for hotel and restaurant industries until May 1, 1962; 40 cents an hour, until May 1, 1964; 45 cents an hour, thereafter; not more than 35 cents an hour in any other industry. (Deductions for board and lodging permitted in amounts as specified. From Administrative Regulations.)

Maximum of 48 a week for females in practically all industries and occupations as specified in hours law. ²

Do. ²

Do. ²

Do. ²

Do. ²

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
<p>CONNECTICUT-- Continued Laundry Occupation, Nos. 2A and 2B, Oct. 1, 1961.</p> <p>(Orders Nos. 2A and 2B of Apr. 17, 1951, as amended by Public Act 519, Laws of 1961. Previously amended by Public Act 435, Laws of 1957.)</p>	<p>(1) Any activity in the washing, ironing or processing, incidental thereto, of laundry wares and all other operations carried on in establishments engaged in this business; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith; (3) the production of laundry service for their own use by business establishments, clubs, hospitals, or other public or private institutions other than institutions completely supported by the State or municipality. <u>Exceptions:</u> Adult males engaged in laundry occupations in (2) above.</p> <p>Laundry establishments, i. e., any place in which any service in connection with any activity of the laundry occupation is performed for compensation. <u>Exception:</u> Domestic service.</p>	<p>Women and minors; adult males: ¹ Until Oct. 1, 1963-----</p> <p>Thereafter----- Overtime ⁴</p>	<p>\$1.15 an hour-----</p> <p>\$1.25 an hour----- 1½ times employee's regular rate. (Deductions for meals and lodging, constituting a condition of employment, allowed in accordance with rates set by the Labor Commissioner. Such deductions not allowed during the period employee is receiving training or new experience at a place other than the regular place of work.)</p>	<p>Up to and including 44 a week.</p> <p>Do. Over 44 a week.²</p>

Cleaning and Dyeing Occupation,
Nos. 3A and 3B, Oct. 1, 1961.

(Orders Nos. 3A and 3B of
June 26, 1951, as modified by
Public Act 519, Laws of 1961.
Previously amended by Public
Act 435, Laws of 1957.)

Mercantile Trade, Nos. 7A and
7B, Oct. 1, 1961.

(Orders Nos. 7A and 7B of Oct. 1,
1951, as modified by Public Act
519, Laws of 1961. Previously
amended by Public Act 435,
Laws of 1957.)

Beauty Shops, No. 1, Oct. 1,
1961.

(Order No. 1 of Mar. 4, 1959,
as modified by Act 519, Laws
of 1961, which superseded
Order No. 1, Nov. 1, 1951.)

Cleaning, dyeing, redyeing, or pressing
garments, (including hats), upholstery,
rugs, or any other fabrics; any process
incidental thereto, including collecting
and receiving such articles for the above
purposes, of giving out or collecting
such articles after they have been
cleaned, dyed, redyed, or pressed. Ex-
ception: Any process when carried on in
establishments manufacturing textiles or
garments (including hats).

Wholesale or retail selling of commodities
and any operation supplemental or inci-
dental thereto, including but not limited
to buying, delivery, maintenance, office,
stock, and clerical work. Exceptions:
Repair and service employees (as defined)
if major portion of their duties is un-
related to the mercantile trade; cooper-
ative students in State approved
distributive education programs.

Any shop, store, or place, or part there-
of, in which is conducted the business
of a hairdresser or cosmetician, as de-
fined by statute.

Women and minors; adult males: ¹

Until Oct. 1, 1963-----

Thereafter-----

Learners and apprentices (not
over 5 weeks or 225 hours of em-
ployment): ⁵

Until Oct. 1, 1963-----

Thereafter-----

Overtime (for women and minors).

Women and minors; adult males: ¹

Until Oct. 1, 1963-----

Thereafter-----

Beginners or learners ⁶
(First 1,000 hours in the trade.):

Until Oct. 1, 1963-----

Thereafter-----

Overtime ⁷-----

All employees: 1

3-year operator ⁸-----

Learner Clerks ¹²

First 3 months or 600 hours-----

Minors:

Until Oct. 1, 1963-----

Thereafter-----

First ¹⁰ and second ⁹ year oper-

ators and all other ¹¹ employees.

\$1.15 an hour-----

\$1.25 an hour-----

85 cents an hour-----

95 cents an hour-----

1½ times employee's regular
rate.

\$1.15 an hour-----

\$1.25 an hour-----

85 cents an hour-----

95 cents an hour-----

1½ times employee's regular
rate.

\$1.25 an hour-----

\$1 an hour-----

85 cents an hour-----

95 cents an hour-----

Up to and including
45 a week.

Do.

Do.

Do.

Over 45 a week. ²

Up to and including
44 a week.

Do.

Do.

Do.

Over 44 a week. ²

First 44 a week.

Do.

Do.

Do.

ANALYSIS 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
<p>CONNECTICUT-- Continued Beauty Shops, No. 1, Oct. 1, 1961. -Continued</p> <p>Restaurant and Hotel Restaurant Occupations, No. 8, Oct. 1, (Order No. 4 of Dec. 1, 1958, as modified by Act 519, Laws of 1961. Order No. 4 was issued in place of the invalidated Restaurant Occupation Orders Nos. 4A and 4B of May 15, 1950.)</p>	<p>Includes the preparation and serving of food for human consumption, or in any operation incidental or supplemental thereto irrespective of whether the food is served at or away from the point of preparation and serving of food is the sole business of the employing establishment or enterprise. <u>Exceptions</u>: Preparation and serving of food in a non-profit educational, charitable or religious organization where the food service is not</p>	<p>All employees - Con. Until Oct. 1, 1963----- Thereafter----- Overtime- Operators----- All other employees----- Females, minors and adult males: ¹ Until May 1, 1962----- Between May 1, 1962 and May 1, 1964. Thereafter----- Overtime-----</p>	<p>\$1.15 an hour----- \$1.25 an hour----- Applicable minimum hourly rate in addition to, and exclusive of, all other earnings. $1\frac{1}{2}$ times employee's regular rate. \$1 an hour ¹³----- \$1.15 an hour----- \$1.25 an hour----- $1\frac{1}{2}$ times the minimum rate. ¹⁴ Allowance for gratuities as part of the minimum fair wage of service ¹⁵ employee may not exceed 35 cents an hour until May 1, 1962; 40 cents an hour, until May 1, 1964; 45 cents an hour, thereafter. ¹⁶</p>	<p>First 44 a week. Do. Over 44 a week. ² Do. ² 48 a week, 6 days. Do. Do. Over 48 a week, ² and on 7th consecutive day.</p>

regularly available to the general public, or in hospitals, convalescent homes or homes for the elderly where the food service is not regularly available to the general public and is incidental to the care of the patient.

Includes, but is not limited to, employees of restaurants, cafeterias, that portion of hotel business involving the preparation and serving of food, commissaries, dairy bars, grills, coffee shops, luncheonettes, sandwich shops, tearooms, nightclubs, cabarets, automats, caterers, frankfurter stands, operators of food vending machines, and the serving of food in department and variety stores, drug stores, candy stores, bakeries, pizzerias, delicatessens, places of amusement and recreation, commercial and industrial establishments, and social, recreational, fraternal and professional clubs which either regularly or intermittently serve food, as well as other establishments or businesses meeting the conditions, as stated.

(Deductions and allowances for reasonable value of board and lodging permitted in amounts specified in order.)

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
<p>DISTRICT OF COLUMBIA: Beauty Culture Occupation, No. 6, May 23, 1960.</p> <p>(Supersedes Order No. 6, Mar. 27, 1948.)</p>	<p>All services, operations, or processes used or useful in the care, cleansing, or beautification of body, skin, nails, or hair, or in the enhancement of personal appearance; and all services, operations, or processes incidental thereto. <u>Exception:</u> Schools of Cosmetology. (Bona fide booth renter, as defined, is not deemed an employee in the beauty-culture occupation.)</p>	<p>Women and minors¹-----</p> <p>Employee taking time off at own request, beginning work after first of week, or stopping before end of week.</p> <p>Learner (licensed operator for less than 3 months), by permit valid 3 months from issuance.</p> <p>Part time-----</p> <p>Overtime-----</p> <p>Employee registered under D.C. Apprenticeship Law, by permit valid 1 year from issuance.</p> <p>If employee works a split shift, or spread of hours exceeds 10, or both.</p>	<p>\$43.26 a week-----</p> <p>\$1.03 an hour-----</p> <p>\$38.22 a week-----</p> <p>\$1.25 an hour-----</p> <p>\$1.25 an hour-----</p> <p>80% of weekly, part-time, and overtime minimum rates.</p> <p>\$1.25 a day in addition to the minimum wage.</p>	<p>Over 36, not more than 42 a week. Actual time worked.</p> <p>Over 36, not more than 42 a week.</p> <p>36 or less a week. Over 42 a week.</p>
<p>Manufacturing and Wholesaling Occupation, No. 8, Aug. 15, 1959.</p> <p>(Supersedes Order No. 8, Nov. 17, 1948.)</p>	<p>Preparing, producing, or processing, and selling, at wholesale, articles, commodities, or merchandise; any business engaged in selling, at wholesale, articles, commodities, or merchandise; and activities connected therewith or incidental to the operation of such business.</p>	<p>Women and minors:¹-----</p> <p>Part time-----</p> <p>Employees beginning work after the beginning of a workweek or resigning</p>	<p>\$44 a week-----</p> <p>\$1.25 an hour-----</p> <p>\$1.10 an hour-----</p>	<p>Over 32, not over 40 a week. 32 or less a week. Actual time worked.</p>

Laundry and Dry Cleaning
Occupation, No. 5,
Oct. 20, 1958.

(Supersedes Order No. 5,
Aug. 22, 1951.)

Any activity concerned with: (1) the washing, cleaning, finishing, refreshing, pressing, mending, or dyeing of wearing apparel (including hats and shoes), household furnishings, textiles, fur, leather, or fabric of any kind whatsoever, or (2) the collection, sale, resale, or distribution at retail or wholesale of any laundry or dry cleaning

before the end of a workweek, or voluntarily absent in any week.

Overtime-----
Employee registered under the District of Columbia Apprenticeship Law for whom employer has apprentice wage permit (valid for 12 months following date of application).
If employee works a split shift.

Women and minors-----
Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.
Part time-----
Overtime-----

\$1.65 an hour-----
80 percent of weekly minimum rate.

\$1.10 a day in addition to the minimum wage.

\$35 a week-----

87½ cents an hour-----

\$1 an hour-----

\$1.12½ cents an hour-----

Over 40 a week.²

Over 32, not more than 40 a week.
Actual time worked.

32 or less a week.
Over 40 a week.²

See footnotes at end of table.

ANALYSIS 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
<p>DISTRICT OF COLUMBIA-- Con. Laundry and Dry Cleaning Occupation, No. 5, Oct. 20, 1958. - Continued</p> <p>Clerical and Semitechnical Occupations, No. 9, July 24, 1961.</p> <p>(Supersedes Order No. 9 of June 8, 1954, which was a new order issued in place of the invalidated Office and Mis- cellaneous Occupations, Order No. 7, Apr. 25, 1949.)</p>	<p>service. Covers all other operations and services connected with the above or incidental thereto including, but not limited to, services of cashiers, telephone operators, office workers, store clerks, elevator operators, maintenance workers; and any of the above services performed by an establishment or business for its own use although such services may be incidental to the establishment's principal business.</p> <p>Clerical occupations include: General office clerks, stenographers, typists, secretaries, file clerks, mail clerks, bookkeepers, cashiers, tellers, shipping clerks, receiving clerks, information clerks, receptionists, checkers, proofreaders, investigators, examiners, claim adjusters, messengers, office boys and girls, telephone operators, office-machine operators, duplicating-machine operators, telegraph messengers, telegraphic-typewriter operators, telegraph operators, collection clerks, tracer clerks, ticket agents, baggage agents, vehicle dispatchers, and similar occupations. Semitechnical occupations include: practical nurses, nurses' aides, housemothers, institutional attendants, and assistants</p>	<p>Women and minors:--Continued If employee works a split shift.</p> <p>Women and minors: ¹ Any employee, except practical nurses, nurses' aides, housemothers, and institutional attendants-- Weekly wage----- Hourly rate----- Part time (see students)----- Practical nurses, nurses' aides, housemothers, and institutional attendants-- Weekly wage until July 24, 1962. July 24, 1962 until July 24, 1963. July 24, 1963----- Hourly rate (see effective dates of weekly wage). Part time (see effective dates of weekly wage).</p>	<p>87½ cents a day in addition to the applicable minimum wage.</p> <p>\$42 a week----- \$1.05 an hour----- \$1.20 an hour-----</p> <p>\$40 a week----- \$41 a week----- \$42 a week----- \$1, \$1.02½, and \$1.05 an hour. \$1.10, \$1.15, and \$1.20 an hour.</p>	<p>32, not more than 40 a week. Actual time worked. Less than 32 a week.</p> <p>32, not more than 40 a week. Do. Do. Actual time worked. Less than 32 a week.</p>

to physicians, dentists, laboratory technicians, X-ray technicians, personnel counselors, labor-relations counselors, public-relations counselors, librarians, educators, social workers, writers, research workers, statisticians, editors, and other assistants whose work requires similar training, skill and supervision. Exceptions: Employment which is part of required course of study toward degree or obtaining a license or certificate to practice a profession; such occupations covered by other wage orders, e.g., Retail Trade; Manufacturing and Wholesaling; Hotel, Restaurant, and Allied Occupations; Laundry and Dry Cleaning; and Beauty Culture.

Hotel, Restaurant, and Allied Occupations, No. 10, Sept. 10, 1960.

(Supersedes Order No. 10 of Nov. 12, 1955, which superseded partially Order No. 4, Public Housekeeping Occupation, June 23, 1952.)⁵

(1) Any business or part thereof engaged in providing lodging for hire including, among other types of businesses, apartment houses and clubs; (2) any business or part thereof engaged in preparing and serving food or beverages or providing catering or carry-out services; and (3) all activities connected with or incidental to the operation of such business or part thereof included in (1) and (2).

Students under 18 whose employer has valid student certificate on file and those employed by educational institution they are attending.

Overtime-----
Apprentice (for not more than 1 year) registered under the D. C. Apprenticeship Law.
If employee works a split shift or spread of hours exceeds 11.

Women and minors: 1

Nonservice-
Weekly wage-----
Prorated rate if employee takes time off at own request when work is available.
Overtime-----
Part time-----

90 cents an hour-----

\$1.20 an hour-----
80 percent of applicable minimum wage.

\$1.10 a day in addition to applicable minimum wage.

(In lieu of purchasing, maintaining and cleaning required uniform, employer may elect to pay 3 cents per hour in addition to minimum wage. Order contains provisions in amount as specified for furnished meals and lodging.)

\$36 a week-----

90 cents an hour-----

95 cents an hour-----

\$1 an hour-----

Less than 32 a week.

Over 40 a week. 2

Each day worked.

36, not more than 40 a week.

Actual hours worked.

Over 40 a week. 2

Less than 32 a week.

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
DISTRICT OF COLUMBIA--Cont. Hotel, Restaurant, and Allied Occupations, No. 10, Sept. 10, 1960--Cont.	<u>Exceptions:</u> Beauty culture, laundry, and dry cleaning activities.	Women and minors: ¹ --Cont. Service- Weekly wage----- Prorated rate if employee takes time off at own request when work is available. Overtime----- Part time----- Apprentices (on permit valid for not more than 1 year). If employee works a split shift or spread of hours exceeds 11.	\$22.80 a week----- 57 cents an hour----- 60 cents an hour----- 70 cents an hour----- 80 percent of applicable minimum weekly wage. 75 cents a day in addition to minimum wage. (Employer must pay cost of purchase, maintenance and cleaning of uniforms and special costumes. In lieu of purchasing, maintaining and cleaning plain and washable uniforms, employer may elect to pay regularly to employees an additional 3 cents an hour. Such payment may not be made for costumes or uniforms which are not plain and washable. Order contains provision in amounts as specified for furnished meals and lodging.)	36, not more than 40 a week. Actual hours worked. Over 40 a week. ² Less than 36 a week.

Building Service Occupation,
No. 11, July 24, 1961.

(Supersedes Order No. 11 of
Nov. 12, 1955.)

Includes the activities of cleaning and servicing buildings, institutions, establishments, or offices. Exceptions: Such occupations covered by other wage orders, e.g., Laundry and Dry Cleaning; Beauty Culture; Manufacturing and Wholesaling; Hotel, Restaurant, and Allied Occupations; Retail Trade.

Women and minors: ¹

Any employee, except in hospitals and homes for children, the convalescent, and the aging-

Weekly wage -----

\$42 a week-----

36, not more than 40 a week.

Hourly rate-----

\$1.05 an hour-----

Actual time worked.

Part time (see students)-----

\$1.20 an hour-----

Less than 36 a week.

Employees in hospitals and homes for children, the convalescent, and the aging-

Weekly wage, until July 24, 1962.

\$40 a week-----

36, not more than 40 a week.

July 24, 1962 until July 24, 1963.

\$41 a week-----

Do.

July 24, 1963-----

\$42 a week-----

Do.

Hourly rate (see effective dates of weekly wage).

\$1, \$1.02½, and \$1.05 an hour.

Actual time worked.

Part time (see effective dates of weekly wage).

\$1.10, \$1.15 and \$1.20 an hour.

Less than 36 a week.

Student under 18 whose employer has valid student certificate on file.

90 cents an hour-----

Do.

Overtime-----

\$1.20 an hour-----

Over 40 a week. ²

Apprentice (for not more than 1 year) registered under the D.C. Apprenticeship Law.

80 per cent of applicable minimum wage.

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

\$1.20 a day in addition to applicable minimum wage.

Each day worked.

(In lieu of purchasing, maintaining and cleaning of required uniform, employer may elect to

ANALYSIS 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
<p>DISTRICT OF COLUMBIA--Continued Building Service Occupation, No. 11, July 24, 1961.-- Continued</p> <p>Retail Trade, No. 3, Oct. 8, 1957.</p> <p>(Supersedes Order No. 3, Retail Trade Occupation, May 25, 1953, and amends Order No. 11, Building Service Occu- pation, Nov. 12, 1955.)⁷</p> <p><u>Editor's Note:</u> Retail Trade Occupation Order No. 3, effec- tive Jan. 27, 1962, sets wage of \$42 for 36-40-hour week, with gradual increases by Sept. 3, 1965 to \$50 a week.</p>	<p>The selling or offering for sale, not for resale, of any goods, wares, merchandise, articles, or things, and all activities, operations, and services connected there-with or incidental thereto. <u>Exception:</u> Units covered by wage orders for Hotel, Restaurant or Allied Industries, Beauty Culture, or Laundry and Dry Cleaning.</p>	<p>Women and minors¹, except occa- sional week in which unscheduled, unforeseen, voluntary absence occurs.</p> <p>Part time----- Student under 18 for whom certifi- cate is in employer's file (9 months following original issuance of certificate).</p> <p>Overtime----- If employee works a split shift.</p>	<p>pay regularly to employees an additional 3 cents an hour. Order contains provisions in amount as specified for fur- nished meals and lodging.)</p> <p>\$36 a week-----</p> <p>\$1 an hour----- 90 cents an hour-----</p> <p>\$1 an hour----- \$1 a day in addition to the minimum wage.</p> <p>(In lieu of purchasing, main- taining and cleaning uni- forms, employer may elect to pay regularly to employees an additional 3 cents an hour. Order contains provisions in amount as specified for fur- nished meals and lodgings.)</p>	<p>36 up to and including 40 a week.²</p> <p>Less than 36 a week. Do.</p> <p>Over 40 a week.²</p>

HAWAII:

Wage fixed in law.¹ July 1, 1957. Rates effective July 1, 1958.

S.B. 1445 and H.B. 750, Laws of 1959 amending Revised Laws of 1955, Ch. 94, Sec. 94-2, as previously amended by Act 256 (L. 1957), Acts 15 and 120 (L. 1955), Act 77 and S.B. 204 (L. 1953).

Any trade, business, industry, or branch thereof, or group of industries. Exceptions: Public employment; persons with guaranteed monthly salary of \$450 or more; agricultural work in any workweek in which employer has fewer than 20 employees; domestic service in or about a private home; employment by relatives as specified in the act; work in a bona fide executive, administrative, supervisory, or professional capacity, or in the capacity of outside salesman or as outside collector; the propagating, catching, cultivating, etc., of fish, shellfish, crustacea, sponges, seaweeds or other aquatic forms of animal or vegetable life (including the going to and returning from work and the loading and unloading of such products prior to first processing); seamen; drivers of vehicles carrying passengers for hire, operated on call from a fixed stand; golf caddies; employment by a nonprofit school during the time such individual is an attending student; employees covered by the Federal Fair Labor Standards Act.

All employees²-----
Overtime-----

\$1 an hour-----
1½ times regular rate-----
(Wages defined to include the reasonable cost to the employer, as determined by the Commission of Labor and Industrial Relations, of furnishing an employee with board, lodging or other facility customarily furnished)

40 a week.
Over 40 a week.³

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
<p>IDAHO: Wage fixed in law. Rate effective May 6, 1955.</p> <p>Idaho Code, Secs. 44 - 1501 to 44 - 1510, as amended by Ch. 184 (L. 1957) and H.B. 216 (L. 1959).</p>	<p>Any employment. Exceptions: Persons employed in a bona fide executive, administrative, or professional capacity; in domestic service; in agricultural labor (as defined); and as outside salesmen.</p>	<p>Any employee¹-----</p>	<p>75 cents an hour----- (By definition, "wages" include commissions of every kind; reasonable cost³ of furnishing board, lodging, or other facilities customarily furnished and used by employee.)</p>	<p>Maximum for females 16 years and over, 9 a day, in specified occupations.²</p>

See footnotes at end of table.

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
ILLINOIS-----	No orders now in effect.			

See footnotes at end of table.

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
KANSAS-----	No wage rates in effect.			

See footnotes at end of table.

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
<p>KENTUCKY: All Industries and Occupations, Nov. 1, 1961. (Supersedes order of May 27, 1947, which superseded order of June 1, 1939.)</p>	<p>All occupations. <u>Exceptions:</u> Labor on a farm; domestic service in home of the employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum-wage orders are currently in effect: Laundry, Dry Cleaning, and Dyeing Order, and Hotel and Restaurant Order.)</p>	<p>Women and minors:^{1, 4} Zone 1² ----- Zone 2² ----- Zone 3² ----- Overtime (except for occupations under Fair Labor Standards Act when overtime provisions of order shall be extended to conform with Federal regulations.)</p>	<p>75 cents an hour ----- 70 cents an hour ----- 65 cents an hour ----- 1½ times minimum rate ---- (Deductions for meals and lodging permitted in amounts specified. From Supplement to Order.)</p>	<p>Up to 44 a week. Do. Do. Over 44 a week.³</p>
<p>Hotel and Restaurant Industry, July 15, 1954 (as modified by Franklin Circuit Court in compliance with the Mandate of the Kentucky Court of Appeals in Middlekamp v. Willis, 267 S. W. 2d 924). (Supersedes directory order, Feb. 26, 1951.)</p>	<p>All establishments offering lodging accommodations for hire to the general public; and establishments preparing and offering for sale food for consumption. <u>Exception:</u> Hotels having no more than 10 guest rooms, none of which are for transient guests.</p>	<p>Women and minors:⁴ Non service- Zone 1² ----- Zone 2² ----- Zone 3² ----- Service- Zone 1² ----- Zone 2² ----- Zone 3² ----- Overtime----- Learners¹ (90 days on permit),</p>	<p>45 cents an hour----- 43 cents an hour----- 41 cents an hour----- 30 cents an hour----- 28 cents an hour----- 26 cents an hour----- Rates established in order equal 1½ times applicable minimum rate. 5 cents less than applicable minimum wage rate.</p>	<p>First 48 hours. Do. Do. First 48 hours. Do. Do. Over 48 a week.³</p>

See footnotes at end of table.

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
<p>KENTUCKY—Continued</p> <p>Hotel and Restaurant Industry, July 15, 1954 (as modified by Franklin Circuit Court in compliance with the Mandate of the Kentucky Court of Appeals in Middlekamp v. Willis, 267 S. W. 2d 924). Cont.</p> <p>Laundry, Dry Cleaning and Dyeing Industry, Sept. 1, 1961.</p> <p>(Supersedes order of Apr. 1, 1942.)</p>	<p>The process of receiving, marking, washing, cleaning, dyeing, ironing or distribution of clothing or any washable or cleanable materials.</p> <p><u>Exceptions:</u> Domestic services in home of employer, labor on a farm, or services performed in a penal or other institution by the inmates thereof.</p>	<p>If spread of hours exceeds 12, or employee has more than 1 interval off duty (excluding any meal period of 1 hour or less), or if both situations occur.</p> <p>Women and minors:^{1, 4}</p> <p>Zone 1²-----</p> <p>Zone 2²-----</p> <p>Zone 3²-----</p> <p>Overtime-----</p>	<p>60 cents a day in addition to the hourly wages earned.</p> <p>75 cents an hour-----</p> <p>70 cents an hour-----</p> <p>65 cents an hour-----</p> <p>1½ times minimum rate----</p>	<p>Up to 44 a week.</p> <p>Do.</p> <p>Do.</p> <p>Over 44 a week.³</p>

See footnotes at end of table.

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
LOUISIANA-----	No orders issued.			

See footnotes at end of table.

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
<p>MAINE: Wage fixed in law. Rate effective Sept. 12, 1959.</p> <p>Ch. 362, Laws of 1959, as amended by Chs. 92 and 277, Laws of 1961.</p>	<p>Any industry, trade or business or branch thereof or class of work therein with 4 or more employees. (Applicable for that week in which employer has 4 employees or more in any day of week.) <u>Exceptions:</u> Agriculture, not including commercial greenhouses; domestic service in or about a private home; waiter, waitress, carhop (not to include counter waiters or waitresses, or those whose tips are divided with others), doorman, bellhop, chambermaid in resort establishment; employees whose earnings are derived in whole or in part from sales commissions and places of employment are not substantially controlled by employer; taxicab driver; activities of a public-supported nonprofit organization or program controlled by an educational nonprofit organization; private nursing home or hospital; counselors or junior counselors in summer camps for boys or girls; employees under 19 years of age regularly enrolled in an educational institution or on vacation therefrom; catching, taking, harvesting, cultivating or farming of any kind of fish, shellfish, crustacea, sponges, seaweeds or other forms of animal and vegetable life, including going to and returning from work; loading, unloading, packing for</p>	<p>Any employee ¹ -----</p>	<p>\$1 an hour-----</p>	<p>Maximum for females 9 a day, 50 a week; 9 a day, 54 a week in specified industries.</p>

shipment, propagating, processing (other than canning), marketing, freezing, curing, storing or distributing the above products or by-products thereof; smoked fish worker; switchboard operator in public telephone exchange with less than 750 stations; homeworker not subject to any supervision or control who buys raw material, makes and completes any article and sells same, even though made to specifications of single purchaser; members of the family of the employer who reside with and are dependent upon the employer; any individual employed in a bona fide executive, administrative, or professional capacity.

MASSACHUSETTS:

Personal Services Occupations,
No. 23C, Dec. 2, 1959, as
amended May 10, 1961.

Order No. 23C of Apr. 1, 1956,
as amended by Statute, Ch. 431
(L. 1961) and Ch. 551 (L. 1959);
previously amended by Ch. 616
(L. 1958), Jan. 1, 1959.

(Order No. 23C superseded Order
No. 23B, Dec. 14, 1950.)

Public Housekeeping Occupations,
No. 25D, July 1, 1961.

(Supersedes Order No. 25C of
Jan. 2, 1957, as amended by
Statute, Ch. 551 (L. 1959),
Dec. 2, 1959; previously amend-
ed by Ch. 616 (L. 1958), Jan. 1,
1959.

All establishments which perform, directly
or indirectly, any service, operation, or
process used or useful in the care,
cleansing, or beautification of the body,
skin, nails or hair, or in the enhance-
ment of personal appearance or health;
including, but not limited to, barber
and beauty shops, scalp treatment shops,
bath and massage parlors, physical con-
ditioning and weight control salons.

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

Includes waitresses, cooks, counter and
salad workers, food checkers, bus and
vegetable workers, dish and glass wash-
ers, kitchen help, carhops, maids, cham-
bermaids, housekeepers, practical nurses,
ward aides, housemen, housemothers, stew-
ards, parlor maids, linenroom girls,
checkroom attendants, nursery school
attendants, matrons, hosts, hostesses,
shippers and receivers, bellmen,

All employees: ¹

Barbering, hairdressing and other
personal service occupations.

Experienced (after 1,040 hours in
occupation). ³

Inexperienced (first 1,040 hours
in occupation). ³

Maids in personal service estab-
lishments.

Overtime (see exemption under
Wage Fixed in Law, p. 41.2).

All employees: ¹

Nonservice (including counter
workers, unless special permission
is granted by the Minimum Wage
Commission).

Service -----
Students ⁴, providing evidence of
school enrollment is made avail-
able.

\$1 an hour-----

85 cents an hour-----

\$1 an hour-----

1½ times employee's regular
rate.

\$1.10 an hour-----

70 cents an hour-----

20 percent lower than the
applicable minimum hourly
rate.

(Deductions from minimum wage
permitted for furnished meals
and lodging in amounts as
specified in order.)

Up to 40 a week.

Do.

Do.

Over 40 a week. ²

Maximum for women and
minors, 9 a day, 48
a week. ²

Do. ²

Do. ²

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
<p>MASSACHUSETTS--Continued</p> <p>Public Housekeeping Occupations, No. 25D, July 1, 1961.-Con.</p> <p>Editor's Note: An injunctive decree temporarily restraining enforcement of \$1.10 an hour minimum rate for nonservice employees issued by Superior Court of Suffolk County. For enforcement purposes, State officials are applying new rate for all employers not party to injunction proceedings.</p>	<p>doormen who are service employees, and baggage porters; all nonprofessional workers engaged in public housekeeping establishments. <u>Exceptions:</u> Nonprofessional workers engaged in public housekeeping occupations specifically included under another minimum-wage order.</p> <p>Any activity in establishments directly or indirectly connected with the preparation of and offering of food or beverages; and the offering or furnishing of rooms or lodging for remuneration, or other services rendered, either to the public, to employees, to members or guests of members, to paying guests, students, or others; whether such service is operating as the principal business of the employer or as a unit of another business.</p> <p>Includes restaurants, fountain lunch counters, cafeterias, caterers, dairy bars, banquet service, box lunch, curb service, and all other establishments whatsoever where lunches, meals, or food in either solid and/or liquid form are prepared for and served to the public or to be consumed on the premises; motels, tourists-houses, hotels, seasonal hotels, camps, clubs, hospitals, convalescent</p>			

Wage fixed in law. Rates effective Dec. 2, 1959,⁹ as amended, May 10, 1961.

Chs. 431 and 272 (L. 1961) and Chs. 551⁹ and 190 (L. 1959), amending the General Law, Ch. 151. Ch. 431 (L. 1961) supersedes Ch. 813 (L. 1960) which established overtime rate for hours in excess of 40 a work-week.

(Supersedes rates effective Dec. 2, 1959.)

Editor's Note: Ch. 134, Laws of 1962, sets a minimum hourly rate of \$1.15, effective May 24, 1962; of \$1.25, effective Sept. 5, 1963.

homes, private schools, colleges, and other establishments offering rooms for rent; animal hospitals and kennels.

Any industry, trade or business or branch thereof or class of work therein, whether operated for profit or otherwise, and any other class of work in which persons are gainfully employed. Exceptions: Professional service; domestic service in the home of employer; labor on a farm; growing and harvesting of agricultural floricultural, and horticultural commodities; work by persons being rehabilitated or trained under rehabilitation or training programs in charitable, educational, religious institutions; or work by members of religious orders; outside salesmen.

All employees: ¹

In manufacturing and other occupations not covered by minimum fair wage order.

In occupations for which minimum-wage board may make recommendations. Except: Learners and apprentices ¹, golf caddies, and-

Service people regularly receiving gratuities.

Janitors and caretakers of residential properties, when furnished with living quarters.

Overtime: Exempt from overtime provision: Janitor or caretaker of residential property, furnished living quarters and paid not less than \$30 a week; golf caddy, newsboy, child actor or performer; bona fide executive, administrative or professional person or qualified trainee for such position earning more than \$30 a week; outside salesman or buyer; learner, apprentice or handicapped person, under special license; fisherman or person employed in catching or

\$1 an hour-----

\$1 an hour-----

70 cents an hour-----

\$30 a week-----

1½ times regular rate-----

Up to 40 a week.

Do.

Do.

Do.

Over 40 a week. ²

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
		<p>taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; switchboard operator in telephone exchange; truck driver or helper whose employment is regulated by the Interstate Commerce Commission or employee of employer subject to provisions of Part I of Interstate Commerce Act or to Title II of Railway Labor Act; business or specified operation of business carried on during period or accumulated periods not in excess of 4 months in any year and determined as seasonal by Commissioner; seaman; employers licensed and regulated pursuant to Ch. 159-A; hotel, motel, motor court or like establishment; gasoline station; restaurant; garageman; hospital, sanatorium, convalescent or nursing home, infirmary, or rest home; non-profit school or college.</p>		

See footnotes at end of table.

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
<p>MASSACHUSETTS—Continued Clerical, Technical and Similar Occupations, No. 24D, Dec. 1, 1958.</p> <p>(Supersedes Order No. 24C of July 1, 1954, as amended by Statute, Ch. 740 (L. 1956) Jan. 4, 1957 Order No. 24C superseded Order 24B, June 18, 1950.)</p>	<p>Includes all occupations in any general, business, professional, or technical office, and in any laboratory, hospital, museum, historical building, library, school, telephone, telegraph, broadcasting or televising establishment, photographer's and photographic establishment, funeral director's establishment, or in messenger service, or other establishment wherein workers are employed in any capacity in which the services of any kind and wheresoever performed are of a clerical or technical character. Includes persons whose duties are related to general office, professional, or technical work in any establishment, whether business, medical, dental, funeral, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various machine operators, telephone and switchboard operators, receptionists, guides, library workers, draftsmen, technicians, including</p>	<p>All employees^{1, 10}----- Overtime----- <u>Exempt from overtime provision:</u> Executive, administrative, and managerial employees; technical and professional employees working in hospitals; and those in a supervisory capacity.</p>	<p>\$1 an hour^{4, 7}----- $1\frac{1}{2}$ times employee's regular rate. (Deductions for meals and lodging permitted at prices specified in the order.)</p>	<p>Up to 40 a week. Over 40 a week.²</p>

dental and medical technicians and laboratory assistants. Excluded from basic wage rates of this order: Students working for the whole or part of their tuition and/or maintenance at school, college, or summer camp which they are attending.

Building Service Occupations, No. 28B, Feb. 1, 1960, as amended May 10, 1961.

(Order No. 28B, as amended by Statute, Ch. 431 (L. 1961), supersedes Order No. 28A of Dec. 1, 1952, as last amended by Statute, Ch. 551 (L. 1959) Dec. 2, 1959; and partially supersedes Amusement and Recreation Occupations, No. 27B, Oct. 1, 1957, as amended Dec. 2, 1959.)

Includes but not limited to the work or service performed by cleaning women, window cleaners, sweepers, janitors, caretakers, elevator operators and starters, watchmen, guards, helpers, attendants, doormen, and all other employees engaged in or concerned with the cleaning, servicing, maintenance, protection, and upkeep of buildings and establishments, including building service in Amusement and Recreation Occupations and in schools and colleges; employees under Public Housekeeping Occupations Order in establishments covered by Building Service Occupations Order. Exception: Churches (also excluded are employees affected by this order where it applies to establishments covered by Public Housekeeping Occupations Order.)

All employees, ¹except those furnished living quarters with workweek of 28 hours or more.
Overtime (see exemptions under Wage Fixed in Law, p. 41.2).
Employees furnished living quarters.

\$1.15 an hour-----

1½ times employee's regular rate.

\$32.50 a week-----

(Deductions for meals and lodging permitted in amounts as specified in order. Deductions for living quarters limited to "a reasonable rental for such space.")

Up to 40 a week.

Over 40 a week.²

Basic workweek of 28 hours or more a week.

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
<p>MASSACHUSETTS--Continued</p> <p>Food Processing Occupations, No. 31, Dec. 2, 1959, as amended May 10, 1961.</p> <p>Order No. 31 of Oct. 20, 1951, as amended by Statute, Ch. 551 (L. 1959) and Ch. 481 (L. 1961).</p> <p>(Supersedes Order No. 31, as amended by Statute, Ch. 616 (L. 1958), Jan. 1, 1959; previously amended by Chs. 185 and 740 (L. 1956), Jan. 4, 1957.</p> <p>Order No. 31 superseded three orders—Canning and Preserving, etc., No. 19, Mar. 2, 1939; Candy, No. 6, Mar. 1, 1943; and Bread and Bakery Products, No. 15A, Oct. 1, 1944.)</p>	<p>The preparation, processing, or packaging of food for human or other consumption, including but not limited to canning, preserving, and the production of candy, confectionery, bakery products, dairy products, malt beverages, or soft drinks.</p> <p><u>Exceptions:</u> Above occupations covered by another minimum-wage order.</p>	<p>All employees:^{1, 10}</p> <p>Experienced (800 hours in the occupation).</p> <p>Inexperienced (less than 800 hours in the occupation).</p> <p>Overtime (see exemptions under Wage Fixed in Law, p. 41.2).</p>	<p>\$1 an hour⁷-----</p> <p>80 cents an hour⁷-----</p> <p>1½ times employee's regular rate.</p> <p>(Deductions for meals and lodging permitted at prices specified in the order.)</p>	<p>Up to 40 a week.</p> <p>Do.</p> <p>Over 40 a week.²</p>

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
<p>Needle Trade and Garment Occupations, No. 32, Jan. 1, 1959, as amended May 10, 1961.</p> <p>Order No. 32 of Sept. 1, 1953, as amended by Statute, Ch. 620 (L. 1953) and Ch. 431 (L. 1961).</p> <p>(Superseded Order No. 32, as amended by Statute, Ch. 740 (L. 1956), Jan. 4, 1957. Order No. 32 superseded orders for: Corsets, Men's Clothing and Raincoats, and Men's Furnishings of Oct. 1, 1937; Women's and Children's Underwear, etc., July 1, 1938; Knit Goods, June 2, 1939; Millinery, Feb. 1, 1939.)</p>	<p>All activities, services, and processes, concerned with the manufacture, production, processing, or finishing of all clothing, for human or other use, including but not limited to outer wearing apparel, millinery, undergarments, accessories, or trimmings incidental to the manufacture, production, or processing or finishing of such items. <u>Exceptions:</u> Staple lines of hosiery; above occupations when subject to another minimum-wage order.</p>	<p>All employees ¹ ¹⁰ ----- Overtime (see exemptions under Wage Fixed in Law, p. 41.2).</p>	<p>\$1 an hour ⁷ ----- $1\frac{1}{2}$ times employee's regular rate.</p>	<p>Up to 40 a week. Over 40 a week. ²</p>
<p>Mercantile Occupations, No. 26D, Dec. 2, 1959, as amended May 10, 1961.</p> <p>Order No. 26D of June 1, 1957, as amended by Statute, Ch. 431 (L. 1961) and Ch. 551 (L. 1959); previously amended by Ch. 616 (L. 1953), Jan. 1, 1959; superseded Order No. 28C, July 1, 1954.</p>	<p>Any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, industrial, commercial, or individual users; including all work connected with the soliciting of sales, or opportunities for sales, or the distributing of such merchandise, wares, goods, articles or commodities, and the rendering of services incidental to the sales, use, upkeep, or servicing of same, whether</p>	<p>All employees: ¹ ¹⁰ Experienced (600 hours in the occupation). Inexperienced (less than 600 hours in the occupation). Service ----- Overtime (see exemptions under Wage Fixed in Law, p. 41.2).</p>	<p>\$1 an hour ----- 85 cents an hour ----- 70 cents an hour ----- $1\frac{1}{2}$ times employee's regular rate.</p>	<p>Up to 40 a week. Do. Do. Over 40 a week. ²</p>

See footnotes at end of table.

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
MASSACHUSETTS—Continued Mercantile Occupations, Order No. 26D, Dec. 2, 1959, as amended May 10, 1961.--Con.	<p>performed on employer's premises or elsewhere; the selling of ice cream and nonalcoholic beverages in mercantile establishments where the selling of such commodities is incidental to the principal business of the establishment; all functions within mercantile occupations not specifically governed by any other minimum-wage order; salespersons specifically exempted from coverage under the Dry Cleaning and Laundry Occupations Orders. <u>Exceptions:</u> (1) Outside salespersons who regularly sell away from employer's place of business, or whose hours cannot readily be determined, and who do not make daily reports or visits to the office or plant of employer: (2) outside salesmen employed at other than a fixed location whose working time, efforts, activities, mode of operation and process of effecting sales are not in any material manner managed, regulated, supervised, directed, controlled, or prescribed by the employer.</p>			

Laundry Occupations, No. 30B,
Dec. 2, 1959, as amended May 10,
1961.

Order No. 30B of Sept. 16, 1957,
as amended by Statute, Ch. 431
(L. 1961) and Ch. 551 (L. 1959).

(Superseded Order No. 30A,
Feb. 16, 1953.)

Any activity connected with the washing,
ironing, or processing incidental there-
to, for compensation of clothing, napery,
blankets, bed clothing or fabric of any
kind, or any other employment connected
with the laundry industry. Exceptions:
Above occupations covered by another min-
imum-wage order; salespersons in this in-
dustry who are connected with (1) the
soliciting of sales or opportunities for
sales; (2) the collection, distribution,
sale of laundry services, or merchandise;
(3) services rendered incidental to the
sale, or resale of laundry services or
merchandise.

Includes the producing of laundry service
in wholesale and retail laundries, clubs,
hospitals, colleges, private schools and
any other establishments in which laundry
occupations are performed, including self-
service laundries, automatic laundries,
and rental laundries.

Amusement and Recreation Occu-
pations, No. 27B, Dec. 2, 1959,
as amended May 10, 1961.

Order No. 27B of Oct. 1, 1957,
as amended by Statute, Ch. 431
(L. 1961) and Ch. 551 (L. 1959);
previously amended by Ch. 616
(L. 1958), Jan. 1, 1959.

All activities and services performed in
connection with a business or enterprise
engaged in or operated for the purpose of
furnishing entertainment or recreation to
the public, including, but not limited to,
motion-picture and other theaters, night
clubs, dance halls, bowling alleys, bill-
iard parlors, skating rinks, riding

All employees: ¹

Experienced (after 320 hours, in
particular establishment).
Inexperienced (first 320 hours in
particular establishment).
Overtime (see exemptions under Wage
Fixed in Law, p. 41.2).

All employees ¹, except caddies.
Overtime (see exemptions under
Wage Fixed in Law, p. 41.2).
Caddies carrying

1 bag-----

\$1 an hour-----

90 cents an hour-----

1½ times employee's regular
rate.
(Deductions from minimum wage
permitted for furnished meals
and lodging in amounts as
specified in order.)

\$1 an hour-----

1½ times employee's regular
rate.

75 cents, 9 holes or less
\$1.50, 10 to 18 holes-----

Up to 40 a week.

Do.

Over 40 a week ² ¹¹

Up to 40 a week.
Over 40 a week. ²

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
<p>MASSACHUSETTS—Continued Amusement and Recreation Occupations, No. 27B, Dec. 2, 1959, as amended May 10, 1961.--Con.</p> <p>(Order 27B superseded Order No. 27A, Aug. 18, 1952; partially superseded by Building Service Occupations, No. 28B, Feb. 1, 1960.)</p>	<p>academies, race tracks, amusement parks and centers, athletic fields, ball parks and stadiums, swimming pools and beaches, gymnasiums, golf courses, tennis courts, carnivals, circuses, broadcasting studios, boathouses, arenas, and all other similar establishments.</p> <p>Includes the work performed by ushers; game, parking lot, ramp and other attendants; announcers, barkers, ticket collectors, ticket sellers, change makers, ticket punchers, billiard rack men, amusement machine operators, pin boys, caddies, stage and other doormen, and special officers; including all nonprofessional workers in the amusement and recreation industries.</p> <p><u>Exceptions:</u> Above activities specifically governed by another minimum-wage order; and (1) performers whose activities involve the exercise of artistic talent or athletic proficiency; (2) students or members participating in any activities conducted by such nonprofit organizations as summer camps for children under 18, schools, colleges,</p>	<p>All employees¹—Cont. Caddies carrying 2 bags-----</p>	<p>\$1.25, 9 holes or less---- \$2.50, 10 to 18 holes----- (Deductions from minimum wage permitted for furnished meals and lodging, in amounts as specified in order.)</p>	

Dry Cleaning Occupation,
No. 29B, May 1, 1958, as
amended May 10, 1961.

Order No. 29B, as amended
by Statute, Ch. 431 (L.
1961).

(Superseded Order No. 29A,
of May 1, 1955.)

religious organizations or other
nonprofit organizations declared
exempt by the Minimum Wage Commis-
sion.

Any activity connected with the
cleaning, dyeing, wet-cleaning,
spotting, finishing, pressing, re-
pairing, altering, refreshing, re-
storing, fumigating, moth proofing,
water proofing or other processes
incidental thereto on articles or
fabrics of any kind, or storing of
any fabric incidental to this in-
dustry, or any other employment
connected with the cleaning and
dyeing industry. Exceptions: Above
occupations covered by another min-
imum-wage order; salespersons in
this industry who are connected
with: soliciting of sales or oppor-
tunities for sales; collection,
distribution, sale or resale of
merchandise for dry cleaning serv-
ice; or services rendered inciden-
tal to the sale or resale of dry
cleaning services.

All employees¹ -----
Overtime (see exemptions under
Wage Fixed in Law, p. 41.2).

Effective Sept. 16, 1958-----

Overtime⁸-----

\$1 an hour-----
1½ times employee's regu-
lar rate.

\$1.35 an hour-----

\$1 an hour-----

\$1.50 an hour-----

Up to 40 a week. 2 11
Over 40 a week. 2

Over 44 a week. 2
Up to and including
42 a week.

Over 42 a week. 2

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
MINNESOTA: Laundry and Dry Cleaning Industry, Order No. 21, Jan. 14, 1957. (Supersedes Order No. 17, May 1, 1939.)	Any firm engaged in laundry, dry cleaning, dyeing, self-service laundry, and similar activities incidental thereto.	Women and minors: In cities, towns and villages with a population of— More than 50,000 and cities, towns, and villages adjacent and contiguous thereto.	85 cents an hour-----	Maximum for females 16 years and over, 54 a week; for minors under 16 years, 8 a day, 48 a week. ¹
Retail Merchandising Industry, Order No. 22, Jan. 14, 1957. (Supersedes Order No. 18, June 30, 1947.)	All firms selling any type of goods, merchandise, articles, wares or commodities to the consumer, and not for the purpose of resale in any form.	25,000 to 50,000----- 5,000 to 25,000----- Less than 5,000----- Women and minors: (Over 500 hours of experience in the industry) in cities, towns and villages with a population of— More than 25,000, and cities, towns, and villages adjacent and contiguous thereto.	79 cents an hour----- 75 cents an hour----- 70 cents an hour----- 85 cents an hour-----	Do. ¹ Do. ¹ Do. ¹
		2,500 to 25,000----- Less than 2,500-----	75 cents an hour----- 70 cents an hour-----	Maximum for females 16 years and over, 54 a week; for minors, under 16 years, 8 a day, 48 a week. ¹ Do. ¹ Do. ¹

<p>Amusement Industry, Order No. 23, Feb. 17, 1957.</p> <p>(New order separating this industry from All Occupations Order No. 13, July 11, 1938, amended Apr. 1, 1939.)</p>	<p>All establishments engaged in providing entertainment or recreation for the public, such as motion-picture theatres, bowling alleys, skating rinks, dance halls, amusement parks and baseball clubs.</p>	<p>Learners (first 500 working hours in the industry) in cities, towns and villages with a population of-</p> <p>More than 25,000, and cities, towns, and villages adjacent and contiguous thereto. 70 cents an hour-----</p> <p>2,500 to 25,000----- 65 cents an hour-----</p> <p>Less than 2,500----- 60 cents an hour-----</p> <p>Women and minors:</p> <p>Women and minors 18 years and over-</p> <p>In cities, towns and villages with a population of-</p> <p>More than 25,000 and cities, towns and villages adjacent or contiguous thereto. 85 cents an hour-----</p> <p>2,500 to 25,000----- 80 cents an hour-----</p> <p>Less than 2,500----- 75 cents an hour-----</p> <p>Minors under 18 years----- 75 cents an hour-----</p>	<p>Do.¹</p> <p>Do.¹</p> <p>Do.¹</p> <p>Maximum for minors under 18 years, 8 a day, 48 a week.¹</p>
<p>Public Housekeeping Industry, No. 25, July 8, 1959.</p> <p>(Order separates this industry from All Occupations, No. 13, July 11, 1938, as amended Apr. 1, 1939; superseded Restaurant, No. 16, Mar. 1, 1939.)</p>	<p>Any industry, business, or establishment, either profit or non-profit making, which provides meals, housing, or maintenance services whether operated as a primary business or incidental to other operations in an establishment not covered by an industry order of the Commission.</p> <p>Includes, but not limited to, restaurants, nightclubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boarding houses,</p>	<p>Women and minors under 21 years, except in resorts:</p> <p>In cities, towns and villages with a population of-</p> <p>More than 50,000 and cities, towns and villages adjacent and contiguous thereto. \$1 an hour-----</p> <p>2,500 to 50,000----- 90 cents an hour-----</p> <p>Less than 2,500 and all other areas. 85 cents an hour-----</p>	<p>Maximum for females 16 and over, 54 a week.¹</p> <p>Do.¹</p> <p>Do.¹</p>

See footnotes at end of table.

W.B. 267, Part II, Supp. #4, 1-1-62

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
<p>MINNESOTA—Continued</p> <p>Public Housekeeping Industry, No. 25, July 8, 1959.—Cont.</p> <p>Editor's Note: Order No. 25 declared invalid Oct. 31, 1960 in Dist. Ct., Hubbard County, Minnesota. Appeal now before Minnesota Supreme Court.</p>	<p>clubs, and similar establishments where food in either solid or liquid form is prepared and served to be consumed on the premises; catering, banquet, box-lunch service, drive-ins, and similar establishments which prepare food for consumption on or off the premises; hotels, motels, apartment houses, rooming houses, resorts, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business, or commercial quarters; hospitals, sanitariums, rest homes, child nurseries, child care institutions, homes for the aged, and similar establishments offering board or lodging in addition to medical, surgical, nursing, convalescent, aged, or child care; schools, colleges, or universities, and similar establishments providing board or lodging in addition to educational facilities; establishments contracting for maintenance or cleaning of commercial or living quarters; establishments providing veterinary or other animal care services.</p>	<p>Except in resorts:—Cont.</p> <p>Learners or apprentices (less than 300 hours in the occupation):</p> <p>In cities, towns and villages with a population of—</p> <p>More than 50,000 and cities 2,500 to 50,000—</p> <p>Less than 2,500, and all other areas.</p> <p>Women and minors under 21 years in resorts.</p> <p>Learners or apprentices (less than 300 hours in the occupation).</p>	<p>95 cents an hour-----</p> <p>85 cents an hour-----</p> <p>80 cents an hour-----</p> <p>80 cents an hour-----</p> <p>75 cents an hour-----</p> <p>Allowance for gratuities as part of the minimum wage may not exceed 10 cents an hour for "service employees."²</p> <p>(Deduction from minimum wage permitted for furnished lodging and meals in amounts as specified in order.)</p>	<p>Maximum for females 16 and over, 54 a week.¹</p> <p>Do.¹</p> <p>Do.¹</p> <p>Do.¹</p> <p>Do.¹</p>

Personal Service Industry,
No. 26, Apr. 22, 1961.

(Partially supersedes Any Other
Occupation Order No. 13,
July 11, 1938, as amended
Apr. 1, 1939.)

Includes any industry, business, or establishment operated for the purpose of rendering, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health; including, but not limited to, beauty salons, barber shops, bath and massage parlors, physical conditioning and weight control salons.

Women and minors ³ in cities,
towns, villages, boroughs, and
governmental subdivisions with a
population of-

More than 2,500-----
Less than 2,500-----

Learner or apprentice operators
(less than 300 hours of experience
in occupations) in cities, towns,
villages, boroughs, and govern-
mental subdivisions with a popula-
tion of-

More than 2,500-----
Less than 2,500-----

\$1 an hour-----
90 cents an hour-----

95 cents an hour-----
85 cents an hour-----

NEVADA:

Wage fixed in law. Rates effective, July 1, 1957.

(Ch. 135, Laws of 1957, amending Ch. 609 of Nevada Revised Statutes; as amended by Ch. 369, Laws of 1955, and Ch. 194, Laws of 1953.)

Private employment. Exceptions: Domestic service; agriculture; employment by the State or any county, city or town therein.

Females:¹

18 years and over-----

Under 18 years-----

Probationary period (not to exceed 3 months in type of work)-

18 years and over-----

Under 18 years-----

Overtime-----

\$1 an hour, \$8 a day, \$48 a week.

87½ cents an hour, \$7 a day, \$42 a week.

\$6.50 a day, \$39 a week---

\$6 a day, \$36 a week-----

1½ times employee's regular wage rate.

(Deductions for meals and lodging permitted in amounts as specified in law.)

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

Do.

Do.

Do.

Over 8, up to 12 a day; over 48, up to 56 a week (in emergency, as specified).²

See footnotes at end of table.

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
<p>NEW HAMPSHIRE:</p> <p>Hotel, Motel, Cabin, Tourist Home and Restaurant Occupations, No. 6, June 1, 1960.</p> <p>(Supersedes Restaurant Occupation, No. 3A, Oct. 1, 1950; and Hotel, Cabin and Tourist Home Occupations, No. 8, Jan. 1, 1952.)</p>	<p>Any establishment including tourist homes, motels, inns, and cabins, which as a whole or a part of its business activities, offers lodging and accommodations for hire to the public, to employees, or to members or guests of its members, and services in connection therewith or incidental thereto (covers both resort hotels, as defined, and all-year hotels); and any establishment which prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box-lunch or curb service; the term "Food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal preparations.</p>	<p>Women and minors under 21:</p> <p>Nonservice-----</p> <p>Service-----</p>	<p>75 cents an hour¹-----</p> <p>50 cents an hour¹-----</p> <p>(Deductions for meals and/or lodging permitted at prices specified in order.)</p>	<p>(2)</p> <p>(2)</p>

<p>Wage fixed in law. Rates effective Nov. 30, 1959.</p> <p>Ch. 275, (L. 1959); as last amended by Ch. 311 (L. 1957); Ch. 288 (L. 1955); Ch. 232 (L. 1953).</p>	<p>Any industry, trade, or business, or branch thereof, or class of work therein. <u>Exceptions:</u> Household, domestic, or farm labor; outside salesmen; summer camps for minors; restaurants, hotels, inns and cabins; newsboys and golf caddies; employees (other than laundry employees, nurse aides, and practical nurses) of nonprofit hospitals, orphanages, and homes for the aged; employees subject to provisions of the Federal Fair Labor Standards Act and regulations issued thereunder.</p>	<p>All employees: Except-</p> <p>Laundry employees, nurse aides, and practical nurses in nonprofit hospitals, orphanages, and homes for the aged.</p> <p>Theater ushers and pinboys--</p> <p>Learners (not over 6 months in occupation); handicapped workers;³ persons 18 years and under.</p>	<p>\$1 an hour-----</p> <p>80 cents an hour-----</p> <p>75 cents an hour-----</p> <p>80 cents an hour, by permit.</p>	<p>Maximum for females and minors: 10 a day, 48 a week, or 10½ a day, 54 a week, as specified in hours law.²</p> <p>Do.</p>
<p>Laundry Occupation, No. 2, Nov. 30, 1959.</p> <p>Order No. 2 of June 11, 1953, as amended by Statute, Ch. 275 (L. 1959).</p> <p>(Previously amended by Ch. 311 (L. 1957); Ch. 288 (L. 1955); superseded Order No. 2, effective July 28, 1949.)</p>	<p>Any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services either on their own behalf or for others by business establishments, clubs, institutions, and overnight camps.</p> <p>Includes any place in which any phase of laundry service is conducted.</p>	<p>Women and minors: Experienced-----</p> <p>Learners or apprentices (not over 6 months in occupation); persons 18 years and under; handicapped workers.³</p>	<p>\$1 an hour-----</p> <p>80 cents an hour-----</p> <p>(Deduction of a fair charge - no more than actual cost - permitted for required uniforms. When meals or lodging are furnished as part of compensation, allowance for same permitted, in amounts as specified in order.)</p>	<p>Maximum for females and minors: 10½ a day, 54 a week.²</p> <p>Do.²</p>

See footnotes at end of table.

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
<p>NEW HAMPSHIRE—Continued</p> <p>Beautician Occupation, No. 4A, Nov. 30, 1959.</p> <p>Order No. 4A of June 11, 1953, as amended by Statute, Ch. 275 (L. 1959). (Previously amended by Ch. 311 (L. 1957); Ch. 288 (L. 1955); superseded Order No. 4A, effective July 28, 1949.)</p> <p>Retail Trade Occupation, No. 5A, Nov. 30, 1959.</p> <p>Order No. 5A, June 11, 1953, as amended by Statute, Ch. 275 (L. 1959). (Previously amended by Ch. 311 (L. 1957); Ch. 288 (L. 1955); superseded Order No. 5A, effective Dec. 30, 1946.)</p>	<p>Any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.</p> <p>Any retail establishment or any retail activity, unless and until the specific employment is governed by a minimum-wage order other than this general retail order.</p>	<p>Women and minors:</p> <p>Licensed hairdressers, and manicurists who are not licensed hairdressers.</p> <p>Apprentices (not over 6 months in a shop)⁴; persons 18 years and under; handicapped workers.³</p> <p>Students in registered schools who work on paying customers.</p> <p>Women and minors:</p> <p>Experienced-----</p> <p>Learners (not over 6 months in the industry)⁵; persons 18 years and under; handicapped workers.³</p>	<p>\$1 an hour-----</p> <p>80 cents an hour-----</p> <p>50 percent of the charge made for the service.</p> <p>\$1 an hour-----</p> <p>80 cents an hour-----</p>	<p>Maximum for females and minors, 10½ a day, 54 a week.²</p> <p>Do.²</p> <p>Maximum for females and minors, 10½ a day, 54 a week.²</p> <p>Do.²</p>

Dry Cleaning Occupation,
Order No. 7, Nov. 30, 1959.
Order No. 7, June 11, 1953,
as amended by Statute, Ch.
275, (L. 1959).

(Previously amended by Ch.
311 (L. 1957); Ch. 288
(L. 1955); superseded
Order No. 7, July 28,
1949.)

Any activity directly connected
with cleaning, dyeing, pressing,
or processing of any article of
wearing apparel, household fur-
nishings, or fabrics of any kind
whatsoever; and any process inci-
dental thereto, including col-
lecting and receiving such arti-
cles for the above purposes, or
giving out or collecting such arti-
cles after they have been
cleaned, dyed, or pressed.

Women and minors:⁶

Experienced-----

\$1 an hour-----

Learners or apprentices (not
over 6 months in the in-
dustry)⁷; persons 18 years
and under; handicapped work-
ers.³

80 cents an hour-----

Maximum for females
and minors, 10½ a
day, 54 a week.²
Do.²

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
<p>NEW JERSEY: Beauty Culture Occupations, No. 12, May 17, 1961.</p> <p>(Supersedes Order No. 5 of Jan. 10, 1943.)</p>	<p>Includes services, operations, or processes used or useful in care, cleansing, or beautification of, or in enhancement of personal appearance; and all services, operations or processes incidental thereto, including work of demonstrators, maids, cashiers, reception or appointment clerks. <u>Exception:</u> Hotels.</p> <p>Beauty culture establishment includes any shop, store, place, room or part thereof, in which services are rendered in the beauty culture occupation, or any branch thereof, and a charge is made to the public for such services.</p>	<p>Women and minors: ¹</p> <p>Operators- After 6 months in establishment. First 6 months in establishment. Other beauty culture occupations. Maids, cleaning women, porters or shoeshine boys.</p> <p>On senior student or temporary permit. Overtime----- <u>Exempt from overtime provision:</u> Employee in a bona fide managerial, executive, or supervisory capacity on a salary basis of \$80 or more a week.</p>	<p>\$1.50 an hour----- \$1.25 an hour----- \$1.35 an hour----- \$1.25 an hour----- \$1.25 an hour----- 1½ times the regular rate.</p>	<p>Over 40 a week.</p>

Restaurant Occupations,
Order No. 9, Feb. 19,
1956.

(Supersedes Order No. 6,
Aug. 13, 1943.)

Any activity in the restaurant industry, i.e., any eating or drinking place which prepares and offers food or beverage for human consumption either in any of its premises or by such service as catering, banquets, box lunch or curb service, to the public, to employees or to members or guests of members.

Exceptions: Person working in a nonprofit institution who, while so working, shall be receiving from such institution benefits of a charitable or educational nature, or instruction and training in a recognized profession, and whose work for such institution is an incident of his or her receipt of such benefits; hotel employees (not including those in hotel-restaurant catering to nonresident guests).⁵

Laundry and Cleaning and
Dyeing Occupations, No.
10, May 6, 1956.

(Supersedes Order No. 7,
Oct. 23, 1946.)

Any activity in any capacity in the marking, sorting, washing, cleansing, collecting, ironing, assembling, packaging, pressing, receiving, shipping or delivery or any other activity, including clerical work, directly incidental or essential to the laundering, cleansing or renovating of any articles of clothing, napery, blankets, rugs, carpets, draperies, bed clothing, fabric, textile, fur or leather, when such activity is not performed in the original process of

Women and minors:¹

Nonservice (except those serving persons in automobiles).

Nonservice (serving persons in automobiles).

Service employees (as defined).

Overtime (Exempt from overtime provision. Bona fide supervisory or executive employees.²) If employee has more than one "interval off duty" or spread of hours exceeds 10.

Women and minors:¹

Nonclerical workers--

After 4 weeks of employment--

First 4 weeks of employment--

Clerical workers--

After 4 weeks of employment--

First 4 weeks of employment--

Overtime (Exempt from overtime provision. Bona fide supervisory or executive employees.²)

\$1 an hour (less than 2 meals a day).

87 cents an hour (2 or more meals a day).

84 cents an hour (full board and lodging).

80 cents an hour (less than 2 meals a day).

67 cents an hour (2 or more meals a day).

66 cents an hour (less than 2 meals a day).

53 cents an hour (2 or more meals a day).

50 cents an hour (full board and lodging).

1½ times the employee's regular hourly rate.

50 cents a day in addition to wages otherwise earned.

85 cents an hour-----

80 cents an hour-----

80 cents an hour-----

75 cents an hour-----

1½ times the employee's regular hourly rate.

40 a week.

Do.

Do.

Over 40 a week.^{3, 4}

40 a week.

Do.

Over 40 a week.^{3, 6}

See footnotes at end of table.

wares, goods, articles or commodities, and the rendering of services incidental to the sale, use or upkeep of the same, whether performed on the employer's premises or elsewhere; work performed in the manufacturing of merchandise sold at retail upon the premises where it is manufactured. Exceptions: Newsboys; casual employment (as defined) of persons under 18 years of age; work performed in the manufacturing of merchandise sold at wholesale by the manufacturer.

See footnotes at end of table.

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
<p>NEW MEXICO: Wage fixed in law. Rates effective, June 7, 1957.</p> <p>(Ch. 161, Laws of 1957, amending Ch. 200, Laws of 1955.)</p> <p>(Amends rates effective June 10, 1955.)</p> <p>See footnotes at end of table.</p>	<p>Any employment by employers of 4 or more persons at any one time.</p> <p><u>Exceptions:</u> Persons employed in agriculture; in domestic service in or about a private home; in a bona fide executive, administrative, or professional capacity; by the United States or by the State, or any political subdivision; in hospitals, mortuaries, and ambulance services; in activities of an educational, charitable, religious or nonprofit organization where no employer-employee relationship exists, or where services are voluntary; foremen, superintendents, supervisors; salesmen or individuals paid on piecework, flat-rate schedules or commission basis; primary or secondary school students working after school hours or on vacation; apprentices and learners otherwise provided by law; G. I. bill trainees while under training; inexperienced workers who have worked less than 3 months for any one employer.³</p>	<p>All employees¹----- (Except service employees.)</p> <p>Service employees, i.e., persons employed in restaurants, cafes, drug stores¹, and other establishments furnishing food or drink for consumption on the premises; laundries; cleaning establishments engaged in cleaning or repairing garments at retail; hotels, motels, tourist courts and other establishments furnishing lodging for hire to the public; gasoline and automotive service stations; and bakeries.</p>	<p>75 cents an hour-----</p> <p>65 cents an hour-----</p>	<p>Maximum for females, 8 a day, 48 a week in specified occupations.²</p> <p>Do.²</p>

NEW YORK:

Wage fixed in law. Rate effective Oct. 1, 1960, Ch. 619 (L. 1960), as amended by Ch. 440 (L. 1961), Apr. 11, 1961.

Any industry, trade, business or class of work in which employees are gainfully employed. Exceptions: Domestic service in the home of employer; labor on a farm; bona fide executive, administrative or professional employees; outside salesmen or taxicab drivers; volunteer, learner or apprentice of a corporation, unincorporated association, community chest fund, or foundation organized and operated exclusively for religious, charitable or educational purposes, no part of net earnings of which inures to benefit of any private shareholder or individual; ² a member of a religious order, or duly ordained, commissioned or licensed minister, priest or rabbi, or sexton, or Christian Science reader; work for such a religious or charitable institution (1) which is incidental to or in return for charitable aid conferred upon an individual and not under an express contract of hire, (2) at which institution individual is a student, (3) in or for such institution if the earning capacity of individual is impaired by age, physical or mental deficiency, or injury, (4) in or for a summer camp or conference of such institution for not more than 3 months annually; staff counselor in

All employees -----

\$1 an hour ¹ -----

tracks and stables, amusement parks and centers, penny arcades and other coin-operated amusement-device parlors, athletic fields, arenas, ball parks and stadiums, swimming pools, beaches, gymnasiums and slenderizing salons, golf courses, tennis courts, carnivals, circuses, boat-houses, card clubs, and other similar establishments, as well as play-producing or other entertainment-producing companies, theatrical agents, ticket brokers, and professional sports promoters; allied services operated in connection with amusement and recreation establishments, such as checkrooms and parking lots. Exceptions: Establishments engaged in the operation of radio or television broadcasting stations; nonprofit organizations organized exclusively for religious, charitable, or educational purposes; also summer theater apprentice actors, actors in New York City theaters with less than 300 seats; or rolling-chair pushers.⁷

Pinsetters-----
Ushers at sports exhibitions----
Golf caddies-----

13 cents a line-----
\$4 per event-----
\$1.25 per bag for each
round of 9 holes or less.
\$2.25 per bag for each
round of 10 to 18 holes.

(Furnished meals and lodging may be considered as part of minimum wage in amounts as specified in order.)
(In lieu of laundering or maintaining required uniforms, employer must pay, in addition to the minimum wage, \$1.50 a week if employee works more than 30 hours a week; or \$1 a week for 30 or less hours of work a week.)

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
<p>NEW YORK--Continued</p> <p>Confectionery Industry, No. 3-b, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.</p> <p>(Order No. 3-b of Mar. 3, 1952 superseded Order No. 3-a of Nov. 30, 1947.)</p> <p>Building Service Industry, No. 9A, May 29, 1961. ¹²</p> <p>(Rates effective Jan. 1, 1962.)</p> <p>(Supersedes Order No. 9 of Feb. 15, 1953, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.)</p>	<p>All activities, services, and processes in the manufacture, preparation, and packaging of candy, confections, sweetmeats, chewing gum, sweetened cough drops, and sugared nuts. All occupations necessary to the production of the articles specified, including but not limited to office, clerical, maintenance, wrapping, packaging, and shipping. ⁷</p> <p>Includes any person, corporation, or establishment engaged in whole or in part in the renting, servicing, cleaning, maintaining, or managing buildings or building space, and all occupations, operations, and services in connection therewith or incidental thereto. The industry includes, but is not limited to, real estate owners, building owners, operators, lessors, managing agents and independent contractors. Exceptions: (1) Any building owned, operated, and used solely for religious, charitable, or educational purposes by a nonprofit organization, organized exclusively for religious, charitable, or educational purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual; (2) building trades contractors engaged</p>	<p>All employees: ^{4, 5}</p> <p>Full time (over 32 hours a week)-</p> <p>Hourly rate ⁸-----</p> <p>Weekly rate ⁸-----</p> <p>Overtime-----</p> <p>Part time (32 hours or less a week). ¹⁰</p> <p>Overtime-----</p> <p>All employees: ⁴</p> <p>Resident janitors in residential buildings that are:</p> <p>Centrally heated-</p> <p>By coal (hand fired):</p> <p>Until July 1, 1962-----</p> <p>July 1, 1962-----</p> <p>By automatic heating unit (all fuels).</p> <p>Not centrally heated-</p> <p>Hot water-----</p> <p>Cold water-----</p> <p>Nonresidential janitors in residential buildings that are:</p> <p>Centrally heated-</p> <p>By coal (hand fired)-----</p> <p>By automatic heating unit (all fuels).</p> <p>Not centrally heated (all types).</p> <p>"All other" building service employees.</p>	<p>\$1 an hour-----</p> <p>\$40 a week-----</p> <p>\$1.50 an hour-----</p> <p>\$1.05 an hour-----</p> <p>\$1.57½ an hour-----</p> <p>95 cents per unit per week.</p> <p>\$1 per unit per week.</p> <p>85 cents per unit per week.</p> <p>70 cents per unit per week.</p> <p>65 cents per unit per week.</p> <p>75 cents per unit per week.</p> <p>60 cents per unit per week.</p> <p>-----do-----</p>	<p>Actual working time.</p> <p>More than 32, up to 40 a week.</p> <p>Over 8 a day, over 40 a week. ⁹</p> <p>Actual working time.</p> <p>Over 8 a day.</p>

exclusively in real estate sales.
 Excluded from the definition of "employee" are: (1) Employees of an owner or lessee of a building occupying the entire building for his own use if they work exclusively in that building; (2) clerical and nonmanual workers employed in the offices of managing agents or in central offices, whose wages are not directly chargeable to the operations of a specific building or building space; (3) any individual working in or in connection with a bungalow colony. ⁷

Until July 1, 1962-----
 July 1, 1962-----
 Overtime, except janitors in residential buildings:
 Employees in residential buildings-
 Until July 1, 1962-----
 July 1, 1962-----
 "All other" employees-
 Until July 1, 1962-----
 July 1, 1962-----

\$1.10 an hour-----
 \$1.15 an hour-----
 \$1.65 an hour-----
 \$1.72½ an hour-----
 \$1.65 an hour-----
 \$1.72½ an hour-----

Over 45 a week.
 Over 42 a week; over
 40 a week, Jan. 1,
 1963.
 Over 40 a week.
 Do.

(The value of an apartment and utilities where furnished by employer to employee in a residential building may be considered part of the minimum wage. Order specifies maximum allowances for apartment and utilities furnished.)

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
<p>NEW YORK--Continued Retail Trade Industry, No. 7-b, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. (Order No. 7-b of Feb. 15, 1959 superseded Order No. 7a, Dec. 28, 1953.)</p>	<p>Selling or offering for sale at retail and/or wholesale any goods, wares, merchandise, articles or things, and all occupations, operations and services in connection therewith or incidental thereto. Exceptions: Establishments engaged solely in wholesale trade, or employment exclusively at wholesale in an establishment engaged in both wholesale and retail trade which realizes less than 25 percent of its gross annual receipts from retail sales.⁷</p>	<p>All employees:⁴ ⁵ Hourly rate----- Weekly wage¹⁵----- Overtime----- If employee works a split shift or spread of hours exceeds 10, or both situations occur. Except: Students on days attending school.</p>	<p>\$1 an hour----- \$37.50 a week----- \$1.50 an hour----- \$1 a day in addition to minimum wages otherwise required. (Meals and lodging actually furnished may be considered part of the minimum wage, in amounts as specified in order.) (In lieu of laundering or maintaining required uniforms, employer must pay in addition to the minimum wage \$1.50 a week to employee working more than 30 hours; \$1 a week, for 30 hours or less.)</p>	<p>Actual working time. Over 30, not over 37½ a week. Over 40 a week.⁹</p>



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
<p>NEW YORK--Continued Cleaning and Dyeing Industry, No. 4-c, Apr. 15, 1957, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.</p> <p>(Order No. 4-c of Apr. 15, 1957 superseded Order No. 4-b, Feb. 15, 1953.)</p>	<p>(a) All types of cleaning, dyeing, pressing or processing incidental thereto, including mending and altering in connection therewith, of materials belonging to the ultimate consumer, i.e., clothing, hats, household furnishings, rugs, textiles, furs, leather, upholstered goods, or fabrics of any kind whatsoever; (b) the soliciting, collecting, selling, reselling, or distributing at retail or wholesale of cleaning, dyeing and pressing services; (c) all office, clerical, packing, or other occupations (including plant maintenance) incidental or related to the processes described above. <u>Exceptions:</u> Cleaning, dyeing or pressing when a process in the manufacture of new materials or of second-hand materials being processed for resale; establishments insofar as they are covered by the laundry order.⁷</p>	<p>All employees:^{4 5} Full time (24 hours or more a week)- Hourly rate----- Weekly rate¹⁶-----</p> <p>Overtime----- Part time (less than 24 hours a week). On any day employee works a split shift.</p>	<p>\$1 an hour----- \$30 a week-----</p> <p>\$1.50 an hour----- \$1.05 an hour-----</p> <p>\$1.50 an hour-----</p> <p>(Meals and lodging actually furnished may be considered part of the minimum wage, in amounts as specified in order.) (In lieu of laundering or maintaining required uniforms, employer must pay, in addition to the minimum wage, \$1.50 a week to employee working more than 30 hours; \$1 a week, for 30 hours or less.)</p>	<p>Actual working time. 24, not over 30 a week. Over 40 a week.⁹ Actual working time. Do.</p>
<p>Laundry Industry, No.1-c, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.</p> <p>(Order No. 1-c of Apr. 15, 1957 superseded Order No. 1-b, Feb. 15, 1953.)</p>	<p>(a) Washing of fabrics or textiles of any kind and the ironing, pressing, repairing or processing incidental to such washing; (b) soliciting collection, distribution or rental at wholesale or retail of the articles so processed; (c) en-</p>	<p>All employees:^{4 5} Full time (over 30 hours a week)- Hourly rate¹⁷----- Weekly rate¹⁶-----</p>	<p>\$1 an hour----- \$37.33 a week-----</p>	<p>Actual working time. Over 30, including 37 1/3 a week.</p>

gaging in any of the processes mentioned in (a) or (b) for their own use by business establishments, except where the processing is incidental to the manufacture or sale of a commodity; (d) all occupations, operations and services in connection with or incidental to the processes mentioned above; laundrettes, automatic and coin operated laundries. Exceptions: Laundries owned and operated and used solely in connection with religious or charitable activities by non-profit institutions organized exclusively for religious or charitable purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual.⁷

Restaurant Industry, No. 5-c, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.

(Order No. 5-c of Sept. 17, 1957 superseded Order No. 5-b, effective Feb. 15, 1953.)

Any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquet, box lunch, or curb or counter service, to the public, to employees or to members or guests of members; and services in connection therewith or incidental thereto; including, but not limited to, service restaurants, cafeterias, commissaries, automats, bars and grills, taverns, coffee shops, luncheonettes, diners, sandwich shops, tearooms, ice cream parlors, night clubs and cabarets; restaurant concessions in hotels, department and variety stores,

Overtime-----
Part time (30 hours or less a week).

All employees:^{4 5}
Full time (over 30 hours a week).¹⁷

Overtime-----
Nonservice-----
Service-----

Part time (30 hours or less a week).¹⁸

\$1.50 an hour-----
\$1.05 an hour-----

(Meals and lodging furnished may be considered a part of the minimum wage, in amounts as specified in order.)

(An allowance not exceeding one-half of the actual purchase cost of required uniform permitted as part of minimum wage.)

\$1 an hour with an allowance for tips of 30 cents an hour for service employees.

\$1.45 an hour-----
\$1 an hour after allowance for tips.

\$1.05 an hour with an allowance for tips of 30 cents an hour for service employees.

Allowance of not more than 10 cents an hour permitted for any day employer furnishes meals.¹⁹

Over 40 a week.⁹
Actual working time.

Over 30, up to 40 a week.

Over 40 a week.⁹
Do.⁹

Actual working time.

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
NEW YORK--Continued Restaurant Industry, No. 5-c, as modified Oct. 1, 1960.--Cont.	drug stores, candy stores, bakeries, delicatessens, places of amusement or recreation; other commercial and industrial establishments and social, fraternal and professional clubs and similar organizations; caterers and banquet halls; restaurants, cafeterias, snackbars, and canteens in institutions catering to visitors and guests; concessions in restaurants and night clubs such as hat and coat check rooms, cigarette girls, photographers and their assistants; frozen custard stands, frankfurter stands, and refreshment stands which qualify as restaurants under the foregoing term "restaurant industry." <u>Exceptions:</u> Eating or drinking places operated by establishments customarily offering lodging accommodations of 5 or more rooms to the public, to employees or to members or guests of members; establishments where service of food or beverages is not available to the public but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons or other public charges. ⁷	On any day employee has more than one interval off duty (excluding meal period of one hour or less), or spread of hours exceeds 10, or both situations occur.	\$1 a day in addition to minimum wage otherwise required. (Furnished lodging may be considered part of minimum wage, in amounts as specified in order. In lieu of laundering and maintaining required uniform, employer may pay 4 cents an hour in addition to minimum wage.)	

Beauty Service Industry, No. 2-c,
as modified by Ch. 619 (L. 1960),
Oct. 1, 1960.

(Order No. 2-c of Jan. 6, 1958
superseded Order No. 2-b,
Feb. 15, 1953.)

All establishments which perform services
or operations in the care, cleansing or
beautification of the skin, scalp, nails
or hair, or in the enhancement of per-
sonal appearance, and also services or
operations in connection therewith or
incidental thereto; including, but not
limited to, maids, cloakroom attendants,
cleaning women, cashiers, receptionists,
appointment clerks, and clerical workers.
Exceptions: Barbers, manicurists and
other workers in barber shops which per-
form services primarily for men. ⁷ (Bona
fide booth renter, as defined, is not
deemed an employee in the beauty-service
industry.)

Hotel Industry, No. 6F, Nov. 3,
1961.

(Order No. 6F supersedes Order
No. 6-e of June 20, 1958, as
modified by Ch. 619 (L. 1960),
Oct. 1, 1960.)

Any establishment which, as a whole or
part of its business activities, offers
lodging accommodations for hire to the
public, to employees, or to members, or
guests of members, and services in con-
nection therewith or incidental thereto;
including, but not limited to, commercial
hotels, apartment hotels, resort hotels,
lodging houses, boarding houses, fur-
nished-room houses, children's camps,
adult camps, tourist camps, tourist homes,
motels, auto camps, residence clubs, mem-
bership clubs, dude ranches, Turkish
baths, and Russian baths. Exceptions:
Eating or drinking places customarily
offering lodging

All employees, ⁴ ⁵ except maids,
cleaning women, porters:

Full time (over 28 hours a week)-
Hourly rate ¹⁷-----

Weekly rate ¹⁶-----

Overtime-----

Part time (28 hours or less a week)

Maids, cleaning women, porters

\$1.05 an hour-----

\$42 a week-----

\$1.58 an hour-----

\$1.35 an hour-----

\$1.05 an hour-----

(Meals and lodging furnished
may be considered as part of
the minimum wage, in amounts
as specified in order.)

Actual working time.

More than 28, not over
40 a week.

Over 40 a week. ⁹

Actual working time.

Maximum for females,
8 a day, 48 a week. ⁹

All employees: ⁴ ⁵ ²⁰

All-year hotels:

Full time ¹⁷ -

Until Nov. 3, 1962-----

\$1.05 an hour with allowance
for tips of 30 cents an hour
for service employees.

Nonresidential employ-
ees: Over 30, includ-
ing 40 a week in New
York City; over 30,
including 42 a week
outside New York City.
Residential ¹⁴ : up to
and including 44 a
week.

Nov. 3, 1962-----

\$1.15 an hour with allowance
for tips of 35 cents an hour
for service employees.

Do.

Non residential employees:

Part time ¹⁸-----

5 cents an hour more than
basic hourly rate.

30 or less a week.

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
<p>NEW YORK--Continued Hotel Industry, No. 6F, Nov. 3, 1961. - Continued</p>	<p>accommodations only to their own employees or, with less than 5 rooms, to the public, to employees, or to members or to guests of members; establishments in which lodging accommodation: (1) is not available to the public or to members or guests of members, but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges, or (2) is offered by any corporation, unincorporated association, community chest fund, or foundation organized exclusively for religious, charitable or educational purposes, no part of the net earnings of which inure to the benefit of any private shareholder or individual; golf caddies; Turkish bath workers employed by concessionaires in hotels, or Turkish baths operated independently of hotels, unless employed in connection with lodging facilities of the establishment; no more than campers who work 4 hours a day in a children's camp.⁷ Resort hotel, defined as one which offers lodging accommodations of a vocational nature to the public or to members or guests of members and which operates not more than seven months in any calendar year, or</p>	<p>On any day employee has more than one interval off duty (excluding meal period of one hour or less), or spread of hours exceeds 10, or both situations occur.</p> <p>Resort hotel: ¹⁴ Until Nov. 3, 1962-----</p>	<p>\$1 a day in addition to wages earned.</p> <p>(Furnished meals and lodging in all-year hotels may be considered part of minimum wage. Meals valued, until Nov. 3, 1962 at 6 cents an hour for 1 meal a day; ²¹ 12 cents an hour, for 2 meals a day; 45 cents, for third meal; on and after Nov. 3, 1962, 50 cents a meal. Lodging, 14 cents an hour.)</p> <p>(In lieu of laundering and cleaning required uniforms, employer must pay an additional 5 cents an hour.)</p> <p>\$1.05 an hour with allowance for tips of 15 cents an hour for chambermaids, 30 cents an hour for service workers.</p>	<p>Up to 48 a week.</p>

being located in a rural community or in a city or village of less than 15,000 population, increases either its number of employee work days or its number of guest days in four consecutive weeks by at least 100 percent over the number of such days in any other four consecutive weeks in preceding calendar year.

Between Nov. 3, 1962 and June 3, 1963-

Nonservice employees and chambermaids.

Service employees-----

June 3, 1963-----

Students employed as service workers for not more than 17 weeks in resort hotel (as defined), by certificate.

\$1.10 an hour with allowance for tips of 15 cents an hour for chambermaids.

\$1.05 an hour with allowance for tips of 30 cents an hour.

\$1.15 an hour with allowance for tips of 15 cents an hour for chambermaids, 35 cents an hour for service workers.

Up to 20% lower than the minimum hourly rate after allowance for tips, meals, and lodging.

(Furnished meals and lodging may be considered a part of the minimum wage. For non-residential employees: Meals valued, until Nov. 3, 1962, at 45 cents a meal per workday; on and after Nov. 3, 1962, 50 cents a meal; lodging, 14 cents an hour. Lodging and 3 meals a day, \$3 a day for each day worked.)

(In lieu of laundering and cleaning required uniforms, employer must pay an additional 5 cents an hour, not over \$2.40 a week.)

Up to 48 a week.

Do.

Do.

Do.

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
<p>NEW YORK--Continued Hotel Industry, No. 6F, Nov. 3, 1961.--Continued</p>		<p>Overtime-----</p>	<p>1½ times basic hourly rate before allowance for meals and lodging, but after allowance, if any, for tips.</p>	<p>All year hotels: Nonresidential - over 40 a week in New York City; over 42 a week outside New York City; residential ¹⁴, over 44 a week. Resort hotels: over 48 a week and hours worked on 7th consecutive day. ⁹</p>
<p>Miscellaneous Industries and Occupations, No. 11, Oct. 1, 1960.</p> <p>(Order issued pursuant to Ch. 819 (L. 1960).)</p>	<p>Miscellaneous industries and occupations. Exceptions: Occupations or industries covered by another minimum-wage order; nonprofit-making institutions which have elected to be exempt from coverage of a minimum-wage order under provisions of the Minimum-Wage Act. ⁷</p>	<p>All employees, except those in non-profit-making institutions: A. Hourly rate ¹⁴ -----</p>	<p>\$1 an hour----- Maximum hourly allowance for tips, (under conditions specified in order) as part of minimum wage: 15 cents, if employee's weekly tips average between 15 cents and 30 cents an hour; 30 cents, if average is 30 cents or more an hour. No allowance for tips if weekly average is less than 15 cents an hour. (Furnished meals and lodging may be considered a part of minimum wage valued at no more than 45 cents a meal, 65 cents a day for lodging.)</p>	<p>Actual working time. ⁹</p>

<p>B. Learners, for 10 weeks or longer of training; apprentices on program requiring at least 2 years (4,000 hours) of work experience; and handicapped workers, by certificate from Commissioner. (Order defines learners, apprentices, handicapped workers.)</p>	<p>Not less than 75 percent of the applicable minimum wage after allowance.</p>	<p>Actual working time.⁹</p>
<p>All employees ¹⁴ in nonprofit-making institutions, as defined, (not electing to be exempt from coverage under a minimum wage order).</p>	<p>\$1 an hour----- Furnished meals and lodging may be considered a part of minimum wage valued at no more than: For employees, except in Children's Camps- 45 cents a meal, 65 cents a day for lodging; fair and reasonable amount for apartment and facilities, not to exceed prevailing rentals for comparable facilities, or \$1.30 a day, whichever is lower. For employees in Children's Camps, as defined- 7 cents an hour per meal a day, 12 cents an hour for lodging. In lieu of furnishing laundry facilities to employees in Children's Camps, employer may pay \$1 a week in addition to minimum wage.</p>	<p>Actual working time.⁹</p>
<p>Students in a camp open not more than 6 months in year, by certificate.</p>	<p>20% lower than the minimum hourly rate after allowances for meals and lodging.</p>	

father or mother; those receiving tips or gratuities as the principal part of their wage; those confined to any penal, corrective, or mental institution of the State or any political subdivision thereof; employees of boys' and girls' summer camps; any person under the age of 16 or 65 years of age and over; taxicab drivers and operators.

See footnotes at end of table.

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
<p>NORTH DAKOTA: Manufacturing Occupation, No. 2, Sept. 1, 1949. (Supersedes Order No. 2, Apr. 4, 1922, reprinted Aug. 15, 1939.)</p>	<p>All processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops; drapery and furniture covering workshops, and garment alteration, art, needlework, fur-garment making, and millinery workrooms in mercantile stores; employees of creameries and produce houses, and the candy-making departments of retail candy stores and of restaurants, bakery and biscuit manufacturing establishments, candy manufacturing, and bookbinding and job-press-feeding establishments.</p>	<p>Women; minors: ¹ Experienced----- Learners, except in job-press feeding and bookbinding (3 months).</p>	<p>55 cents an hour----- 50 cents an hour-----</p>	<p>Maximum for women, 8½ a day, 48 a week. 2, 3 Do. 2, 3</p>
<p>Laundry, Cleaning and Dyeing Occupation, No. 4, Sept. 18, 1961. (Supersedes Order No. 4, Mar. 12, 1959.)</p>	<p>Any establishment where clothes are washed, cleaned or dyed by any process, by any person, firm, institution, corporation, or association, and such work shall include all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials including work performed in laundry departments in hotels and factories.</p>	<p>Women; minors: ¹ Experienced----- Learners ⁴ (60 days' apprenticeship in laundry, cleaning and dyeing establishments). Part time-----</p>	<p>65 cents an hour. 55 cents an hour. Applicable hourly minimum.</p>	<p>Maximum for women, 8½ a day, 48 a week.³ Do. ³ For each hour worked during week.</p>

<p>Telephone Occupation, No. 5. July 7, 1953.</p> <p>(Supersedes Order No. 5, Apr. 4, 1922, reprinted Aug. 15, 1939.)</p>	<p>All telephone exchanges.</p>	<p>Women; minors: 1</p> <p>Experienced workers in exchanges with main stations numbering-</p> <p>More than 750-----</p> <p>Less than 750, more than 500.</p> <p>Less than 500, more than 250.</p> <p>Less than 250-----</p> <p>Learners (1,248 hours of appren- ticeship) in exchanges with main stations numbering-</p> <p>More than 750-----</p> <p>Less than 750, more than 500.</p> <p>Less than 500, more than 250.</p> <p>Less than 250-----</p>	<p>75 cents an hour-----</p> <p>60 cents an hour-----</p> <p>50 cents an hour-----</p> <p>(No rate set.)-----</p> <p>60 cents an hour-----</p> <p>50 cents an hour-----</p> <p>42½ cents an hour-----</p> <p>(No rate set.)</p>	<p>Maximum for women 8¼ a day, 48 a week, in cities or towns of 500 or more population as specified in hour law. ³</p> <p>Do. ³</p> <p>(3)</p> <p>(6)</p> <p>(3)</p> <p>(3)</p> <p>(3)</p> <p>(6)</p> <p>8½ a day, 48 a week, 6 days in cities or towns of 500 or more population; 9 a day, 54 a week, and</p>
<p>Public Housekeeping Occupation, No. 1, Aug. 21, 1961.</p> <p>(Supersedes Order No. 1, Aug. 16, 1956.)</p>	<p>Includes waitresses in restaurants, hotel dining rooms, boarding houses, bars and taverns; all attendants employed at ice- cream, light-lunch, and refreshment stands; steam table or counter work in cafeterias and delicatessens where freshly cooked</p>	<p>Women; minors: 1 7</p> <p>Experienced, or qualified-</p> <p>Waitress or counter girl-----</p>	<p>64 cents an hour, \$30.72 a week; \$133.12 a month.</p>	

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
<p>NORTH DAKOTA--Continued Public Housekeeping Occupation, No. 1, Aug. 21, 1961.--Con.</p>	<p>foods are served; chambermaids in hotels, lodging-houses, and boarding houses; janitresses, car cleaners, elevator operators; kitchen workers in hotels and restaurants.</p>	<p>Women; minors:--Con.</p> <p>Chambermaid or kitchen help-----</p> <p>Inexperienced, or unqualified, i.e., less than 3 months or 72 working days in this type of employment--</p> <p>Part time ⁵ -----</p>	<p>61 cents an hour, \$29.28 a week; \$128.88 a month.</p> <p>50 cents an hour, with meals as defined.</p> <p>1/48 of applicable weekly wage. (Allowance for meals as part payment of the wage, 55 cents a meal. "Board" considered as 12 meals in each week. If less than 12 meals a week are furnished where meals are part payment of a wage, 55 cents a meal shall be allowed for each meal not furnished.)</p>	<p>28 days a month in towns under 500 population.</p> <p>Same as waitresses and counter girls. Do.</p> <p>For each hour worked.</p>

Mercantile Occupation,
Order No. 3, Mar. 6, 1957.

(Supersedes Order No. 3,
Aug. 14, 1951.)

Establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force; shippers in the mail-order department; receiving, marking, and stockroom employees; and all other work. Exceptions: Employees performing office duties solely.

Women; minors:¹

Full-time experienced-----

\$31.20 a week; \$135.20 a month.

Learners (6 months apprenticeship in occupation).

Part time⁵-----

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

1/48 of applicable weekly wage.

Maximum for women 6½ a day, 48 a week, in cities and towns of 500 or more population as specified in hours law;³ 9 a day, 54 a week in towns under 500 population.
Do.³

For each hour worked

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
<p>OHIO: Occupations Relating to the Furnishing of Food and/or Lodging, No. 3, Sept. 1, 1961. (Directory Order No. 3 of Dec. 5, 1956 made mandatory, superseded Order No. 3, as amended, Dec. 15, 1950.)</p>	<p>(a) All restaurants, licensed or unlicensed, operated as the principal business of the employer, or as a department or unit of another business; all restaurants operated by governmental subdivisions, including boards of education, wherein food in liquid and/or solid form is prepared and served for human consumption; catering and banquet service, box-lunch service, or curb service; (b) transit and residential or apartment hotels, motels, apartment houses, tourist homes and tourist cabin reservations offering lodging or living accommodations; (c) boarding houses serving one meal or more a day; (d) rooming houses; (e) hospitals, sanitariums, and rest homes; (f) clubs, private and public. <u>Exceptions:</u> Establishments operating "soda fountains" where only nonalcoholic beverages, such as carbonated beverages, soft drinks, milk drinks, ice creams, etc., are sold; inmates of institutions; members of religious organizations who receive no compensation for their services; women</p>	<p>Women and minors: Full time:¹ Nonservice----- Service----- If employed 30 hours or less a week, at direction of employer. Part time:² Nonservice----- Service----- Learners and apprentices (first 60 days of employment). Handicapped, whose earning capacity is impaired.</p>	<p>70 cents an hour----- 55 cents an hour----- 5 cents an hour additional 75 cents an hour----- 60 cents an hour----- 15 cents an hour less than applicable minimum rate. Not less than 80 percent of the established minimum fair wage standard, by special license.</p>	<p>Over 30, including 48 a week. Do. Each hour up to 24 a week. 30 a week or less. Do.</p>

See footnotes at end of table.

taking a course of training in housework or preparing and serving food in training establishments; students, while regularly enrolled in a recognized or accredited school, college, university or other institution of learning, employed as part-time workers in a restaurant, cafeteria, or lunchroom operated on a nonprofit basis by a board of education, school, college, university, hospital or institution; or employed on a part-time basis as nurses' aides in a hospital.

Cleaning and Dyeing Occupations in the Cleaning and Dyeing Trade, No. 4, Jan. 19, 1959 (Directory)

(Supersedes Order No. 2, Jan. 7, 1935.)

Cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; the collecting, sale, resale, or distribution at retail or wholesale of cleaning, dyeing and pressing services by cleaning, dyeing, pressing establishments, laundries, department stores, hotels, or by any other type of establishment or institution.

Includes all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection and distribution of cleaning work. Exceptions: Plant maintenance, office work.

Women and minors³-----

Learners and apprentices (less than 90 days in an occupation).
Handicapped, whose earning capacity is impaired.

(No deduction from basic minimum wage may be made for meals furnished employee engaged in the preparation or serving of food. By employer-employee agreement, employer may: (1) deduct from wages for lodging furnished; and (2) charge employee, not entitled to meals under regulations, for meals furnished, in amounts specified in order.)

90 cents an hour-----

75 cents an hour-----

Not less than 80 percent of the established minimum fair wage standards, by special licenses.

Maximum for females, 8 a day, 48 a week.⁴
Do.⁴

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
OKLAHOMA:	No orders now in effect.			

OREGON:

Manufacturing, No. 8,
Mar. 15, 1959.

(Supersedes Order No. 8,
Oct. 19, 1948.)

Includes any industry, business or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. Exceptions: Such activity covered by other orders, including the order in the canning, packing, preserving, freezing or other processing operation; women employed in administrative, executive, or professional capacities, defined as: (1) Work predominantly intellectual, managerial, or creative which requires exercise of discretion and independent judgment, and for which remuneration is not less than \$800 a month; or (2) employees licensed or certified by the State who are engaged in the practice of any of the recognized professions.

Hospitals, Sanitariums,
Convalescent and Old
People's Homes, No. 5,
Jan. 7, 1951.

(Supersedes Orders Nos. 5
and 5a, July 22, 1941, as
amended Nov. 28, 1941.)

Includes cooks, kitchen helpers, waitresses, janitors, charwomen, and all other women and minors employed therein. Exceptions: Trained nurses, student nurses, or other professional or executive help.

Women and minors-----
Overtime, in emergency on
permit.

Regular employees-----

Learners⁵-----

Women and minors:

Experienced-----

Inexperienced:⁸

First 200 hours-----

Second 200 hours-----

Overtime, in emergency-----

\$1 an hour-----
1½ times the regular rate-

1½ times the regular
rate, or 1½ times the
minimum rate, whichever
is greater.

Less than the established
minimum, by permit.

65 cents an hour-----

40 cents an hour-----

50 cents an hour-----

1½ times the regular rate-

8 a day, 44 a week.¹
Over 8 a day, over 44
a week.

Sundays (unless Sun-
day is in regularly
scheduled workweek)
and legal holidays.

8 a day, 44 a week,
6 days a week.²

Do.²
Do.²

Over 8 a day, over
44 a week.²

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
<p>OREGON—Continued Mercantile, Order No. 9, May 6, 1952. (Supersedes Order No. 9, May 5, 1948.)</p>	<p>Any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.</p>	<p>Women and minors: Women and experienced minors— Overtime, in emergency on permit. Inexperienced minors (first 400 hours). Overtime, in emergency on permit. Regular employees----- High school and college students working only after school or on Saturdays (first 800 hours).</p>	<p>70 cents an hour----- \$1.05 an hour----- 80 cents an hour----- 90 cents an hour----- \$1.05 an hour----- 60 cents an hour-----</p>	<p>8 a day, 44 a week.¹ Over 8 a day, over 44 a week. 8 a day, 44 a week. Over 8 a day, over 44 a week. Sundays or legal holidays (unless establishment regularly open such days).</p>
<p>Preparing Poultry, Rabbits, Fish or Eggs for Distribution, Order No. 6, Feb. 10, 1953.</p>	<p>Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, packing, candling, separating, slaughtering, plucking, or otherwise preparing poultry, rabbits, fish or eggs for distribution. Order not applicable to the canning of fresh fruits, vegetables, fish, shellfish or crustacea, or to the barreling or preserving of fresh fruit and</p>	<p>Women and minors: Women and experienced minors— Overtime (i.e., over 8 a day, over 44 a week), in emergency on permit. Regular employees-----</p>	<p>75 cents an hour----- 1½ times regular rate. 1½ times the regular rate.</p>	<p>8 a day, 44 a week. Over 8 a day, over 40 a week. Sundays and legal holidays (unless establishment regularly open such days).</p>

See footnotes at end of table.

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
<p>Office, No. 12, Oct. 13, 1953. (Supersedes Order No. 11, July 22, 1941.)</p>	<p>berries, nor to operations on a farm incident to production or preparation for market in their raw, live, or natural state of products of that farm. <u>Exception:</u> Women employed in administrative, executive, or professional capacities, as defined. Includes stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all types of clerical work not covered by other orders of the Commission. <u>Exception:</u> Women employed in administrative, executive, or professional capacities, as defined, and for which remuneration is not less than \$250 a month.</p>	<p>Women and minors: Women and experienced minors ----- Minors (less than 90 days' experience). Overtime, in emergency on permit. Regular employees -----</p>	<p>75 cents an hour ----- 60 cents an hour ----- 1½ times the regular rate. 1½ times employee's regular rate, or 1½ times the minimum wage.</p>	<p>8 a day, 44 a week. ¹ Do. ¹ Over 8 a day, over 44 a week. Sundays (unless Sunday is in regularly scheduled workweek) and legal holidays.</p>
<p>Beauty Operators and Manicurists, No. 1, Aug. 10, 1954. (Supersedes Order No. 1, July 22, 1941, supplemented Aug. 6, 1941.)</p>	<p>Services or operations used or useful in the care, cleansing or beautification of the skin, scalp, nails or hair, or in the enhancement of personal appearance, and all services or operations incidental thereto, including services of maids, cashiers, reception or appointment clerks. <u>Exceptions:</u> Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.</p>	<p>Women and minors ----- Overtime in emergency, on permit.</p>	<p>75 cents an hour ----- 1½ times the regular rate.</p>	<p>For female beauticians, 10 a day, 44 a week, 6 days a week; for other women and minors, 8 a day, 44 a week, 6 days a week. Over hours specified above.</p>

See footnotes at end of table.

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
<p>OREGON—Continued</p> <p>Canning, Freezing and Processing, No. 2, Oct. 12, 1959.</p> <p>(Supersedes Order No. 2, Aug. 13, 1955.)</p>	<p>Includes fresh fruit, berries, vegetables, meat, fish, shellfish or crustacea processing operations. Exceptions: Farmer who processes only the product of his own farm; women employed in administrative, executive or professional capacities, as defined.</p>	<p>Women and minors----- Overtime¹⁵----- On 7th consecutive day-----</p>	<p>\$1 an hour----- Time and one-half----- Time and one-half----- Double time-----</p>	<p>10 a day. Over 10 a day. First 8 hours. Over 8.</p>
<p>Amusement and Recreation, Order No. 4, Mar. 10, 1956.</p>	<p>Studio operators in wired music services, assistants in radio broadcasting and television studios, cashiers, ushers and checkroom attendants in theaters and other places of amusement, including but not limited to such occupations in dance halls, bowling alleys, billiard parlors, skating rinks,</p>	<p>Women and minors:⁵ Women----- Minors⁶----- Overtime in emergency, on permit.¹⁴</p>	<p>75 cents an hour----- 60 cents an hour----- 1½ times regular rate.</p>	<p>8 a day, 44 a week, 6 days a week. Do. Over 8 a day, over 44 a week.</p>

<p>Personal Service, Order No. 13, Mar. 10, 1956. (Supersedes Order No. 13, July 22, 1941.)</p>	<p>riding academies, shooting galleries, racetracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, concessions in any and all amusement establishments, and all similar occupations. <u>Exception:</u> Women employed in administrative, executive, or professional capacities, as defined, and for which remuneration is not less than \$250 a month.</p> <p>Masseurs, doctor and dental and laboratory assistants, mortuary attendants, taxi drivers, bus drivers, chauffeurs and dispatchers, and all similar occupations. <u>Exception:</u> Women employed in administrative, executive, or professional capacities, as defined, and for which remuneration is not less than \$250 a month.</p>	<p>Women and minors^{5, 6}----- Overtime in emergency, on permit.¹⁴</p>	<p>75 cents an hour----- 1½ times regular rate.</p>	<p>8 a day, 44 a week, 6 days a week. Over 8 a day, over 44 a week.</p>
<p>Telephone and Telegraph, Order No. 18, Aug. 4, 1956. (Supersedes Order No. 17, July 22, 1941.)</p>	<p>Telephone, telegraph or similar communications occupations. <u>Exceptions:</u> Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.</p>	<p>Women and minors^{6, 7}----- Overtime in emergency, on permit.</p>	<p>75 cents an hour----- 1½ times regular rate.</p>	<p>8 a day, 44 a week, 6 days a week.⁸ Over 8 a day, over 44 a week.</p>
<p>Public Housekeeping, Order No. 14, Nov. 9, 1956. (Supersedes Order No. 14, Jan. 13, 1946.)</p>	<p>Waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, chambermaids, housekeepers, barmaids, linen room girls, cleaners,</p>	<p>Women and minors: Women----- Minors under 18 years⁶----- Overtime in emergency, on permit.¹⁴</p>	<p>75 cents an hour----- 65 cents an hour----- 1½ times regular rate.</p>	<p>8 a day, 44 a week, 6 days a week. Do. Over 8 a day, over 44 a week.</p>

See footnotes at end of table.

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
OREGON—Continued Public Housekeeping, Order No. 14, Nov. 9, 1956.—Cont.	janitresses and janitors, charwomen and housemen, checkroom attendants, matrons, elevator operators, and all others employed in hotels, motels, trailer parks, restaurants, boardinghouses, roominghouses, apartment houses, catering, banquet or box-lunch services, cafeterias, light lunch stands, ice-cream and soft-drink stands, beer taverns, cocktail lounges, clubs (public and private), private schools, colleges, or universities, and similar establishments which provide board or lodging in addition to educational facilities, establishments contracting for maintenance or cleaning of commercial or living quarters, as well as matrons, car cleaners in transportation industries, and other work of like nature. <u>Exceptions:</u> Domestic help in private homes, enrolled students employed by educational institutions, and persons who, for religious, charitable, fraternal or similar reasons, voluntarily donate services to such educational institution; women employed in administrative, executive			

or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

Minors, Order No. 10,
May 10, 1957.

(Supersedes Order No. 10,
Oct. 11, 1951.)

Organized Youth Camps,
Order No. 3, July 9, 1957.

Industries for which the Wage and Hour Commission has not by individual or special order established a different wage. Exceptions: Domestic work and chores in or about private residences; newspaper carriers and vendors. Exempt from wage section: Agricultural harvesting on a piece work or unit basis.

A day or resident camp, whether or not operated for profit, established to give campers a recreational, creative, educational experience in cooperative group living wherein the activities are conducted on a closely supervised basis whether or not the camp is used primarily by an organized group or by members of the public and whether or not the activities or facilities are furnished free of charge or by the payment of a fee. Exceptions: Mining, lumbering, labor, hunting, and fishing camps; dude ranches, resorts, auto courts, tourists camps, year-round schools, convalescent homes, and correctional camps. Includes counselor, such as head counselor, assistant, specialist counselor or instructor, camp mother, teacher, supervisor, group or

Minors (persons under 18 years)

Women and minors:⁶

Women-----
Minors under 18 years-----
Nonresident or day camp counselor:¹¹
Special activities-----
Senior-----
Junior-----
First-year trainee-----
Resident counselor:¹¹
Special activities-----
Senior-----
Junior-----
First-year trainee-----
Overtime in emergency, on permit.¹⁴

50 cents an hour-----

75 cents an hour-----
65 cents an hour-----

\$5.37 a day-----
\$4.20 a day-----
\$3.53 a day-----
\$2.87 a day-----
\$25 a week¹³-----
\$18 a week¹³-----
\$14 a week¹³-----
\$10 a week¹³-----
1½ times regular hourly rate.

8 a day, 44 a week,
6 days a week.

8 a day,⁹
Do.^{9, 10}

(9) (12)
(9) (12)
(9) (12)
(9) (12)
(9) (12)
(9) (12)
(9) (12)
(9) (12)

Over hours specified above.

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
<p>PENNSYLVANIA: Wage fixed in law. Rate effective Jan. 1, 1962. Act 582, Laws of 1961.</p>	<p>Any industry, trade, business or class of work in which employees are gainfully employed. <u>Exceptions:</u> Domestic service in home of employer; labor on a farm; boys lawfully employed in sale or delivery of newspapers and magazines; any individual employed: (a) in a bona fide executive, administrative or professional capacity or as an outside salesman; (b) by the United States or the Commonwealth; (c) in or for a religious or charitable institution on work incidental to, or in return for charitable aid, not under an express contract for hire, or services are rendered gratuitously; (d) in a non-profit educational institution in which he is enrolled as a student, or in a related nonprofit facility, such as a fraternity, with wages and working conditions controlled by the institution (exemption does not apply when student is engaged in activity which is not part of a school function or is open to the public or a substantial portion thereof apart from the school community); (e) as a taxicab driver, for a certified taxi firm, who receives the major part of income as a taxi driver from gratuities and commissions; (f) by amusement</p>	<p>All employees----- Learners (in accordance with rules and regulations of the Department).</p>	<p>\$1 an hour----- 85 cents an hour----- Allowance for gratuities as part of minimum wage; 35 cents an hour, except 26 cents an hour for learners. (Deduction for board and lodging permitted in amounts specified.)</p>	<p>Maximum hours for women, 10 a day, 48 a week; for minors, 8 a day, 44 a week. Do.</p>

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
<p>PENNSYLVANIA--Continued Wage fixed in law. Rate effective Jan. 1, 1962. Act 582, Laws of 1961.- Continued</p> <p>Hotel Occupations, No. 1, Sept. 9, 1959, as modified by Act 582, Laws of 1961, Jan. 1, 1962.</p> <p>Regulations amended May 4, 1959.</p> <p>(Directory Order of Jan. 1, 1959 made Mandatory Sept. 9, 1959.)</p>	<p>parks operating on seasonal basis; (g) by a resort hotel (as defined); (h) by a motion picture theater; (i) seasonably by a nonprofit health or welfare agency dealing with handicapped or exceptional children, or by a day or resident seasonal recreation camp for children under 18 which operates less than 3 months in any 1 year; (j) by a nonprofit hospital or nursing home, religious or charitable organization, or an institution caring for the mentally deficient, aged or infirm; and (k) in a hotel or restaurant in cities other than those of the first and second class.</p> <p>Includes any activity in an establishment commonly known as a hotel, which engages primarily in providing lodging and meals to the general public on a fee basis with service available 24 hours a day; and in any resort hotel, including work in a laundry operated for use of the hotel and its guests. <u>Exceptions:</u> Managerial employees earning a guaranteed salary of at least \$80 a week; caddies in resort hotels.</p>	<p>Women and minors: ² Hotels, other than resort-Metropolitan Philadelphia and Pittsburgh: ⁶ Experienced----- Learners (in accordance with rules and regulations of the Department). Overtime- Experienced----- Learners (see above)-----</p>	<p>\$1 an hour----- 85 cents an hour----- \$1.50 an hour----- \$1.28 an hour-----</p>	<p>40 a week. Do. Over 40 a week. ¹ Do. ¹</p>

Resort hotel defined as one that (1) provides accommodations of a vacational and recreational nature and meals and lodging to the public or to members or guests of members; (2) provides without charge, on a weekly basis, lodging accommodations and meals to the majority of its employees; and (3) meets one of three criteria of seasonal nature; (a) Operates not more than 7 months in any calendar year; (b) being located in a rural community, or in a city, borough, town, or township of less than 15,000 population, increases its number of employee workdays in 4 consecutive weeks by 100 percent over the number of such days in any 4 consecutive days in the preceding calendar year; or (c) similar to (b) but applicable to number of guest days.

Remainder of State:

Nonservice-

Food occupations-----

Other occupations-----

Service-----

Overtime-

Nonservice-

Food occupations-----

Other occupations-----

Service-----

Learners (less than 600 hours in occupation).⁴

On any day spread of hours exceeds 10, except with respect to hotel dining room employees outside Metropolitan Philadelphia and Pittsburgh for any day, regardless of spread of hours, when there is more than one interval off duty (excluding meal period of 1 hour or less). Exception: Full-time students on days school is in session.

Allowance for gratuities as part of minimum wage; 35 cents an hour, except 26 cents an hour for learners. (Deduction for board and lodging permitted in amounts specified.)

95 cents an hour (no meals)

85 cents an hour (no meals)

65 cents an hour (no meals)

\$1.43 an hour (no meals)----

\$1.23 an hour (no meals)----

96 cents an hour (no meals)--

Order specifies rates with 15, 20, and 25 cent-an-hour meal allowance for 1, 2, and 3 meals, respectively.

25 percent less than the applicable rate.
(\$5-a-week allowance for lodging furnished.)
\$1 in addition to wages otherwise payable.

42 a week.

Do.

Do.

Over 42 a week,¹

Do.¹

Do.¹

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
PENNSYLVANIA--Continued Hotel Occupations, No. 1, Sept. 9, 1959, as modified, by Act 582, Jan. 1, 1962.- Continued		Resort Hotels:		
		Nonservice-----	\$35 a week (with lodging, \$30; with meals, \$27; with meals and lodging, \$22).	48 or less a week, but more than 3 days or 24 hours.
		Chambermaids-----	\$30 a week (with lodging, \$25; with meals, \$22; with meals and lodging, \$17).	Do.
		Service-----	\$25 a week (with lodging, \$20; with meals, \$17; with meals and lodging, \$12).	Do.
		Overtime-----	1½ times 1/48 of the applicable minimum rate.	Over 48 a week or 7th consecutive day. 1,8
		Part time-----	1/40 of the applicable minimum weekly rate.	Less than 3 days or 24 hours a week.
		Learners (less than 600 hours in occupation). 4, 9	Not less than 75 percent of the applicable rate. (In lieu of laundering or cleaning uniforms, except those made of materials that do not require pressing, employer may elect to pay regularly an additional 5 cents an hour, or \$5 for a full workweek of 40 hours or more, whichever is greater.)	

Restaurant Occupations, No. 3, Sept. 9, 1959, as modified by Act 582, Laws of 1961, Jan. 1, 1962. Regulations amended May 4, 1959.

(Order No. 3 of Jan. 1, 1959, superseded Order No. 3, Oct. 1, 1947.)

(Directory Order of Jan. 1, 1959 made Mandatory Sept. 9, 1959.)

Includes any activity connected with or incidental to the preparation of or offering of food or beverage for human consumption, either on the employer's premises or elsewhere by such services as, but not limited to, catering, banquet, box lunch, or curb service, whether such service or services are operated as the principal business of the employer or as a unit of another business, whether they are offered to the public, to employees, to members or guests of members, or to residents of colleges or universities.
Exceptions: Domestic service in employer's home; services in a religious community or charitable institution; activities in establishments where food or lodging services are not available to the public but are incidental to the care, instruction or medical treatment of children, the sick or infirm; activities in the operation of refreshment stands in amusement places where food and beverages are prepared or served with no seats provided for customers; and hotels as defined in minimum wage order No. 1; managerial

Women and minors: ²

Metropolitan Philadelphia and Pittsburgh-⁶

Experienced-----
 Learners (in accordance with rules and regulations of the Department).

Overtime:

Experienced-----
 Learners (see above)-----

\$1 an hour-----
 85 cents an hour-----

40 a week.
 Do.

\$1.50 an hour-----
 \$1.28 an hour-----

Over 40 a week. ¹
 Do. ¹

Allowance for gratuities as part of minimum wage; 35 cents an hour, except 26 cents an hour for learners.
 (Deduction for board and lodging permitted in amounts specified.)

Remainder of State-
 Experienced:

Nonservice-----
 Service-----

95 cents an hour (with meals, 80 cents).
 65 cents an hour (with meals, 50 cents).

42 a week.
 Do.

Overtime:

Nonservice-----
 Service-----

\$1.43 an hour (with meals, \$1.28).
 98 cents an hour (with meals, 83 cents).

Over 42 a week. ¹
 Do. ¹

Learners (less than 600 hours in the occupation). ⁴

On any day spread of hours exceeds 10. Exception: Full-time students on days school is in session.

25 percent less than the applicable rates.
 \$1 in addition to wages otherwise payable.
 (\$5 a week allowance for lodging furnished.)

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
PENNSYLVANIA--Continued Restaurant Occupations, No. 3, Jan. 1, 1932.—Continued	employees earning a guaranteed salary of at least \$60 a month; students employed in an educational institution in which they are enrolled, or in a related non-profit facility, such as a fraternity, when the placement, wages and working conditions are controlled by the institution or the related nonprofit facility.		(In lieu of laundering required uniforms, except those that are made of materials that do not require pressing, employer may elect to pay 5 cents additional an hour, or \$1.50 for a full workweek of 40 hours or more, whichever is less.)	
Motel and Miscellaneous Lodging Occupations, No. 5, Sept. 9, 1959, as modified by Act 582, Laws of 1961, Jan. 1, 1962.	Includes any activity, not in a hotel, connected with or incidental to the provision of lodging, whether operated as the principal business of the employer or as a unit of another business, and whether offered to the public, employees, members or guests of members or residents of colleges and universities. Including, but not limited to, motels, tourist homes, residence halls, apartment hotels, lodging houses and clubs, unless they specifically qualify as a hotel or resort hotel. <u>Exceptions:</u> Domestic service in the employer's home; services in a religious community or charitable institution; and	Women and minors: ² Experienced----- Learners (in accordance with rules and regulations of the Department). Overtime- Experienced----- Learners (see above)----- On any day spread of hours exceeds 10.	\$1 an hour----- 85 cents an hour----- \$1.50 an hour----- \$1.28 an hour----- \$1 in addition to wages payable	40 a week in metropolitan Philadelphia and Pittsburgh; 42 a week in remainder of State. Do. Over 40 a week in Metropolitan Philadelphia and Pittsburgh; over 42 a week in remainder of State. Do.

activities in establishments where lodging services are not available to the public but are incidental to the care, instruction, or medical treatment of children, the sick, or infirm; managerial employees earning a guaranteed salary of at least \$80 a week; students employed in an educational institution in which they are enrolled, or in a related nonprofit facility, such as a fraternity, where the placement, wages and working conditions are controlled by such institution or nonprofit facility.

Laundry and Dry Cleaning Occupations, No. 2 (Directory), Feb. 15, 1959, as modified by Act 582, Laws of 1961, Jan. 1, 1962.

(Order No. 2 of Feb. 15, 1959, superseded Order No. 2, Feb. 1, 1941.)

Includes any activity in any capacity in the washing, ironing, cleaning, finishing, refreshing, pressing, dyeing, moth-proofing or processing incidental thereto, mending and altering in connection therewith of any article of wearing apparel (including hats), household furnishings, textiles, fur, leather upholstered goods or fabric of any kind whatsoever; the soliciting, collecting, selling, reselling or distributing at retail or wholesale of any laundry or dry cleaning service; all occupations, operations, and services in connection with or incidental to the processes mentioned above including office, clerical, packing and maintenance work; including the above occupations in

Women and minors: ²

Experienced-----
Learners- (in accordance with rules and regulations of the Department).
Overtime-----

(\$5 a week allowance for lodging furnished.)
(In lieu of laundering required uniforms, except those that are made of materials that do not require ironing, employer may elect to pay 5 cents additional an hour, or \$1.50 for a full workweek of 40 hours or more, whichever is less.)

\$1 an hour----- 44 a week.
85 cents an hour----- Do.

1½ times regular hourly rate. Over 44 a week. ¹

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
<p>PENNSYLVANIA--Continued</p> <p>Laundry and Dry Cleaning Occupations, No. 2, Jan. 1, 1962.—Continued</p> <p>Mercantile Occupations, No. 4-a, Jan. 15, 1961, as modified by Act 582, Laws of 1961, Jan. 1, 1962.</p> <p>(Order No. 4-a, superseded Retail Trade Occupations, No. 4 made Mandatory Jan. 19, 1959.)</p>	<p>launderettes and automatic and coin-operated laundries. Exception: Managerial employees earning a guaranteed salary of at least \$60 a week.</p> <p>Selling or offering for sale or distribution at retail or wholesale any goods, wares, merchandise, articles, or things, or the renting or leasing of such, and all occupations, operations and services connected therewith or incidental thereto; including manufacturing, processing, assembling, repairing or reconditioning or otherwise producing of goods, wares, merchandise, articles or things sold, rented or leased at retail on the premises where produced; soda fountain employee not serving meals in a mercantile establishment. ⁵ Exceptions: Minors lawfully employed in the sale of and delivery of newspapers and magazines, and services in a religious community or charitable institution; labor on a farm; activities in the operation of places of amusement; managerial employee or buyer earning a guaranteed salary of at least \$60 a week; persons engaged in supervised practice of professional duties to meet training requirements of an institution of higher</p>	<p>Women and minors: ²</p> <p>Experienced_____</p> <p>Learners (in accordance with rules and regulations of the Department). ⁴</p> <p>Overtime: ⁷</p> <p>Experienced_____</p> <p>Learners (see above)_____</p>	<p>\$1 an hour_____</p> <p>85 cents an hour_____</p> <p>\$1.50 an hour_____</p> <p>\$1.28 an hour_____</p>	<p>40 a week.</p> <p>Students under 18; 4 a day, 28 a week; other learners, 40 a week.</p> <p>Over 40 a week. ¹</p> <p>Do. ¹</p>

education or of a State Professional Examining Board for a State professional license.

Occupations defined as any work in (1) gasoline service station or automotive establishment; (2) food establishment; (3) drug or variety establishment; (4) department, apparel or dry goods establishment; (5) any other mercantile establishment.

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
<p>PUERTO RICO:</p> <p>Wage fixed in law. June 26, 1956. Rates currently in effect.</p> <p>(Session laws 1956, Act 96; repeals Act 45, 1919 and Act 8, 1941.)</p> <p><u>NOTE:</u> Analysis of rates and coverage limited to work or service not covered by Federal Fair Labor Standards Act, as amended.</p> <p>See Ed. Note in Table of Contents.</p>	<p>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.)</p>	<p>All employees:¹</p> <p>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.</p> <p>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.</p>	<p>\$1 an hour-----</p> <p>25% above minimum wage required 1/1/56, up to maximum of \$1 an hour.⁴</p>	<p>(2)</p> <p>(2)</p>

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.

Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, June 13, 1961.

(Supersedes Order No. 28, June 25, 1957, revised July 14, 1959, which superseded rates ³ of Order 9 (amended) of July 1945)

Note: Working conditions specified in Order 9 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.

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.

Agriculture-

Growing of pineapple-----
Growing of sugar cane-----
Occupations specified in Act.

Ditch diggers and cleaners,
water irrigators.
Other agricultural workers-

All employees, when work or service is not covered by Federal Fair Labor Standards Act:
Carpet grippers; metal doors, windows and screens.
Wood doors and windows-----
Metal furniture, wire beds, spring mattresses and bedsprings; wood furniture and other products of the industry.
Metal awnings-----
Overtime

All employees-----
Bread-
Master baker-----
Dough mixer-----
Dough-brake-machine operator-----
Bread bench hand-----
Other workers-----
Bakery products-
Master pastry-maker-----
Second pastry-maker-----
Other workers-----

38 cents an hour-----
Basic daily wage ranges from \$2.60 to \$5.50. ⁵
\$2.95 or \$3.10 a day ⁵-----
25 cents an hour-----

\$1 an hour-----
55 cents an hour-----
50 cents an hour-----
45 cents an hour-----
Double time-----

\$1.08 an hour-----
98 cents an hour-----
88 cents an hour-----
80 cents an hour-----
60 cents an hour-----
88 cents an hour-----
78 cents an hour-----
58 cents an hour-----

(2)
First 8 in 24.²
First 7 in 24.²
(2)

8 a day, 48 a week.
Do.
Do.

Do.
Over 8 a day and 48 a week.
8 a day and 48 a week.

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
<p>PUERTO RICO—Cont. Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, July 14, 1959.—Cont.</p>		<p>Alimentary pastes-- Pressmen----- Pressmen helpers----- Other workers----- Crackers----- Overtime (all workers)-----</p>	<p>94 cents an hour----- 74 cents an hour----- 60 cents an hour----- \$1 an hour----- Double time-----</p>	<p>Over 8 a day, and 48 a week.</p>
<p>Dairy and Cattle Industry, No. 27, Apr. 9, 1960.</p> <p>(Supersedes rates of Order No. 27, July 2, 1957, which superseded rates of Order No. 18 of Jan. 1951.)</p>	<p>Comprises in its agricultural phase the production, handling, packing, bottling or storage of fresh milk; the breeding of bovine cattle for the production of milk or meat; and in its industrial phase the receipt, delivery, handling, elaboration, pasteurization, homogenization, refrigeration, preparation, packing, bottling, sale, disposal, and distribution of milk or its products, such as cheese, butter or chocolate milk; any work or service necessary or related to activities mentioned. <u>Exceptions:</u> Production of fresh milk for consumption by farmer or his family; sale of milk at any stand, place, or establishment, unless owned by employer of industrial phase and located where pasteurization plant operates.</p>	<p>All employees: Agricultural phase— Dairy Farms: Driver and arts and crafts worker. Tractor operator----- Other employees----- Cattle raising for meat production. Industrial phase— Pasteurization and homogenization of milk. Elaboration of other milk products. Overtime-----</p>	<p>70 cents an hour----- 55 cents an hour----- 37 cents an hour----- 30 cents an hour----- 65 cents an hour----- 60 cents an hour----- Twice employee's wage rate.</p>	<p>Over 8 a day, and 48 a week.</p>
<p>Plastic Products Industry, No. 26, Aug. 3, 1957.</p> <p>(Rates retroactive to July 22, 1957.)</p>	<p>Includes molding, extrusion, lamination, other forming and the fabrication of plastic products. <u>Exceptions:</u> Managers, executives, and professionals; other exceptions as specified in order; activities covered by Federal wage orders for Chemicals, etc., and Leather, etc.</p>	<p>All employees: Sprayer and vaporizer----- Dinnerware----- Phonograph records----- Wall tile----- Flexible plastic film----- General Division-----</p>	<p>\$1 an hour----- 95 cents an hour----- 85 cents an hour----- 70 cents an hour----- 70 cents an hour----- 68 cents an hour-----</p>	<p>(2) (2) (2) (2) (2) (2)</p>

<p>Alcoholic Beverages and Industrial Alcohol Industry for Local Commerce, No. 30, Oct. 8, 1959.</p> <p>(Supersedes rates effective Sept. 23, 1957.)</p> <p>(Order 30 superseded rates³ of order 24 of Aug. 1954.)</p> <p>NOTE: Working conditions specified in Order 24 are still in effect.</p>	<p>The manufacture, including, but without limitation, distilling, rectifying, blending or bottling of rum, gin, vodka, whiskey, brandy, cordials, liqueurs, wines, ale, beer and similar malt beverages with or without alcohol, and other alcoholic beverages; industrial alcohol; acetone, antifreeze and any related byproducts. <u>Exceptions:</u> Managers, executives, and professionals; bona fide traveling salesmen.</p>	<p>All employees, when work or service is not covered by Federal Fair Labor Standards Act:</p> <p>Beer and malt beverages, industrial alcohol. \$1 an hour-----</p> <p>Rum and vodka All employees----- \$1 an hour-----</p> <p>Except specified occupations.¹⁵ 92 cents an hour-----</p> <p>Other alcoholic beverages----- 75 cents an hour-----</p> <p>Overtime----- Double time----- (16)</p>		<p>8 a day, 48 a week.</p> <p>Over 8 a day, 48 a week; work on day of rest.</p>
<p>Paper, Paper Products, Printing and Publishing Industry for the Local Trade, No. 31, June 17, 1960.</p> <p>(Rates retroactive to Sept. 16, 1957.)</p> <p>(Supersedes rates of Order No. 31, Sept. 16, 1957 which superseded rates³ of Order No. 20 of Nov. 1951.)</p>	<p>The manufacture of pulp from wood, rags, bagasse and other fibers; the conversions of such pulp into paper, paperboard and building board; the manufacture of paper, paperboard, and pulp into bags, boxes, containers, tags, cards, envelopes, pressed and molded pulp goods, and all other converted</p>	<p>All employees:</p> <p>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-----</p> <p>Daily newspapers----- 96 cents an hour-----</p> <p>Wood, pulp, paper and cardboard. 88 cents an hour-----</p>		<p>8 a day, 44 a week.</p> <p>Do. Do.</p>

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 for the Local Trade, No. 31, June 17, 1960.—Cont.	paper products; the printing performed on any of the foregoing; and the printing or publishing of books, newspapers, periodicals, maps and music; and all manufacturing and service operations of typesetters, advertising typographers, electrotypers, stereotypers, photoengravers, steel and copper plate engravers, commercial printers, lithographers, gravure printers, private printing plants of concerns engaged in other businesses, binderies, and news syndicates; including any work or service necessary or related to above mentioned activities. <u>Exceptions:</u> Any product or activity included in Leather Goods or Related Products Industry, as defined by Federal wage order or covered by FFLSA.	Paper boxes and paper bags— Periodicals— Printing and lithography— General classification— Overtime—	90 cents an hour— 75 cents an hour— 80 cents an hour— 80 cents an hour— Twice employee's wage rate.	8 a day, 44 a week. Do. Do. Do. Over 8 a day, 44 a week; and on day of rest.
Chemical, Petroleum, Rubber and Related Products Industry for the Local Trade, No. 32, Oct. 25, 1957. (Retroactive to Oct. 9, 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. <u>Exceptions:</u> Managers, executives, and professionals; other exceptions specified	All employees: Industrial inorganic chemical products— Sulphuric acid, ammonia, sulphate of ammonia, and byproduct thereof. Sulphate of potash, muriatic acid, and byproducts. Other products— Tire retreading, recapping and revulcanizing. Miscellaneous chemical products— Paints, varnishes, and similar products. Salt— Other products— Rubber footwear—	\$1 an hour— 65 cents an hour— 80 cents an hour— 80 cents an hour— 75 cents an hour— 32 cents an hour— 51 cents an hour— 60 cents an hour—	(2) (2) (2) (2) (2) (2) (2) (2)

Wholesaling and Warehousing Industry, No. 34, Oct. 5, 1961.	in order; any product or activity covered by the Federal Fair Labor Standards Act, as amended.	General division----- Drugs, medicines, bay oils, aromatic alcohol and toilet preparations:	60 cents an hour----- 50 cents an hour-----	(2) (2)
(Supersedes Order No. 34 of Oct. 30, 1957, which superseded rates ³ of Order 16 of Oct. 1949.)	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. <u>Exceptions:</u> Bona fide traveling salesmen; industrial wholesaling and warehousing of products manufactured in Puerto Rico; other specified occupations and industries.	All employees: Groceries----- Other activities----- Overtime-----	\$1.08 an hour----- \$1.15 an hour----- Double time-----	8 a day, 44 a week. Do. Over 8 a day and 44 a week; and on day of rest.
<u>Note:</u> Working conditions specified in Order 16 are still in effect.				
Food and Related Products Industry, No. 33, Jan. 15, 1960.	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; refreshing 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; any work or service necessary or related to the activities mentioned. <u>Exceptions:</u> Any product or activity covered by Federal order for Food and Related Products Industry except citron brining or other processing of	All employees: Ice cream, ices, and similar frozen products----- Chauffeurs----- Other employees----- Packing of frozen fish; canning or bottling of olives, capers, and oils. Processing and canning----- Pineapple and pineapple juice. Other fruit, fruit juices, nut-tars and other products. Chocolate and cocoa products; citron brining; coffee roasting; mixed feeds for cattle and poultry. Ice plants----- Overtime-Employees in ice cream, ices, and similar frozen products.	85 cents an hour----- 65 cents an hour----- 75 cents an hour----- 68 cents an hour----- 65 cents an hour----- 60 cents an hour----- 45 cents an hour----- Double time-----	8 a day, 48 a week. Do. (2) (2) (2) (2) (2) (2) Over 8 a day and 48 a week; and on day of rest.
(Supersedes rates of Order No. 33, Nov. 18, 1957 which superseded rates ³ of Order No. 23 of Feb. 1953, and superseded partially rates of Order No. 5 of June 1944 and of Order No. 17 of Sept. 1950.)				
<u>Note:</u> Working conditions specified in Order No. 23 are still in effect.				

Stone, Glass and Related Products Industry for the Local Trade, No. 36, May 21, 1960.

(Supersedes rates of Order No. 36, Dec. 15, 1957, which superseded rates³ of Order No. 15 of Nov. 1948.)

Laundry and Dry Cleaning Industry No. 37, May 1, 1960.

(Supersedes rates of Order No. 37, Jan. 18, 1958, which superseded rates³ of Order No. 13 of July 1947.)

Mining, quarrying, or other extraction and the further processing of any mineral (other than clay, metal ores, chemical and fertilizing minerals, coal, petroleum, or natural gases); includes the manufacture of products from such minerals, as defined; any work or service necessary or related to activities mentioned. Exceptions: Specified occupations and industries; work or service covered by Federal Fair Labor Standards Act.

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.

All employees:		
Concrete pipes, glass and glass products, and hot asphaltic plant mix.	\$1 an hour-----	
Stone, sand, gravel and similar products quarries-		
Heavy machinery operator-----	\$1 an hour-----	
Dump truck driver; delivery truck driver; crusher man; jackhammer operator; and blaster.	85 cents an hour-----	
All other-----	75 cents an hour-----	
Overtime-----	Twice employee's wage rate.	Over 8 a day, 44 a week.
Ready-mixed concrete; asbestos and cement products.	\$1 an hour-----	
Precast concrete products-----	80 cents an hour-----	
Tiles-		
Terrazzo or marble-----	80 cents an hour-----	
Cement-----	55 cents an hour-----	
Concrete blocks-----	65 cents an hour-----	
Other products-----	60 cents an hour-----	
All employees:		
Drivers-----	58 cents an hour-----	
All other workers-----	51 cents an hour-----	
Wages per unit: ¹⁰		
Hand washing-		
Suits and women's dresses-----	8 cents per piece-----	
Shirts and small items-----	5 cents per piece-----	
Hand ironing-		
Women's dresses-----	19 cents per piece-----	
Suits-----	15 cents per piece-----	
Shirts-----	6 cents per piece-----	
Small items-----	5 cents per piece-----	
Powerpressing (woolen suits)-	9 cents per piece-----	
Overtime-----	Twice the employee's wage rate.	Over 8 a day, 48 a week, and on day of rest.

See footnotes at end of table.

Commercial, Professional and Personal Services Industry, No. 39, May 22, 1960.

(Supersedes rates of Order No. 39, Feb. 18, 1958.)

Motor Vehicle and Electrical Appliances Repair, and other Services Industry, No. 40, May 28, 1960.

Includes (A) Commercial services: offices of real estate agents, brokers, and managers; 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; establishment 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: accounting, auditing, and bookkeeping service offices; law offices; medical offices and laboratories; dental clinics and laboratories; offices of chiropractors, chiropradists, 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:** Barber shops and shoe shine parlors; establishments covered by another mandatory order.

The repair (includes painting) 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,

Semi-skilled workers-----	55 cents an hour-----	
Unskilled workers-----	50 cents an hour-----	
Overtime-----	Twice the regular rate-----	
All employees, except messengers, janitors, porters-----	1 1/2 times wage rate-----	
Commercial services:		
Advertising and credit reporting agencies.	\$1 an hour-----	(2)
Other commercial services-----	90 cents an hour-----	(2)
Professional services:		
Accounting services-----	\$1 an hour-----	(2)
Other professional services-----		
Draftsmen employed in offices of engineers and architects.	\$1 an hour-----	(2)
Other employees-----	95 cents an hour-----	(2)
Personal services:		
Funeral services-----	92 cents an hour-----	(2)
Beauty shops and schools, photographic studios.	75 cents an hour-----	(2)
Other personal services-----	85 cents an hour-----	(2)
Messengers, janitors, porters-----		
Commercial services; professional services.	85 cents an hour-----	(2)
Personal services-----		
Funeral services-----	85 cents an hour-----	(2)
Beauty shops and schools; photographic studios.	70 cents an hour-----	(2)
Other personal services-----	80 cents an hour-----	(2)
All employees:		
Agricultural or industrial machinery repair shops; blacksmith shops-----		
Skilled-----	\$1 an hour-----	(2)
Other-----	85 cents an hour-----	(2)

During 9th hour, and on day of rest Over 9 a day.

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
<p>PUERTO RICO-- Cont.</p> <p>Motor Vehicle and Electrical Appliances Repair, and Other Services Industry, No. 40, May 28, 1960.--Cont.</p> <p>(Supersedes rates of Order No. 40, Mar. 2, 1958.)</p> <p>Retail Trade Industry, No. 42, Nov. 5, 1960; except supermarkets, Feb. 23, 1961.</p> <p>(Supersedes Order No. 42, May 10, 1958 which superseded rates ³ of Order No. 8 (amended) of Aug. 1955.)</p> <p>See footnotes at end of table.</p>	<p>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; any work or service necessary or related to activities mentioned. <u>Ex-</u>ceptions: Retreading, recapping, and vulcanizing of tires and tubes; such repair service not available to the public in general which are covered by another mandatory order.</p> <p>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. <u>Exceptions:</u> Soda fountains, bars, hotels; traveling salesmen. ¹²</p>	<p>Electrical appliance, typewriter, adding or calculating machine repair shops--</p> <p>Skilled-----</p> <p>Other-----</p> <p>Motor vehicle repair shops; saddleries; tinsmith shops; paint shops--</p> <p>Skilled-----</p> <p>Other-----</p> <p>Furniture, clocks, watches, jewelry, and other articles repair shops--</p> <p>Skilled-----</p> <p>Other-----</p> <p>Storage, guarding or parking of motor vehicles.</p> <p>All employees: Motor vehicles, agricultural and industrial machinery.</p> <p>Supermarkets:</p> <p>Butchers-----</p> <p>Messengers and/or cleanup men.</p> <p>All other employees-----</p> <p>All employees, except messengers and/or cleanup men:</p> <p>Foodstuffs and gasoline service stations.</p>	<p>95 cents an hour-----</p> <p>75 cents an hour-----</p> <p>90 cents an hour-----</p> <p>80 cents an hour-----</p> <p>90 cents an hour-----</p> <p>80 cents an hour-----</p> <p>75 cents an hour-----</p> <p>\$1. 90 and 80 cents an hour.</p> <p>\$1.25, \$1 and 85 cents an hour.</p> <p>57, 53 and 48 cents an hour.</p> <p>62, 58 and 53 cents an hour.</p> <p>57, 50, and 46 cents an hour.</p>	<p>(2)</p> <p>(2)</p> <p>(2)</p> <p>(2)</p> <p>(2)</p> <p>(2)</p> <p>(2)</p> <p>(2)</p> <p>8 a day and 48 a week.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p>

Clay and Clay Products Industry in the Local Trade, No. 43, June 13, 1958, as amended by Order No. 61, Feb. 2, 1961.	The quarrying or other extraction of common clay, slate, kaolin, fire clay, and other kinds of clay; the manufacture of structural clay products, chinaware, tiles, refractories, pottery and other ceramic products. <u>Exceptions:</u> Managers, executives, and professionals; work or service covered by Federal Fair Labor Standards Act.	Other retail trade----- Messengers and/or Cleanup men: Foodstuffs and gasoline service stations. Other retail trade-----	60, 55, and 50 cents an hour. 50, 45, and 40 cents an hour. 53, 50, and 45 cents an hour. (Specified rates are for Zones I, II, and III, respectively. ³)	8 a day and 48 a week. Do. Do.
Construction Industry, No. 44, June 15, 1958.	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. <u>Exceptions:</u> 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.	Overtime----- All employees: Clay blocks----- Ceramic tiles----- Hand-made art pottery and other clay products. All employees (as defined): Group A----- B----- C----- D----- E----- F----- G----- Overtime-----	Twice employee's regular rate. 90 cents an hour----- 81 cents an hour----- 52 cents an hour----- \$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----- Double time-----	Over 8 a day, 48 a week and on day of rest. (2) (2) (2) 8 a day and 44 a week. Do. Do. Do. Do. Do. Do. Over 8 a day, 44 a week, and on day of rest.

See footnotes at end of table.

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
<p>PUERTO RICO—Cont.</p> <p>Hospital, Clinic, and Sanatorium Industry, No. 41, Dec. 18, 1960.</p> <p>(Rates retroactive to Dec. 14, 1960, except chauffeurs.)</p> <p>(Supersedes Order No. 41 of July 10, 1958 which superseded rates of Order No. 4, July 1, 1951.)</p>	<p>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 serum to a person or the care and attendance of sick persons; includes any work or service necessary or related to the above activities. <u>Exceptions:</u> 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.</p>	<p>All employees:</p> <p>Registered nurses-----</p> <p>Practical nurses-----</p> <p>Ward attendants in psychiatric hospitals.</p> <p>Chauffeurs-----</p> <p>Office clerks-----</p> <p>Arts and crafts workers--</p> <p> Skilled-----</p> <p> Semiskilled-----</p> <p>All other-----</p> <p>Overtime-----</p>	<p>85 cents an hour-----</p> <p>55 cents an hour-----</p> <p>50 cents an hour-----</p> <p>65 cents an hour-----</p> <p>60 cents an hour-----</p> <p>80 cents an hour-----</p> <p>60 cents an hour-----</p> <p>49 cents an hour-----</p> <p>Twice employee's rate-----</p>	<p>Over 8 a day, 48 a week, and on day of rest.</p>
<p>Hotel Industry, No. 46, Jan. 1, 1961.</p> <p>(Supersedes Order No. 46 of Aug. 5, 1958 which superseded rates¹³ of Order No. 22, Sept. 1, 1952.)</p>	<p>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</p>	<p>All employees:</p> <p>1. Hotels with casino or gambling hall--</p> <p> Walters, bartenders, bellboys and bus boys.</p> <p>All other employees-----</p>	<p>58¢, 52¢, and 46 cents an hour, Zones I, II, and III, respectively.¹³</p> <p>76¢, 58, and 52 cents an hour, Zones I, II, and III, respectively.¹³</p>	

Restaurant, Bar, and Soda Fountain Industry, No. 47, Mar. 2, 1961.

(Supersedes Order No. 47 of Aug. 28, 1956, which superseded rates³ of Order 6 (amended) of Jan. 1, 1955.)

Note: Working conditions specified in Order 6 are still in effect.

Theater and Cinema Industry No. 48, Apr. 30, 1961.

(Supersedes Order No. 48 of Sept. 12, 1958, which superseded rates³ of Order 7 (amended) of Nov. 16, 1953.)

soda fountains. Exceptions: 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.

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.

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.

2. All other hotels—
Walters, bartenders, bellboys,
and busboys.

All other employees-----

Overtime-----

All employees:

Zone I¹⁴-----

Zone II¹⁴-----

Zone III¹⁴-----

Overtime-----

All employees:

Motion-picture projectionists,
electricians, plumbers, and painters,
or any other trade of equal
rank-----

San Juan-----

Other than San Juan-----

56, 47, and 42 cents an hour,
Zones I, II, and III, respectively.¹³

58, 48, and 42 cents an hour,
Zones I, II, and III, respectively.¹³

Twice the employee's regular
rate.

53 cents an hour-----

45 cents an hour-----

40 cents an hour-----

Double time-----

95 cents an hour-----

82 cents an hour-----

Over 8 a day, 48 a
week, and on day of
rest.

8 a day and 48 a week.

Do.

Do.

Over 8 a day, 48 a
week, and on day of
rest.

8 a day and 40 a week.

Do.

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
<p>PUERTO RICO-- Continued Theater and Cinema Industry No. 48, Apr. 30, 1961.--Con.</p> <p><u>Note:</u> Working conditions specified in Order 7 are still in effect.</p> <p>Tobacco Industry in its Agricultural Phase, No. 49, June 30, 1961.</p> <p>(Supersedes Order No. 49, Oct. 2, 1958, which superseded rates set by law, June 26, 1956.)</p>	<p><u>Exceptions:</u> Managers, executives, or professionals.</p> <p>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. <u>Exception:</u> Managers, executives, and professionals.</p>	<p>Assistant motion-picture projectionists, chauffeurs, motion-picture-theater managers and assistant managers-</p> <p>San Juan----- Other than San Juan-----</p> <p>All others-</p> <p>San Juan----- Other than San Juan-----</p> <p>Overtime-----</p> <p>All employees: All operations, except sewing- Tobacco sewing-----</p>	<p>64 cents an hour----- 52 cents an hour-----</p> <p>60 cents an hour----- 48 cents an hour-----</p> <p>Double time-----</p> <p>30 cents an hour----- 25 cents an hour-----</p>	<p>8 a day and 40 a week. Do.</p> <p>Do. Do.</p> <p>Over 8 a day and 40 a week, and on day of rest.</p> <p>(2) (2)</p>

See footnotes at end of table.

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
<p>PUERTO RICO—Continued Sugar Industry in its Agricultural Phase, No. 50, June 19, 1959.⁵ (Supersedes rates set by law June 26, 1956.)</p>	<p>Comprises the preparation of the land; the planting, cultivating, and harvesting of sugarcane, its transportation when performed by farmer-employer by force account; any work or service necessary or related to the above activities. Exceptions: Cane transportation activities covered by Federal wage order applicable to the Sugar Manu- facturing Industry.</p>	<p>All employees: Principal operators of me- chanical loaders, harvesters and sowers. Carpenters, masons, mechanics, pointers, electricians and other arts and trades work- ers. Tractor operators as speci- fied. Other operators of mechanical equipment as specified. Arts and crafts helpers----- Cartmen in harvest work; port- able track car loaders, driv- ers and conductors. Cane cart or truck loaders--- Plow steermen, operators of irrigation pumps, cane sowers, mixing and applying weed killer; sugarcane cutters (for grinding or planting), seed cutters, crane operators, dumpers. Ditch diggers, ditch cleaners, and water irrigators. Cartmen in cultivation work-- Other employees-----</p>	<p>\$5.85 a day----- \$5.20 a day----- \$4.70 a day----- \$4.25 a day----- \$4.00 a day----- \$3.31 a day----- \$3.20 a day----- \$3.10 a day----- \$3.10 a day----- \$2.84 a day----- \$2.83 a day-----</p>	<p>First 8 in 24.² Do.² Do.² Do.² Do.² Do.² Do.² Do.² First 7 in 24.² First 8 in 24.² Do.²</p>

See footnotes at end of table.

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
<p>PUERTO RICO—Continued</p> <p>General Agricultural Activities Industry, No. 57, Aug. 20, 1961.</p> <p>(Supersedes Order No. 57, Sept. 18, 1959 which superseded rates set by law, June 26, 1956.)</p> <p>See footnotes at end of table.</p>	<p>Comprises (a) cultivation and tillage of the soil; (b) sowing, cultivation, and harvesting of any farm or horticultural crop; (c) sowing, cultivation, and felling of lumber trees; (d) sowing, cultivation, and production of flowers; (e) raising of any kind of cattle, including swine, goats, horses, sheep, or furbearing animals; (f) aviculture and apiculture; (g) sowing, cultivation, and mowing of pastures; (h) growing of any crop with aqueous solutions in gravel or washed sand, without the use of soil; and any work or service necessary or related to the activities mentioned. <u>Exceptions:</u> Raising of bovine cattle; agricultural activities related to coffee, sugarcane, tobacco, and the production of milk, currently covered by other mandatory decrees.</p>	<p>All employees:</p> <p>Pineapple—</p> <p>Driver, tractor operator or operator of other agricultural machinery, arts and trades worker, and similar occupation:</p> <p>Zone I¹⁷-----</p> <p>Zone II¹⁷-----</p> <p>All other workers:</p> <p>Zone I¹⁷-----</p> <p>Zone II¹⁷-----</p> <p>Aviculture-- -----</p> <p>Floriculture -----</p> <p>Minor crops, citron, and other agricultural activities.</p>	<p>50 cents an hour-----</p> <p>60 cents an hour-----</p> <p>42 cents an hour-----</p> <p>44 cents an hour-----</p> <p>42 cents an hour-----</p> <p>40 cents an hour-----</p> <p>30 cents an hour-----</p>	

Coffee Industry in its Agricultural Phase, No. 58, Sept. 24, 1961.

(Supersedes Order No. 58 of Oct. 3, 1959, which superseded rates ³ of Order 19, Dec. 1954.)

Note: Working conditions specified in Order 19 are still in effect.

Metal, Machinery, Transportation Equipment, Electrical Products, Instruments, and Related Products Industry for the Local Trade, No. 45, Oct. 14, 1960.

(Supersedes Electrical, Instrument and Related Products Industry, No. 29, Sept. 10, 1957; and rates of Order No. 45, July 6, 1958.)

Comprises the planting and replanting (including preparation of the soil), its cultivation and harvesting; removal of pulp from coffee beans, washing, drying, hulling and packing of the beans, whether these activities are carried on at the farms or their dependencies; conditioning of shade plants; and any work or service necessary or related to the activities mentioned. ^{1B} Exception: Overseers.

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; 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, lenses, apparatus, and equipment for scientific, professional, industrial measurement, photographic, ophthalmic, musical, and horological purposes; any work or service necessary or related to the activities mentioned above. Exceptions: Production and further processing of any basic material other than metal, except when manufactured, by an establishment producing from such

All employees:

Coffee pickers-----

All other employees-----

Overtime-----

70 cents an almod-----
(measure equivalent to 2
decaliters or 20 liters.)

31 cents an hour-----

Double time-----

8 a day, 48 a week.

Over 8 a day and 48
a week, and on day
of rest.

All employees:

Metal, machinery, transportation equipment, and related products-----

Extruded aluminum section----

Gate, fence and grating
division:

Skilled workers-----

Other workers-----

Kettle division; and

metallic pot scourer division.

Other metal products division.

Electrical, instrument, and related products-----

General division-----

Shaver, storage battery, drafting machine, electric terminal and connector, and television antenna and lead-in-cable division.

Radio and television component division.

Resistance type household appliance division.

Lens division-----

\$1.25 an hour-----

\$1 an hour-----

75 cents an hour-----

75 cents an hour-----

\$1 an hour-----

\$1 an hour-----

90 cents an hour-----

85 cents an hour-----

80 cents an hour-----

75 cents an hour-----

(2)

(2)

(2)

(2)

(2)

(2)

(2)

(2)

(2)

(2)

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--Continued Metal, Machinery, Transportation, Equipment, Electrical Products, Instruments, and Related Products Industry for the Local Trade, No. 45, Oct. 14, 1960.--Con.	basic materials; a product of this industry or the subassembly of such product; manufacture of ophthalmic frames other than metal; activities for local trade covered by orders No. 25, 36 and 43, and by Federal wage order for Button, Jewelry, and Lapidary Work Industry, No. 52; work or service covered by the Federal Fair Labor Standards Act.	Thermometer division-----	60 cents an hour-----	(2)
Banking, Insurance, and Finance Industry, No. 60, Jan. 8, 1961. (Supersedes rates set by law, June 26, 1956.)	Comprises all business, whether or not for profit, carried on by any banking, insurance, or other financial institution or enterprise; any work or service necessary or related to the above activities. Exception: Credit union or saving and loan association organized to serve specific groups of persons and not the general public.	Banks, Savings and Loan Associations in: San Juan, Ponce, Mayaguez, and Bayamon. Remainder of Island----- Finance:	\$1.25 an hour----- \$1.10 an hour----- \$1 an hour----- \$1.25 an hour----- \$1.18 an hour-----	(2) (2) (2) (2) (2)
		Credit unions and agricultural credit associations. Other finance businesses---- Insurance-----	\$1 an hour----- \$1.25 an hour----- \$1.18 an hour-----	(2) (2) (2)

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
<p>RHODE ISLAND: Wage fixed in law.¹ Rates effective Oct. 1, 1957. Chapter 3957, Laws of 1957, amending Chapters 3745 and 3760, Laws of 1956. (Supersedes rate effective Oct. 1, 1956.)</p>	<p>Any occupation, service, trade, business, industry or branch or group of industries, or employment or class of employment, in establishments with more than 3 employees. Exceptions: Agriculture, domestic service in or about a private home; employees of the United States; occupations subject to any Federal minimum-wage law; educational, charitable, religious or nonprofit organizations where the employer-employee relationship does not, in fact, exist, or where the services rendered are on a voluntary basis: newsboys on home delivery, shoeshine boys in shoeshine establishments, caddies on golf courses, pin boys in bowling alleys, ushers in theaters; traveling and outside salesmen; any individual in the employ of a son, daughter, or spouse, or employee under 21 years in the employ of a father or mother; resort establishments between May 1 and October 1 which regularly serve meals to the general public and are open not more than 6 months a year; school or college students employed</p>	<p>All employees²----- Except in religious, educational, charitable, or nonprofit organizations, where employer-employee relationship exists.</p>	<p>\$1 an hour----- 75 cents an hour----- Allowance for gratuities, under specified conditions, as part of the hourly wage rate may not exceed 10 cents for taxicab drivers, 30 cents for restaurants, hotels, and other industries.</p>	<p>Maximum for women and minors, 9 a day, 48 a week.³ Do.</p>

See footnotes at end of table.

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
<p>RHODE ISLAND—Continued Wage fixed in law.¹ Rates effective Oct. 1, 1957.—Cont.</p>	<p>on a part-time basis (not over 22 hours a week); any employment in which employer has 3 or less employees.</p>			
<p>Laundry and Dry Cleansing Occupations, Oct. 1, 1957.⁴ Administrative Regulations and Wage Rates for Learners and Handicapped Workers. (Supersedes rates effective Oct. 1, 1956 which partially rescinded Order No. 3-R of June 1, 1951, which follows.</p>	<p>Laundry Occupations: (a) Any activity concerned with the washing, ironing or processing incidental thereto of any kind of fabric or laundry wares; (b) the collection, distribution or sale of laundry service; (c) the producing or rendering of such activity or service by the employer on his own behalf or for others, more specifically, by hotels, overnight camps, clubs, business establishments, factories, bakeries, self-service laundries, automatic laundries, any type of rental laundries, and other like establishments. Dry-Cleansing Occupations: (a) Any activity concerned with the cleaning, refreshing, or restoration of</p>	<p>All employees²----- Learners (first 90 days of employment). Overtime⁵-----</p>	<p>\$1 an hour----- 90 cents an hour----- \$1.05 an hour-----</p>	<p>45 a week or less. Do. Over 45 a week.³</p>

See footnotes at end of table.

any fabric and/or of any article of wearing apparel including pressing or other work incidental thereto or performed in connection therewith; (b) the collection, distribution or sale of dry cleaning service; (c) the producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically, by hotels, clubs, and like business establishments, or by automatic cleansers, self-service cleansers, or other types of rental cleansers. Exceptions: Wards or charges of charitable organizations from "Laundry Occupation"; student workers employed on part-time basis (22 hours or less a week); employees exempt from coverage by statute (See following order).

Laundry and Dry Cleansing Industries, Order No. 3-R, June 1, 1951.

(Partially superseded by Laundry and Dry Cleansing Occupations, Oct. 1, 1957. Superseded Order No. 3 of Sept. 12, 1938.)

See Laundry and Dry Cleansing Occupations Oct. 1, 1957; applicable to establishments exempt from coverage of \$1 an hour minimum-wage law. Exceptions: Wards or charges of charitable organizations, from "Laundry Occupation."

All employees:²

Experienced-----
 Inexperienced (less than 30 days in establishment, or 240 hours for part-time workers).
 Overtime⁵-----

70 cents an hour-----
 65 cents an hour-----

\$1.05 an hour-----

Up to 45 a week.
 Do.

Over 45 a week.⁸

See footnotes at end of table.

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
<p>RHODE ISLAND—Continued</p> <p>Restaurant, Hotel Restaurant and Public Housekeeping Occupations, Oct. 1, 1957.⁶</p> <p>Administrative Regulations.</p> <p>(Supersedes rates effective Oct. 1, 1956, which partially rescinded Orders 5-R-2, Jan. 1, 1954 and 6, Sept. 15, 1947, which follow.)</p> <p>See footnotes at end of table.</p>	<p>Restaurant and hotel restaurant occupations include any activity connected with the preparation or offering of food and/or beverage for remuneration, for human consumption, either on the employer's premises or elsewhere by such services as catering, banquet, box-lunch or curb service, whether such service is operated as the principal business of the employer or as a unit of another business, to the public, to employees or members or guests of members, or to paying guests.</p> <p>Public housekeeping occupations mean all employment connected directly or indirectly with the offering or furnishing of rooms and/or lodging for remuneration to the public, to employees, to members or guests of members, to paying guests, students or others, whether such service is operated as the principal business of the employer, or as a unit of another business; including such occupations as chambermaid, parlormaid, linen room worker, elevator operator, cashier, clerical worker, such as room and desk clerk, coat room attendant,</p>	<p>All employees²-----</p> <p>For restaurant or hotel restaurant employee when spread of hours exceeds 10 (12 in resort hotels) in any day or there is more than one interval off duty (two in resort hotels).</p> <p>For public housekeeping employee when spread of hours exceeds 10 (12 in seasonal resort hotels) in any day, or there is more than one interval off duty.</p>	<p>\$1 an hour-----</p> <p>50 cents a day in addition to hourly wage.</p> <p>75 cents a day in addition to hourly wage.</p> <p>Allowance for gratuities, under specified conditions, as part of the hourly wage rate may not exceed 30 cents.</p>	<p>Maximum for women and minors, 9 a day, 48 a week.³</p>

matron, charwoman, telephone operator, cleaner, janitor, bellboy, porter, doorman and all workers properly classified in this occupation in any establishment furnishing rooms and/or lodging for remuneration. Exceptions: Employment on a farm; domestic service in a private home, unless operated as a rooming house; student workers employed on a part-time basis (22 hours or less a week); employees exempt from coverage by statute, (see two following orders).

Public Housekeeping Occupations, Order No. 6, Sept. 15, 1947.

(Partially superseded by Restaurant, Hotel Restaurant and Public Housekeeping Occupations, Oct. 1, 1957.)

See Restaurant, Hotel Restaurant and Public Housekeeping Occupations Oct. 1, 1957; applicable to establishments exempt from coverage of \$1 an hour minimum-wage law. Ex-ceptions: Employment on a farm or domestic service in a private home, unless operated as a rooming house. Seasonal Resort Hotel defined as any hotel establishment open for business not more than six months of the year.

All employees:²

Nonservice-----

Service (as defined)-----

Part time-

Nonservice-----

Service-----

If employee works a split shift or spread of hours exceeds 10 (12 in seasonal resort hotels).

50 cents an hour-----

30 cents an hour-----

55 cents an hour-----

35 cents an hour-----

75 cents a day in addition to hourly wage.

(Deductions allowed for meals and lodging as specified in order.)
(In lieu of laundering required uniforms, employer may elect to pay employee an additional \$1 a week.)

40 or over a week.³
Do.

Less than 40 a week.
Do.

See footnotes at end of table.

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
<p>RHODE ISLAND—Continued</p> <p>Restaurant and Hotel Restaurant Occupations, No. 5-R-2, Jan. 1, 1954.</p> <p>(Partially superseded by Restaurant, Hotel Restaurant and Public Housekeeping Occupations, Oct. 1, 1957. Superseded Order No. 5 of Nov. 15, 1944.)</p>	<p>See Restaurant, Hotel Restaurant and Public Housekeeping Occupations, Oct. 1, 1957; applicable to establishments exempt from coverage of \$1 an hour minimum-wage law.</p> <p>Resort Hotel defined as any hotel establishment open for business not more than 6 months of the year, which regularly serves meals daily to resident guests.</p>	<p>All employees:²</p> <p>Except in resort hotels-⁷</p> <p>Full time:⁷</p> <p>Nonservice-----</p> <p>Service-----</p> <p>Overtime-----</p> <p>Part time:⁸</p> <p>Nonservice-----</p> <p>Service-----</p> <p>If employee works a split shift or spread of hours exceeds 10.</p> <p>In Resort hotels-¹⁰</p> <p>Nonservice-----</p> <p>Service-----</p> <p>Overtime-----</p>	<p>60 cents an hour-----</p> <p>40 cents an hour-----</p> <p>1½ times full-time basic hourly rate.</p> <p>65 cents an hour-----</p> <p>45 cents an hour-----</p> <p>50 cents a day in addition to hourly wages earned.</p> <p>Where employee is not furnished with meals⁹, an additional 12 cents an hour for every hour of working time of each day must be paid.</p> <p>(Deduction from basic minimum hourly wage rate permitted for furnished lodging in amounts as specified in order.)</p> <p>\$19.20 a week-----</p> <p>\$12 a week-----</p> <p>1½ times full-time basic hourly rate.</p>	<p>Over 24, up to and including 45 a week.</p> <p>Do.</p> <p>Over 45 a week.³</p> <p>24 or less a week.</p> <p>Do.</p> <p>48 or less a week.³</p> <p>Do.</p> <p>Over 48 a week.</p>

See footnotes at end of table.

Retail Trade Occupations, Oct. 1, 1957.¹¹
 Administrative Regulations and Wage Rates for Learners and Handicapped Workers.
 (Supersedes rates effective Oct. 1, 1956, which partially rescinded Order No. 4-R-2 of Nov. 15, 1952, which follows).

All employment in or for any industry or business selling or offering for sale any type of merchandise, wares, goods, articles or commodities to the consumer; all work connected with the soliciting of sales or opportunities for sales, and/or the distributing of such merchandise, wares, goods, articles or commodities and the rendering of services incidental to the sale, use or upkeep of the same whether performed on the employer's premises or elsewhere. Exceptions: Home delivery of newspapers; student workers employed on part-time basis (22 hours or less a week); employees exempt from coverage by statute (see following order).

If employee has more than 2 intervals off duty or spread of hours exceeds 12.

All employees^{2, 12}-----

On 7th consecutive day-----
 Learners (for 90 days of employment).

If employee works a split shift or spread of hours exceeds 12, or both.

50 cents a day in addition to hourly wages earned.
 (In lieu of laundering required uniform, employer may elect to pay an additional \$1 per week.)

\$1 an hour-----

\$1.25 an hour-----
 90 cents an hour, by special permit.

\$1 a day in addition to applicable minimum wage.

Maximum for women and minors, 9 a day, 48 a week.³
 (13)
 Maximum for women and minors, 9 a day, 48 a week.³

See footnotes at end of table.

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
<p>RHODE ISLAND—Continued Retail Trade Occupations, Order No. 4-R-3, July 1, 1958. (Supersedes Order No. 4-R-2 of Nov. 15, 1952, as partially rescinded by Retail Trade Occupations, Oct. 1, 1957.)</p>	<p>See Retail Trade Occupations Oct. 1, 1957; applicable to establishments and occupations exempt from coverage of \$1 an hour minimum-wage law. <u>Exceptions:</u> Home delivery of newspapers.</p>	<p>1. In establishments employing 3 workers or less¹² All employees²----- Learners (90 days)----- Students: 18 years and over----- Under 18 years¹⁵----- 2. Part-time students in establishments with more than 3 employees¹² 18 years and over----- Under 18 years¹⁶----- 3. Traveling or outside salesmen^{12, 17} Learners (90 days)----- On 7th consecutive day----- If employee works a split shift or spread of hours exceeds 12, or both situations occur.</p>	<p>95 cents an hour----- 85 cents an hour----- 95 cents an hour----- 85 cents an hour----- 95 cents an hour----- 85 cents an hour----- 95 cents an hour----- 85 cents an hour----- \$1.25 an hour----- \$1 a day in addition to applicable minimum wage.</p>	<p>Maximum for women and minors, 9 a day, 48 a week.⁸ Do.³ 22 a week.¹⁴ Do.¹⁴ 22 a week.¹⁴ Do.¹⁴ Maximum for women and minors, 9 a day, 48 a week.⁸ Do.⁸ (18)</p>

See footnotes at end of table.

SOUTH DAKOTA:

Wage fixed in law. Rate effective, July 1, 1943. (Session laws: 1943, ch. 76; 1945, ch. 77.)² (Amends ch. 309 of 1923.)

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

Females over 14 years of age:¹

In cities with population of 2,500 or over.

\$15 a week-----

Maximum for females 10 a day, 54 a week in cities over 3,000 population; elsewhere 10 a day.³

Elsewhere-----

\$12 a week-----

Maximum for females 10 a day.³

Hourly rate-----

Weekly rate prorated-----

Less than a week.

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
UTAH: Retail Trade Occupations Order No. 1, as amended Sept. 1, 1960 and supplemented by Order No. 5. ² (Supersedes Order No. 1, as last amended July 1, 1959.)	Any business or occupation operated for the purpose of selling, offering for sale, or the distribution of goods, wares, and merchandise at retail and rendering services incidental to such operations.	Women and minors: ¹ Experienced (3 months of regular employment in the industry)— In Salt Lake, Weber, Utah and Davis counties. In cities not in above named counties with 5,000 or more population. In other cities and towns with more than 2,500 but less than 5,000 population. In all other incorporated and unincorporated areas. Inexperienced ⁶ ----- Minors (14 to 16 years), doing delivery work, chore work, or odd jobs in mercantile establishment, not otherwise provided for in the order. If employee works a split shift.	\$1 an hour----- 95 cents an hour----- 90 cents an hour----- 85 cents an hour----- 10 cents an hour less than applicable minimum wage. 75 cents an hour----- 55 cents a day in addition to the applicable minimum wage, unless employees wage exceeds minimum.	Standard hours for women, 8 a day, 48 a week, 6 days a week; for minors, 8-44-6. Do. Do. Do. Do. 8 a day, 44 a week, 6 days a week.

<p>Laundry and Cleaning, Dyeing and Pressing Industries, No. 4, as amended Sept. 1, 1960 and supplemented by Order No. 5.²</p> <p>(Supersedes Order No. 4, as last amended July 1, 1959.)</p>	<p>Includes any place where washing, ironing, cleaning, dyeing, pressing or processing incidental thereto, of any kind of fabric is conducted.</p>	<p>Handicapped employee unable to produce same as able-bodied employee.</p> <p>Women and minors:^{1 3} Experienced (3 months of regular employment in the industry)- Zone 1 (Salt Lake and Weber Counties). Zone 2 (All other counties). Inexperienced-----</p>	<p>66 2/3 percent of applicable minimum wage (by permission of Industrial Commission).</p> <p>\$1 an hour-----</p> <p>95 cents an hour----- 10 cents an hour less than the applicable minimum wage.</p>	<p>Standard hours for women, 8 a day, 48 hours and 6 days a week; for minors 8-44-6.</p> <p>Do. Do.</p>
<p>Public Housekeeping Industry, No. 3, as amended Sept. 1, 1960 and supplemented by Order No. 5.²</p> <p>(Supersedes Order No. 3, as last amended Aug. 1, 1959.)</p>	<p>Hotels, boarding houses, rooming houses, motels, apartment houses, buildings offering space for rent, resort hotels, hospitals, nursing homes and institutions. Includes linen-room girls, maids, cleaners, charwomen, elevator operators, any other female or minor employee connected with the establishment. <u>Ex-ceptions</u>: Registered nurses, licensed practical nurses, and resident managers.</p>	<p>Handicapped employee unable to produce same as able-bodied employee.</p> <p>Women and minors:⁴ Experienced (3 months of regular employment in the industry)- Zone 1 (Salt Lake, Weber and Utah Counties). Zone 2 (Cities not in above named counties with 5,000 or more population). Zone 3 (All other incorporated areas). Inexperienced-----</p>	<p>66 2/3 percent of applicable minimum wage (by permission of Industrial Commission).</p> <p>\$1 an hour-----</p> <p>95 cents an hour-----</p> <p>90 cents an hour-----</p> <p>5 cents an hour less than applicable minimum wage.</p>	<p>Standard hours for women, 8 a day, 48 hours and 6 days a week; for minors 8-44-6.</p> <p>Do. Do. Do. Do.</p>

See footnotes at end of table.

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
UTAH--Continued Restaurant Occupation, No. 2, as amended Oct. 1, 1961 and supplemented by Order No. 5. ² (Supersedes Order No. 2 as last amended, Oct. 1, 1960.)	All food service establishments where refreshments or meals in solid or liquid form may be obtained by the public generally or selected portions of the public. Includes, but not limited to, cafes, restaurants, cafeterias, coffee shops, soda fountains, snack bars, drive-ins, food caterers, and all other persons or corporations supplying meals or refreshments.	Women and minors: ¹ Experienced (3 months of regular employment in the industry)- In Salt Lake, Weber and Utah Counties. In cities not in above named counties, with a population of 5,000 or more. In all other incorporated and unincorporated areas. Inexperienced ⁷ -----	90 cents an hour----- 85 cents an hour----- 80 cents an hour----- 5 cents an hour less than the applicable minimum wage.	Standard hours for women, 8 a day, 48 a week, 6 days a week; minors under 18, 8 a day, 44 a week. ⁵ Do. ⁵ Do. ⁵ Do. ⁵

VERMONT:

Wage fixed in law. Rate effective Sept. 1, 1959. Act 303 (L. 1957), as amended by Acts 32 and 109 (L. 1958).

(Supersedes rates effective Sept. 1, 1957.)

Summer Camp Industry,
No. 1, Jan. 25, 1960.

Any industry, trade or business or branch thereof or class of work therein of employers of two or more employees. Exceptions: Agriculture; domestic service in or about a private home; employees of the United States, the State or any political subdivision thereof; employees of public supported non-profit organizations except laundry employees, nurses' aides or practical nurses; bona fide executive, administrative or professional employees; persons subject to the Federal Fair Labor Standards Act; newsboys on home delivery; taxicab drivers; outside salesmen; students working any part or all of school year or regular vacation period; switchboard operators employed in a public telephone exchange servicing not more than 750 stations.

Children's camps, including the counseling staff and the service staff, i.e., caretakers, stable hands, kitchen and maintenance staff, etc. Exception: Preseason training of counseling staff⁴; students working during all or any part of school year or regular vacation periods.

All employees¹-----

\$1 an hour-----

Maximum for women and minors, 9 a day, 50 a week.²

All employees:

Service staff (resident and nonresident).

\$1 an hour-----

Actual time worked.

Counseling staff³-

Nonresident:

Experienced-----

\$6 a day-----

Apprentice II-----

\$5 a day-----

Apprentice I-----

\$4 a day-----

First-year learner-----

\$3 a day-----

All counselors-----

Wages prorated-----

Less than 8 a day.

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
VERMONT—Continued Summer Camp Industry, No. 1, Jan. 25, 1960.— Cont.		All employees:--Cont. Counseling staff ³ --Cont. Resident (with meals and lodging): Experienced----- Apprentice II----- Apprentice I----- First-year learner----- All counselors----- Camper-trainee (resident and nonresident).	\$31.25, 6-day week----- \$25, 6-day week----- \$18.75, 6-day week----- \$12.50, 6-day week----- Wages prorated ⁶ ----- Reasonable compensation ⁷ ----- (Minimum wage for service staff members may be reduced by board, room and laundry allowance, in amounts specified.)	(5) (5) (5) (5) Over 6-day week. (5)
Hotel, Motel, Tourist Place and Restaurant Industry, Order 2, Oct. 8, 1959. (Order No. 2 of May 20, 1958, as amended by Acts 32 and 109 (L. 1959).)	Any establishment, including tourist place, inn, cabin, and motel, which as a whole or part of its business activities, offers lodging accommodations for hire to the public or to members or guests of its members, and services in connection therewith; and any establishment conducting any activity directly connected with the preparation and	All employees: ⁹ Nonservice ¹⁰ ----- Apprentice or learner (not more than 30 days). Counter employees-----	\$1 an hour----- 75 cents an hour----- 70 cents an hour-----	

	<p>serving of food to the public, for pay, and where lodging is not furnished for pay. <u>Exception:</u> Students (exempt from the minimum-wage law).</p>	<p>Service¹⁰ - Resort hotels:¹¹ Chambermaids----- Other service----- Other hotels, restaurants---</p>	<p>75 cents an hour----- 50 cents an hour----- 55 cents an hour----- (Employer entitled to deduct from minimum wage an allowance for meals and lodging, in amounts as specified.)</p>	
<p>Laundry and Dry Cleaning Industry, No. 3, Oct. 8, 1959.</p> <p>(Order No. 3 of July 23, 1958, as amended by Acts 32 and 109 (L. 1959).)</p>	<p>Any establishment where the collection, washing or cleaning of garments, household articles, etc., are processed. <u>Exception:</u> Students (exempt from the minimum-wage law).</p>	<p>Experienced employees¹----- Learners¹² (3 months or 520 hours in industry).</p>	<p>\$1 an hour----- 85 cents an hour-----</p>	<p>Maximum for women and minors, 9 a day, 50 a week.² Do.²</p>
<p>Retail, Wholesale and Service Establishments, No. 4, Oct. 8, 1959.</p> <p>(Order No. 4 of July 23, 1958, as amended by Acts 32 and 109 (L. 1959).)</p>	<p>Any industry, trade or business or branch thereof, or class of work therein in which the worker is gainfully employed. <u>Exception:</u> Students (exempt from the minimum-wage law).</p>	<p>All employees, except handicapped persons¹ and learners. Learners¹² (3 months or 520 hours in any branch of employment).</p>	<p>\$1 an hour----- 85 cents an hour----- (Deductions may be made for furnished meals, in amount specified.)</p>	<p>Do.² Do.²</p>

See footnotes at end of table.

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
<p>WASHINGTON: Wage fixed in law, June 30, 1961. Rates effective Jan. 1, 1962. Ch. 18, Laws of 1961. (Amends Ch. 294, Laws of 1959 and supplements wage-order provisions established under 1913 Minimum-Wage Law.)</p>	<p>Any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment. <u>Exceptions:</u> Farm employment (as defined); employment in packing, packaging, grading, storing or delivery to storage or market or to a carrier for transportation to market, of agricultural or horticultural products; domestic service in a private home; executive, administrative or professional personnel; outside salesmen; employees of the United States Government; newspaper vendors or carriers; employees of a carrier subject to regulation by Part I of the Interstate Commerce Act; employment in forest protection and fire prevention activities; employees engaged in the activities of an educational, charitable, religious, or nonprofit organization where employer-employee relationship does not in fact exist and services rendered are gratuitous; any individual employed (1) by the State, any county, city, or town, municipal or quasi-municipal corporation, political subdivision, or any instrumentality thereof, (2) by any charitable institution charged with child-care responsibilities engaged primarily in the development of character, or citizenship, promoting health or</p>	<p>All employees, 18 and over ¹ ---</p>	<p>\$1.25 an hour ³ -----</p>	<p>(2)</p>

physical fitness, providing or sponsoring recreational opportunities or facilities for young people or members of the armed forces; (3) in performing services in a hospital licensed pursuant to Ch. 70.41 RCW or Ch. 71.12 RCW or in a nursing home licensed pursuant to Ch. 18.12 RCW; any individual whose duties require that he reside or sleep at the place of employment or who otherwise spends a substantial portion of his time subject to call, and not engaged in the performance of active duties; and students enrolled in and employed by an institution of higher education; minors under 18.

Office Workers, No. 43, Apr. 1, 1949, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.

(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 43 of Apr. 1, 1949 superseded Order No. 37, Jan. 1, 1942.)

Includes but is not limited to all types of clerical work, general office workers, typists, stenographers, secretaries, any and all office-machine operators, bookkeepers(hand and machine), accountants, accounting clerks, statisticians, tellers, cashiers, collectors, telegraph and teletype operators, PBX and office telephone operators, office messengers, ticket agents, appraisers, librarians and their assistants, physicians' and dentists' assistants and attendants, research, X-ray medical or dental laboratory technicians and their assistants, office checkers, invoicers, and similar occupations. Ex-ceptions: Employees of common carrier railroads, sleeping car companies, and freight or express companies subject to regulations of Federal law; nurses and nurses' aides not engaged in office work; telephone operators employed directly by a telephone company who are not engaged in office work; occupations in an industry covered by another minimum-wage order.

Women¹ -----

\$1.25 an hour³ -----

Minors under 18 -----

65 cents an hour -----

Order specifies that the hours of employment of women and minors as office workers shall be subject to any applicable statutes of the State.
2

Do.²

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
<p>WASHINGTON--Continued</p> <p>Mercantile Industry, Wholesale and Retail, No. 44, June 6, 1949 as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.</p> <p>(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 44 of June 6, 1949 superseded Order No. 41, Sept. 7, 1942.)</p>	<p>Any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail. <u>Exceptions:</u> Employees of common carrier railroads, sleeping car companies, and freight or express companies subject to regulations of Federal law; nurses, nurses' aides and telephone operators employed directly by a telephone company, who are not engaged in purchasing, selling or distributing goods or commodities at wholesale or retail; occupations in an industry covered by another minimum-wage order.</p>	<p>Women ¹ -----</p> <p>Minors under 18-----</p>	<p>\$1.25 an hour ³ -----</p> <p>65 cents an hour-----</p>	<p>Order specifies that the hours of women and minors in this industry shall be subject to any applicable statutes of the State. ²</p> <p>Do. ²</p>
<p>Editor's Note: Order No. 1-62, effective Mar. 1, 1962, sets rate of \$1.25 an hour for women and minors.</p> <p>Theatrical Amusement and Recreation Industry and General Amusement and Recreation Industry, Nos. 45 and 45-A, of Nov. 28, 1949, ⁴ as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.</p> <p>(Previously amended by Ch. 294, Laws of 1959, June 11, 1959.)</p>	<p>Amusement and recreation orders include any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public: Theatrical Amusement and Recreation Industry includes both moving- picture and legitimate theaters and food and drink dispensaries operated in connection therewith. General Amusement and Recreation Industry includes, but is not limited to, dance halls, theaters, bowling</p>	<p>Women ¹ -----</p> <p>Minors under 18-----</p>	<p>\$1.25 an hour ³ -----</p> <p>50 cents an hour-----</p>	<p>The wage orders for both branches of this industry specify that the hours of employment of women and minors shall be subject to any applicable statutes of the State. ²</p> <p>Do. ²</p>
<p>See Ed. Note, page 111.</p>				

Editor's Note: Orders Nos. 7-62 and 8-62, effective Mar. 6, 1962, set rate of \$1.25 an hour for women and minors.

alleys, billiard parlors, skating rinks, riding academies, shooting galleries, race tracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, wired-music studios, and concessions in any and all amusement establishments, but excluding the Theatrical Amusement and Recreation Industry. Exceptions: Occupations specifically covered by another wage order; cashiers (covered by the Office Workers' (order); employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal law; telephone operators employed directly by a telephone company.

Beauty Culture Industry, No. 47, Feb. 13, 1950, as amended for women by Ch. 18 (L.1961), Jan. 1, 1962.
(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 47 of Feb. 13, 1950 superseded Order No. 35-A, Dec. 1, 1940.)

Editor's Note: Personal Service Industry, No. 4-62, effective Mar. 1, 1962, sets rate of \$1.25 an hour for women and minors.

Laundry, Dry Cleaning and Dye Works Industry, No. 48, June 5, 1950, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.
(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 48 of June 5, 1950 superseded Order No. 25, Dec. 14, 1921.)

See Ed. Note, page 114.

maintenance services. Exceptions: Same as those shown for Theatrical Amusement and Recreation Order; and nurses, student nurses, female internes, dietitians, and laboratorians. Includes hairdressing; hair coloring and bleaching; manicuring; hair manufacturing; massage; marcel or permanent waving; cosmetology; haircutting; body massage and weight reducing; selling and demonstrating or applying beauty preparations, cosmetics, and supplies either to the demonstrator or to other persons; instructing students in any of the foregoing occupations incidental to such occupations, including the services of instructors in beauty schools.

Includes, but is not confined to:
(1) The marking, sorting, and washing, cleaning, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or renovating in any capacity directly concerned with sale or distribution at retail or wholesale of any laundry or dry-cleaning service; (2) the work performed by clerical workers and telephone operators (not employed directly by a telephone company) in connection with the production and

Women over 18 years of age licensed by the State to practice beauty culture.

Women ¹-----

Minors under 18 ¹-----

\$1.25 an hour ³-----

\$1.25 an hour ³-----

65 cents an hour-----

Order specifies that the hours of women and minors in this industry shall be subject to any applicable statutes of the State. ²

Order specifies that the hours of employment of women and minors in this industry shall be subject to any applicable statutes of the State. ²
Do. ²

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
<p>WASHINGTON—Continued</p> <p>Laundry, Dry Cleaning and Dye Works Industry, No. 48, as amended, Jan. 1, 1962.-- Continued</p> <p>Editor's Note: Order No. 3-62, effective Mar. 1, 1962, sets rate of \$1.25 for women and minors.</p> <p>Minors, No. 49, July 10, 1950.</p> <p>(Supersedes Order No. 42, Oct. 1, 1942.)</p>	<p>furnishing of these services; (3) the production of laundry, dry-cleaning or dyeing services by any establishment, which services may be incidental to its principal business; (4) the cleaning, pressing, finishing, refreshing, dyeing, or processing of any article of wearing apparel, including hats, household furnishings, rugs, textiles, fur, leather (including shoes), or any fabrics whatsoever, when such activity is not performed in the original process of manufacture.</p> <p><u>Exceptions:</u> Same as those shown for the Theatrical Amusement and Recreation Order; and minors engaged in vocational education, work experience or apprentice training program, when such program is properly supervised by school personnel or in accordance with written agreements or approved training schedules.</p> <p>Any industry or establishment not expressly covered by a special Industrial Welfare Order. <u>Exceptions:</u> Agricultural labor; domestic work or chores performed in or about private residences; minors employed directly</p>	<p>Minors (persons under 18 years of age) not expressly covered by another minimum-wage order.</p>	<p>50 cents an hour-----</p>	<p>8 a day, 6 days a week. Exceptions: 16 and 17-year old minors employed in seasonal industries; cases of emergency.</p>

Manufacturing and General Working Conditions, No. 50, July 17, 1950, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.

(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 50 of July 17, 1950 superseded Order No. 40, Sept. 7, 1942.)

Editor's Note: Order No. 2-62, effective Mar. 1, 1962, sets rate of \$1.25 an hour for women and minors.

by a telephone or telegraph company; newspaper vendors and newspaper carriers; and two last exceptions listed under Manufacturing Order which follows this order.

Any industry, business or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing or fashioning by preparing and combining materials by nature or machinery, or producing goods, wares and merchandise by some industrial process, including but not being confined to work performed in dressmaking, millinery, drapery and furniture-covering houses, garment, art needlework, furmaking operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuit-making and bookbinding establishments. Exceptions: (1) Processing by canning, freezing or otherwise of fruits and vegetables, fish or marine or other agricultural products; (2) any industry or occupation specifically covered by another minimum-wage order; (3) women and minors covered by Office Workers Order; (4) nurses, student nurses, female internes, dietitians, and laboratorians; (5) newspaper vendors and newspaper carriers; (6) minors engaged in vocational education, work experience or apprentice training program under conditions

Women:¹-----

\$1.25 an hour³-----

Minors:

Experienced-----
Learners (by permit)-

First 320 hours-----
Next 160 hours -----

65 cents an hour-----
55 cents an hour-----
60 cents an hour-----

Order specifies that the hours of employment of women and minors in this industry shall be subject to any applicable statutes of the State.²

Do.²

Do.²

Do.²

See footnotes at end of table.

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
<p>WASHINGTON—Continued</p> <p>Manufacturing and General Working Conditions, No. 50, as amended Jan. 1, 1962.-- Continued</p>	<p>specified in order; (7) telephone or telegraph operators employed directly by a telephone or telegraph company; (8) employees of common carrier railroads, sleeping car companies and freight or express companies subject to regulation of Federal Law.</p>			
<p>Food Processing Industry, No. 51, Mar. 12, 1951, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.</p> <p>(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 51 of Mar. 12, 1951 superseded Order No. 38, July 3, 1942.)</p>	<p>Any industry, business or establishment operated for the purpose of processing by canning, freezing, cooking or otherwise of food for human or other consumption, including the processing of fruit, vegetables, fish, shellfish, dog food, or any other products for the purpose of preserving them for food purposes, for human or other consumption. <u>Exceptions:</u> Same as the three last exceptions listed under Manufacturing Order.</p>	<p>Women¹-----</p> <p>Minors-----</p>	<p>\$1.25 an hour³-----</p> <p>65 cents an hour-----</p>	<p>Order specifies that the hours of employment of women and minors in this industry shall be subject to any applicable statutes of the State.²</p> <p>Do.²</p>
<p>See Ed. Note, page 117.</p> <p>Fresh Fruit and Vegetable Packing Industry, No. 52, Apr. 16, 1951, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.</p> <p>(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 52.</p>	<p>Any industry, business, establishment, person, firm, association or corporation engaged in handling, packing, packaging, grading, storing or delivering to storage or to market or to a carrier for transportation to market, any agricultural or horticultural commodity</p>	<p>Women¹-----</p>	<p>\$1.25 an hour³-----</p>	<p>Do.²</p>

of Apr. 16, 1951 superseded Order No. 39, Sept. 7, 1942.)

Editor's Note: Food Processing No. 5-62 and Fresh Fruit and Vegetable Packing No. 6-62, effective Mar. 1, 1962 set rate of \$1.25 an hour for women and minors

Telephone and Telegraph Industry, No. 53, May 1, 1951, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.

(Previously amended by Ch. 294, Laws of 1959, June 11, 1959. Order No. 53 of May 1, 1951 superseded Order No. 27, Dec. 14, 1921.)

Counselors and Leaders Occupations in Organized Seasonal Recreational Camps, No. 54, June 12, 1954, as amended for women by Ch. 18 (L. 1961), Jan. 1, 1962.

in its raw or natural state as an incident to the preparation of such products for market. Exceptions: Employees specifically covered by another minimum-wage order; women engaged in vocational education, work experience or apprentice training program, under conditions specified in order; and two last exceptions listed under Manufacturing Order.

Includes any business or establishment operated primarily for the purpose of transmitting messages for the public by telephone or telegraph for hire.

Includes all work involving duties primarily relating to guidance, instruction, supervision, and care of campers in organized camps, whether such work involves direct charge of or responsibility for, such activities, or merely assistance to persons in charge (exclusive of preseason training courses); including, but not limited to, head counselors, assistant head counselors, specialist counselors or instructors (swimming, arts, crafts, etc.), group or division leaders,

Women¹-----

Minors-----

Women¹-----

Minors:
Nonresident:
Experienced (3 season's of employment).

\$1.25 an hour³-----

65 cents an hour-----

\$1.25 an hour³-----

(For resident employees, consideration of board and/or room as part of the minimum wage is evaluated on individual basis by approximating number of hours actually worked and estimating value of such board and/or room.)

\$31.20 a week-----

8 a day, 6 days a week for minors. Order specifies that the hours of employment of women and minors shall be subject to any applicable statutes of the State.²
Do.²

(2) (5)

6-day week.

See footnotes at end of table.

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
<p>WASHINGTON—Continued Counselors and Leaders Occupations in Organized Seasonal Recreational Camps, No. 54, as amended Jan. 1, 1962.--Continued</p>	<p>camp mothers, teachers; supervising, general, senior, bunk, assistant, and junior counselors, co-counselors and counselor aides. <u>Exceptions:</u> Camp cooks or kitchen help as defined in Public Housekeeping and Minors Orders, or any other type of work other than counselors or leaders; women and minors (16 years and over) who are members of the group or association and serve as volunteer counselors or leaders provided written agreement requirement (applicable to all persons in the camp except paying campers) has been complied with; resident campers under 16 years whose duties are limited to a maximum of 24 hours weekly with provisions, as specified.</p> <p>Organized Camp, defined as a resident group camp established and maintained for recreation, education, vacation or religious purposes for use by organized groups, wherein these activities are conducted on a closely supervised basis and wherein day-to-day living facilities, including food and lodging, are provided either free of charge or by payment of fee.</p>	<p>Minors--Con. Nonresident--Con. Apprentice (at least 1 but less than 3 seasons' employment) First-year learner----- Resident: Experienced (as defined)----- Apprentice (as defined)----- First-year learner (as defined).</p>	<p>\$22.20 a week----- \$16.20 a week----- \$25 a week----- \$16 a week----- \$10 a week-----</p>	<p>6-day week. Do. Do. Do.</p>

WISCONSIN:

Minimum-Wage Regulations for Adult Women and Minors, Wis. Administrative Code Section Ind 72 and Ind 73.

Any Occupation, Trade or Industry, Ind 72.02, June 1, 1960.

(Supersedes rates of May 1, 1956.)

Domestic Service in Private Homes, Ind 72.03, June 1, 1960.

(Supersedes rates of May 1, 1956.)

Any occupation, trade or industry. Exceptions: Domestic service and agriculture.

Domestic service in private homes. Exception: Casual employment of minors under 18 in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade, or profession of the employer, such as caring for children, mowing lawns, raking leaves,

Adult women and minors 16 and over (including homeworkers):
 In cities and villages¹
 with population of-
 1,000 or more-----
 Elsewhere in State-----
 Minors under 16-----

Adult women and minors 16 and over:
 Hourly basis-----
 Weekly basis-
 In cities and villages¹
 with population of 1,000 or more-
 With board only-----
 With board and lodging----

85 cents an hour²-----
 75 cents an hour²-----
 Wage differential of 10 cents less an hour than applicable rate for adult women and minors 16 and over.

(Allowance may be made for furnished board and lodging in amounts as specified in order.)

Same as rates for "Any occupation, trade or industry."

\$24.75 a week-----
 \$18.00 a week-----

In general: Maximum for women, 9 a day, 50 a week; for minors, 8 a day, 48 a week.³

Less than 45 a week.⁴

45 or more a week.
 Do.

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
<p>WISCONSIN--Continued</p> <p>Domestic Service in Private Homes, Ind 72.03, June 1, 1960.</p>	<p>shoveling snow, etc. Casual employment defined as employment outside school hours, for a period of not more than 15 hours a week for one employer.</p>	<p>Adult women and minors 16 and over - Continued Elsewhere in the State-- With board only----- With board and lodging----- Minors under 16-----</p>	<p>\$21.75 a week----- \$15.75 a week----- Wage differential of \$4.50 less a week than applicable rate for adult women and minors 16 and over.</p>	<p>45 or more a week. Do.</p>
<p>Agriculture, Ind 72.04, June 1, 1960. (Supersedes rates of May 1, 1958.)</p>	<p>Agriculture means the same as "farm premises," as defined in Workmen's Compensation Act.</p>	<p>Adult women and minors 16 and over:⁵ Hourly basis----- Weekly basis-- With board only----- With board and lodging----- Minors under 16-----</p>	<p>75 cents an hour----- (Allowance may be made for furnished board and lodging in amounts specified.) \$21.75 a week²----- \$15.75 a week²----- Wage differential on hourly basis of 10 cents less and on weekly basis of \$4.50 less than applicable rate for adult women and minors 16 and over.</p>	<p>Actual time worked. 45 or more a week. Do.</p>

Operators in Telephone Exchanges, Ind 72.05, June 1, 1960.

(Supersedes rates of June 1, 1956.)

Canning or First Processing Fresh Fruits and Vegetables, Ind 73.06, June 1, 1960.

(Supersedes rates of June 1, 1956.)

Operators in telephone exchanges. Exception: Exchanges in a private residence operated by members of household.⁸

Canning or first processing fresh fruits and vegetables. Exception: Factories engaged in dehydrating fruits and vegetables which are covered by general factory regulations.

Adult women and minors-----

Adult women and minors-----

Overtime: Women, 18 and over and for boys ¹⁰ and girls 16 to 18 years.

Same as rates for "Any occupation, trade or industry."

Same as rates for "Any occupation, trade or industry."⁵
1½ times employee's regular rate.

(6) (7)

(9)

Over 9 a day, over 54 a week.⁹

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
<p>WYOMING: Wage fixed in law. Rate effective May 20, 1955. (Session laws 1955, Ch. 121, as amended by Session Laws, 1957, Ch. 139.)</p>	<p>Any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment. <u>Excep- tions:</u> Agriculture; domestic serv- ice in or about a private home; any person employed in a bona fide executive, administrative, or pro- fessional capacity; by the U. S., or by the State or any political subdivision; in activities of an educational, charitable, religious or nonprofit organization where no employer-employee relationship exists, or where services are vol- untary; minors under 18 years; part-time and piece workers; out- side salesmen solely on commis- sion basis; any person who drives an ambulance or other vehicle as ne- cessity requires but who is on call at any time.</p>	<p>All employees (except minors under 18, see Exceptions).</p>	<p>75 cents an hour-----</p>	<p>Maximum for females 18 and over, 8 a day, 48 a week.¹</p>

See footnotes at end of table.

FOOTNOTES

ALASKA

¹The 1955 law repealed sections 43-2-31 to 43-2-37 (Alaska Compiled Laws Annotated, 1949). The repealed law, enacted in 1939, set a statutory minimum rate applicable to all female employees.

²Under special certificate issued under applicable regulations of the Commissioner, handicapped workers, learners, and apprentices may be employed at wages lower than the minimum.

³For a period of not more than 14 workweeks in calendar year during the mining season (as defined), overtime provision inapplicable to employees engaged in small mining operations where not more than 8 are employed, provided hours worked are not in excess of 12 a day, 56 a week.

⁴Agriculture defined to include farming in all its branches, and, among other things, the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities, the raising of livestock, bees, fur-bearing animals, or poultry, and any practices (including forestry or lumbering operations) performed by a farmer, or on a farm, including preparation for market, delivery to storage, market, or carrier for transportation to market.

ARIZONA

¹Handicapped worker, whose earning capacity is impaired, may be paid less than the scheduled minimum by special license from the Industrial Commission.

²The basic weekly minimum need not be paid from June 1 through August 31 by establishments in the counties of Cochise, Gila, Graham, Greenlee, Maricopa, Pima, Pinal, Santa Cruz, and Yuma; and from December 16 through March 15, by establishments in Apache, Coconino, Mohave, Navajo, and Yavapai counties.

³Maximum hours for women and minors, 8 a day, 48 a week.

⁴Number not to exceed 10 percent of women and minors employed in establishment, except that 1 learner is permitted if less than 4 women and minors employed.

⁵Number with less than 1 year of experience in retail trade may not exceed 33 1/3 percent of the number of women employed in an establishment, except that 1 learner or apprentice permitted if less than 3 women employed. Rule not applicable during the month of December or for 2 weeks immediately preceding Easter.

ARKANSAS

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

²Women may be employed on 7 days a week if and when an industry engaged in handling perishable products would suffer an irreparable injury or if the Labor Commissioner determines that exigency requires such overtime, by permit for 90 days at any one time.

CALIFORNIA

¹Handicapped worker, whose earning capacity is impaired, may be paid less than the minimum by permit from the Industrial Welfare Commission; permit granted upon joint application of employer and employee.

²If total weekly hours do not exceed 30, and daily hours do not exceed 6, employee may be employed 7 days a week.

³The number of minors (or the number of learners) employed at 85 cents an hour may not exceed 10 percent of the persons regularly employed in an establishment, except that employers of less than 10 persons may employ 1 minor and 1 learner. Provisions for learners applicable only to following orders: Manufacturing; Professional, Technical, Clerical and Similar Occupations; Laundry, Linen Supply, Dry Cleaning and Dyeing; Mercantile; Industries Handling Products after Harvest; Industries Handling Products After Harvest on the Farm.

⁴Women employed in administrative, executive or professional capacities (as defined) are exempt from all provisions of the order except those relating to working conditions.

⁵Hours may not exceed 72 in any 7 consecutive days, after which the employer may not employ the worker for a 24-hour period.

⁶Hours provisions inapplicable to women 18 years and over employed as resident housemothers with direct responsibility for children under 14 receiving 24-hour care, or as resident managers of homes for the aged having less than 8 beds. Such women are permitted to work 54 hours, 6 days a week at regular rate of pay, and, in case of emergency, over 54 hours, 6 days, at $1\frac{1}{2}$ times employee's regular rate.

⁷Hours may not exceed 16 in any 1 day, including meal periods, from time employee is required to report until dismissed.

⁸If personal wardrobe or property of extras is damaged through the nature of the work, extras must be compensated therefor.

COLORADO

¹Handicapped worker, whose earning capacity is impaired, may be paid less than minimum hourly rate, provided a special license has been issued.

COLORADO—Cont.

² Zone A includes the cities of Denver, Pueblo and Colorado Springs and a radius of 6 miles beyond the corporate limits thereof. Zone B includes cities outside of Zone A with a population of 5,000 or more, and from June 1 to October 1, Estes Park and Grand Lake. Zone C includes remainder of State and from October 1 to June 1, Estes Park and Grand Lake. In Beauty Service Occupations, Zone B combines Zones B and C.

³ Number of employees receiving lower rate may not exceed 20 percent of the total number of employees in any establishment at any one time. If fewer than 5 persons are employed, one inexperienced person may be employed at lower rate.

⁴ In emergencies, women permitted to work over 8 hours a day, as provided by Women's Eight Hour Law; overtime rate must be paid and employer must first obtain relaxation permit from Industrial Commission. Relaxation permit not required for hospitals, sanitariums, and convalescent homes under Public Housekeeping Order No. 12.

⁵ The number of junior operators paid less than the established rate for senior operators may not exceed 20 percent of the total number of operators. In shops employing less than 5 operators, 1 junior operator may be employed at the "junior" rate.

CONNECTICUT

¹ Handicapped worker, whose earning capacity is impaired, may be employed at less than the minimum fair wage, by special license issued by the Labor Commissioner for a specified period of time.

² Hours law establishes a maximum of 8-48-hour week for females and minors employed in mercantile establishments; 9-48-hour week, in manufacturing and mechanical (including laundry and cleaning and dyeing) establishments, public restaurants, cafes, dining rooms, barbershops, hairdressing or manicuring establishments, or photograph galleries, with permissible variations. Hotels are exempt from coverage of statute.

³ Under regulations, Labor Commissioner may provide for modifications of the minimum fair wage in the case of (1) learners and apprentices; (2) persons under 18 years; (3) special cases or classes of cases where appropriate, to prevent curtailment of employment opportunities.

⁴ Overtime rate inapplicable to adult males engaged in production work, as defined, in laundry occupation which is not ordinarily performed by women and minors under 18 years. Adult males so employed must be paid not less than the minimum fair wage for hours in excess of 44 a week.

⁵ Learner and apprentice rate permitted after written permission has been received from Labor Commissioner, Number of learners may not exceed 10 percent of the total number of employees.

CONNECTICUT—Cont.

⁶ Number of beginners over 18 years of age may not exceed 5 percent of the number of persons regularly employed in the establishment.

⁷ (a) If employee receives a commission or bonus as part of his earnings, overtime may be figured at \$1 an hour in addition to and exclusive of all other earnings, or at $1\frac{1}{2}$ times the regular hourly rate which when computed will include commission in addition to the established hourly or weekly wage or any combination thereof. (b) Order expressly exempts from overtime provision: Executive, administrative, and professional employees; outside salesmen and automobile-service mechanics, under specified conditions.

⁸ Defined as any person holding a registered hairdresser's and cosmetician's license issued by the State of Connecticut.

⁹ Defined as any person holding an assistant hairdresser's and cosmetician's license, issued by the State of Connecticut, who has not had 2,000 hours of experience under this license; subsequent employment must be compensated at the rate established for 3-year operator.

¹⁰ Defined as any person holding an operator's license issued by the State of Connecticut, who has not had 2,000 hours of experience under this license; employment after 2,000 hours must be paid at the rate established for 2-year operator; after 4,000 hours, for 3-year operator.

¹¹ Includes any person licensed by the State Department of Health to perform manicuring only; any person, not holding any type of license referred to in footnotes 8-10, who performs the work of appointment or desk clerk, telephone operator, bookkeeper, stenographer, typist, or other clerical work; and maids, porters and cleaners.

¹² Defined as any person, not holding any type of license referred to in footnotes 8-11, who performs the work of appointment or desk clerk, telephone operator, bookkeeper, stenographer, typist, or other clerical work.

¹³ (a) If employee is engaged partly in restaurant occupation and partly in an occupation covered by Mercantile Order, the provisions of Mercantile Order shall apply to entire work period, except when time spent in each occupation is segregated and separately recorded, allowance for gratuities as part of the minimum fair wage may be applied to hours worked in restaurant service category. (b) If employee is engaged partly in an occupation under the Restaurant Order and partly in an occupation covered by another wage order other than Mercantile, the higher provision of each order shall apply to entire work period, unless time spent in each occupation is definitely segregated and recorded, when provisions of applicable wage order shall apply.

¹⁴ In the case of a salaried employee whose salary is in excess of the required minimum, the excess over the minimum may not be applied to cover overtime in excess of the usual and regular workweek; instead employee should receive an additional \$1.50 for each hour worked over usual and regular workweek.

CONNECTICUT—Cont.

¹⁵ Service means any employee solely serving food and/or beverage to patrons seated at tables or booths, and performing duties incidental to such service and who customarily receives gratuities. A person shall not be considered to customarily receive gratuities unless a minimum of \$10 a week in gratuities is received by full-time employees, of \$2 a day by part-time employees, as evidenced by a signed statement of employee and by records maintained by employer. Nonservice means employee other than service, including but not limited to, countermaids, counterwaitresses, countermen, counterwaiters, and those serving food or beverage to patrons at tables or booths and who do not customarily receive gratuities, as defined.

¹⁶ Gratuities may be recognized as constituting part of minimum fair wage when: (a) employee is in employment in which gratuities customarily and usually constitute and are recognized as part of remuneration for hiring purposes; (b) amount received in gratuities claimed as credit for part of minimum fair wage is recorded on a weekly basis as a separate item; (c) employer obtains a weekly statement from employee that amount claimed as gratuities has been received; and (d) gratuities in excess of 35 cents an hour need not be reported or recorded.

DISTRICT OF COLUMBIA

¹ Rate of pay for employee whose earning capacity is impaired shall be fixed by the Minimum Wage and Industrial Safety Board and stated in special license issued to such person by the Board; applicable to a woman under Clerical and Building Service Orders.

² Hour law establishes 8 hours a day, 48 hours a week as the maximum women 18 years of age or over may be employed in manufacturing, mechanical, or mercantile establishments, laundries, hotels, restaurants, telegraph or telephone establishments or offices, and express or transportation companies.

³ The minimum-wage rate is 75 cents an hour for employee working 40 hours or less in any week; the \$33 weekly wage may be reduced by 37½ cents for each hour of absence for employee working over 40 hours in a week.

⁴ Applies to establishments not covered by maximum hour law. (See footnote 2.)

⁵ All parts of the Public Housekeeping Occupation Order which prescribe minimum-wage rates for hotel, restaurant and allied industries are repealed by Order No. 10.

⁶ Repeals all parts of Public Housekeeping Occupation Order which prescribe minimum-wage rates for the Building Service Occupation.

⁷ Repeals all parts of Building Service Occupation Order which prescribe minimum-wage rates for building service occupations in retail trade. Section 1 (a) of Building Service Occupation Order amended to delete the word "stores," from definition.

HAWAII

¹ From July 1, 1957 through June 30, 1958, minimum-wage rates were established by county: 90 cents an hour for the city and county of Honolulu; 85 cents an hour for the counties of Hawaii, Maui, and Kauai.

² The Act authorizes the Director of Labor and Industrial Relations to make regulations providing for payment of a lower hourly rate to learners, apprentices and handicapped workers.

³ Agricultural employees have special exemptions for overtime work up to 48 hours in 20 weeks, under specified conditions.

IDAHO

¹ Handicapped worker, whose earning capacity is impaired, apprentice and learner may be employed at less than minimum wage, by special license from Commissioner of Labor.

² Hours law establishes a 9-hour day for females 16 years and over employed in mechanical or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment, office, express or transportation company, with specified exceptions.

³ As determined by Employment Security Agency.

KENTUCKY

¹ Authorization of Commissioner required for hiring of learners at a rate lower than the legal minimum wage; number of learners may not exceed one-third of the total number of regular full-time employees. Under all Industries and Occupations Order, period may not exceed 540 hours; Laundry and Dry Cleaning Order, 250 hours.

² Zone 1 includes cities of 20,000 or more population and contiguous territory within 5 miles thereof; Zone 2, cities having between 4,000 and 20,000 population and contiguous territory within 2 miles thereof; Zone 3, rest of State. Under all Industries and Occupations Order, in overlapping of one or more Zones, wages prescribed by highest Zone shall apply.

³ Maximum hours for women and girls in nearly all industries and occupations, 10 a day, 60 a week.

⁴ Handicapped employees, whose earning capacity is impaired, may be paid less than the minimum wage by special license from Commissioner of Industrial Relations.

MAINE

¹ Commissioner of Labor and Industry may issue certificate authorizing employment at a wage less than the minimum to (1) handicapped workers for a period not to exceed one year; and (2) a learner or an employee under an approved apprentice training program for a fixed period of time stated in certificate.

MAINE—Cont.

²Hours law establishes a maximum 9-50-hour workweek for females employed as production workers in workshops, factories, manufacturing or mechanical establishments; a maximum 9-54-hour workweek for females employed as nonproduction workers in such establishments, and for females employed in mercantile establishments, beauty parlors, hotels, commercial places of amusement, restaurants, dairies, bakeries, laundries, dry-cleaning establishments, telegraph offices, any telephone exchange with more than 750 stations, express or transportation companies, with specified exceptions.

MASSACHUSETTS

¹Handicapped worker, whose earning capacity is impaired, may be paid less than the minimum wage, by special license from the Labor Commissioner; also applicable to learners, apprentices and employees certified by the State rehabilitation commission as handicapped persons under wage fixed in law.

²Hours law establishes a maximum 9-48-hour workweek for women and minors employed in any factory or workshop; manufacturing, mechanical, or mercantile establishment; hospital (other than professional personnel); telegraph office; telephone exchange (including switchboard operator in a private exchange); express or transportation company; private club; office; letter shop; financial institution; laundry; hotel; manicuring or hairdressing establishment; motion-picture theater or other place of amusement; garage; or as elevator operators; with specified exceptions and permissible variations.

³The 1,040 hours shall not include the time spent or required in a school.

⁴The Minimum Wage Commission may grant a special educational license permitting payment of less than the established minimum to any school, college, university or summer camp in the case of students enrolled and employed therein in these occupations. Also, under the Clerical Order, it may grant a similar license to any school, college, university hospital, laboratory or other training establishment in the case of each person, including a learner, apprentice, or student technician whose employment for wages is part of an organized training program, at such wages and for such period of time as shall be fixed by the Commission and stated in the license.

⁵Existing wage minimums established by wage order were automatically raised (with exceptions) to 75 cents an hour, effective April 1, 1956, by Ch. 762 (L.1955) and Ch. 185 (L.1956); to 80 cents an hour, effective January 4, 1957, by Ch. 740 (L.1956).

MASSACHUSETTS--Con.

⁷Cooperative educational license: For any person, including a learner or apprentice, whose employment in the occupation is part of a cooperative educational program, Commission may grant a special license authorizing a subminimum rate fixed by the Commission and applicable to the period stated in the license.

⁹Existing wage minimums established by wage order were automatically raised (with exceptions) to 75 cents an hour, effective April 1, 1956, by Ch. 762 (L. 1955), and Ch. 185 (L. 1956); to 80 cents an hour, effective January 4, 1957, by Ch. 740 (L. 1956); to 90 cents an hour by Ch. 616 (L. 1958), except to \$1 an hour for manufacturing by Ch. 620 (L. 1958), effective January 1, 1959; to \$1 an hour by Ch. 551 (L. 1959), effective December 2, 1959.

¹⁰Homeworkers must be paid at the established minimum rates or the equivalent in piece rates. Employer is liable for expenses incurred in connection with employment, and under the Clerical, Technical and Similar Occupations Order, employer must pay an additional 5 cents an hour where heat, light, power, machinery and equipment are furnished by the homemaker. Under Food Processing and Clerical Orders, special permit must be obtained by employer before such work may be distributed.

¹¹Overtime rate, amended by Ch. 431, Laws of 1961, was effective for hours over 44 a week beginning September 16, 1957; over 42 a week beginning September 16, 1958 for Laundry Occupations; beginning May 1, 1958 and September 16, 1958, for Dry Cleaning Occupations (order also had step-up pay provisions from 90 cents to \$1 an hour).

MINNESOTA

¹Hours law sets maximum of 54 a week for females 16 years and over employed in public housekeeping; manufacturing, mechanical, mercantile or laundry occupations, and as telephone operators in towns with population of 1,500 or more, with specified exceptions. In cases of emergency, or when the Industrial Commission grants special exemptions, longer hours may be permitted. The law sets a maximum of 8 hours a day, 48 a week for employed minors under 16 years of age in all occupations.

²Service employees are defined as (1) those whose primary duty is the serving of food and/or beverage to patrons, and (2) bellhops--both of whom customarily receive gratuities equal to or greater than 10 cents an hour, directly from patrons they serve. Employees whose primary duties are the preparation or cooking of food or beverage, washing dishes, maintaining or cleaning premises are not included under service employee.

³Any woman or minor earner, apprentice or handicapped person may not be employed at less than the minimum except pursuant to M.S. 1957, Sec. 177.121.

NEVADA

¹Handicapped or incapable workers must be paid the minimum wage rate, the same as other workers. Op. Atty. Gen., Apr. 11, 1957.

²Hours law provides that in event of illness of employer or other employees, or a temporary unforeseen increase of business, under specified conditions, regularly employed females may be permitted to work over 8 up to 12 hours a day, over 48 up to 56 hours in any week of 7 days provided each additional hour is paid for at $1\frac{1}{2}$ times employee's regular rate.

NEW HAMPSHIRE

¹Labor Commissioner is authorized to make regulations as to wages and hours with reference to the service of students employed while attending school who receive meals and/or room in lieu of pay.

²Hours law for women and minors sets a maximum of 10 a day, 48 a week for manual or mechanical work in any manufacturing establishment; of 10 $1/4$ a day, 54 a week for such work in other employment. It expressly exempts hotel and cabin labor, including dining and restaurant service operated therewith and incidental thereto, and boarding house labor.

³Notice must be filed with Labor Commissioner within 5 days after date of employment.

⁴Number of apprentices in any establishment at any time limited to one; apprentices must be registered with the Board of Registration of Hairdressers and the Minimum-Wage Board.

⁵Number of learners may not exceed 10 percent of the number of women and minors employed in any establishment, except that each establishment is permitted 1 learner. Learning period for part-time workers may be computed on a cumulative basis until after 1040 hours, or 1 year of part-time employment. Order provides that no part-time employee, able and willing to work, shall be employed less than 4 hours in any 1 day.

⁶Number of learners and apprentices may not exceed 10 percent, of the number of women and minors in any one establishment, except that each establishment is allowed 1 learner.

NEW JERSEY

¹Handicapped worker, whose earning capacity has been impaired, may be paid less than minimum, by special license from Commissioner of Labor and Industry.

²Overtime rate inapplicable to bona fide supervisory or executive employees on a weekly, monthly or yearly basis whose salary reduced to a weekly basis is in excess of \$60.

NEW JERSEY--Cont.

³ Hours law applicable to females, 18 years of age and over, sets a maximum of 10 a day, 54 a week in manufacturing or mercantile establishments, bakeries, laundries or restaurants, with specified exceptions and permissible variations.

⁴ Overtime rates were effective for hours over 48 a week beginning February 19, 1956; over 44 beginning May 20, 1956; over 40 beginning August 18, 1956.

⁵ Orders for Restaurant Occupations and for Laundry and Cleaning and Dyeing Occupations declared to be invalid to the extent of their application to hotel restaurants and hotel laundries, even though hotel restaurants cater to persons who are not guests and hotel laundries handle articles not belonging to the hotel. Hotel Suburban System v. Holderman 42 N. J. Super. 84, 125A. (2d) 908.

⁶ Overtime rates were effective for hours over 48 a week beginning May 6, 1956; over 44 a week beginning August 7, 1956; and over 40 a week beginning November 8, 1956.

⁷ Overtime rates inapplicable to persons whose regular hourly wage rate is in excess of \$2 an hour.

⁸ Overtime rates became effective for hours over 48 a week beginning January 1, 1957; over 45 a week beginning July 1, 1957; and over 40 a week beginning January 1, 1958.

NEW MEXICO

¹ Section of definition of service employees which includes drug store employees held invalid. (Burch v. Foy, 62 N. M. 219, 308 P (2) 199, 1957). "All employees of drug stores . . . are to be paid a minimum wage of 75 cents an hour." (Op. Atty. Gen., April 16, 1957.)

² Hours law sets maximum hours of 8 a day, 48 a week for females employed in any industrial or mercantile establishment; hotel; restaurant, cafe or eating house; laundry; office as stenographer, clerk, bookkeeper or in any other clerical position; place of amusement; telephone or telegraph office; other public utility; with specified exceptions and permissible variations.

³ Pieceworkers may be paid on a quantity basis and are exempt from the 75-cent-an-hour minimum. (Op. Atty. Gen., Oct. 8, 1958.)

NEW YORK

¹ \$1 an hour must be paid, or such other wage, as determined in accordance with provisions of the article, including allowances for gratuities and, when furnished, for meals, lodging, apparel and other such items, services and facilities.

NEW YORK--Cont.

² Statute applies to nonprofit making institutions (as defined), except such institutions under specified conditions which, on or before Oct. 1, 1960, pay and continue to pay a wage, exclusive of allowances, of not less than \$1 an hour.

³ Statute provides that exceptions from coverage shall be as defined by regulations of the Commissioner.

⁴ Handicapped worker, whose earning capacity has been impaired, may be paid not less than 75 percent of the applicable minimum wage after allowances, by special certificate obtained upon application signed by employer and employee, filed with the Commissioner.

⁵ Employees in this industry who work for the same employer at an occupation governed by another New York State minimum-wage order for 1 hour or more on any day or for 6 hours or more in any week shall be paid for all hours of working time at the rate for such other industry or this industry, whichever is higher.

⁶ Employees who work for the same employer at two or more occupations in this industry, for which different rates have been prescribed, for 1 or more hours on any day or for 10 or more hours in any week shall be paid for all hours of working time for that day or week at the highest paid occupation.

⁷ Employees exempt from coverage of the Minimum Wage Act, Ch. 619, Laws of 1960, are exempt from coverage of all modified minimum-wage orders.

⁸ An employee who works 32 hours on 4 days in any week and reports for work by request or permission of employer on 5th day shall be paid at least \$40 that week. This provision is not applicable, and hourly rate must be paid, to new employees, hired after beginning of week; employees voluntarily absent during the period; employee students between 14 and 18 years of age who are required to attend a full-time school during the period; and in any week there is a total stoppage of the whole plant, due to holiday, riot, breakdown or Act of God.

⁹ Hour law establishes a maximum 8-48-hour week for females, 16 years and over, employed in factories, mercantile establishments, beauty parlors, hotels or restaurants, with permissible variations. Exempt from coverage of hour law provisions are females employed in resort or seasonal hotels or restaurants and beauty parlors in towns of less than 15,000 population, as specified.

¹⁰ In no event shall the earnings for a workweek of more than 32 hours be less than the total that may be earned at the part-time rate for 32 hours in any such week.

¹¹ If after allowances for meals, lodging and student status, the minimum hourly rate when multiplied by the number of hours worked in any week yields less than the applicable amount in the minimum weekly rate schedule, the applicable minimum weekly rate shall be paid.

¹² The following rates were effective May 29, 1961: 90 cents per unit per week for resident janitors in buildings centrally heated by coal; \$1.05 an hour for all other building service employees; overtime rate of \$1.57½ an hour after 48 hours a week for employees in residential buildings and after 40 hours a week for all other employees.

NEW YORK--Cont.

¹⁴Residential employees shall not be permitted to work or required to be available for work during his normal sleeping hours solely because he is required to be on call during such hours or at any time when he is free to leave the place of employment.

¹⁵In case of voluntary absence, the minimum hourly rate shall be paid for each hour of working time.

¹⁶Minimum weekly wage shall not apply and not less than the applicable minimum hourly rate shall be paid for each hour of working time: in case of voluntary absence (as defined); in any week there is a total stoppage of the whole plant in excess of 6 hours in a day because of a legal holiday, riot, general breakdown or Act of God; to new employees, under specified conditions; and under cleaning and dyeing order only, to minors whose hours are limited by law to fewer than 30 a week (in no event shall such minor's earnings for working 24 or more hours a week be less than the minimum amount that may be earned at the part-time rate for working time of less than 24 hours a week).

¹⁷The part-time hourly rate shall not apply to a full-time employee who works less than the full-time hours in a week, as a result of voluntary absence.

¹⁸In no event shall the earnings for total hours worked in excess of 30 in any week be less than the total that may be earned at the part-time rate for 30 hours in any such week.

¹⁹Employer who is permitted allowance for meals must furnish to employee, working less than 5 hours a day, 1 or more meals a day, and for 5 hours or more, 2 meals; to employee working a split shift, 1 meal for each shift worked.

²⁰The wages of an employee who works at diversified employment shall be subject to no allowance for gratuities for that day, provided he works for 2 hours or more as a non-service employee. Wages of service employee in resort hotel, who works 2 hours or more as a chambermaid on any day, are subject to allowance for chambermaid for that day.

²¹For employee working less than 5 hours on any day, the allowance for meals shall not exceed that for 1 meal.

²²Applicable minimum weekly rate shall be paid, if after authorized allowances for tips, meals, lodging and student status, the minimum hourly rate when multiplied by the number of hours worked in any week yields less than the applicable amount in the scheduled minimum weekly rates for employees who work more than 3 days or 24 hours in any week.

²³Minimum hourly rate shall be paid to new employees hired after the beginning of the week, employees whose employment is terminated before the end of the week, and employees prevented for more than 6 successive hours in any week from rendering services because of riot, Act of God, or stoppage due to general breakdown of equipment.

NORTH CAROLINA

¹Handicapped workers, learners and apprentices may be employed at a wage lower than the minimum, under regulations of the Commissioner of Labor.

²Hours law sets a maximum of 9-48-hour week for females employed in establishments with 9 or more persons, with exceptions; 10-55-hour week in establishments with 3 but less than 9 persons for females employed as clerks, salespersons or waitresses in retail or wholesale establishments or other businesses; and public eating places; and 11-55-hour week

NORTH CAROLINA--Cont.

for females employed in the following establishments with less than 9 persons - laundries, dry-cleaning establishments, pressing clubs, workshops, factories, manufacturing establishments, or mills.

NORTH DAKOTA

¹ Only women are covered by wage order for specified occupations or industries. According to Order No. 6, "Minors in All Occupations," August 15, 1939, minors up to 18 years of age of either sex are entitled to the wage of an experienced adult worker and to an apprentice wage, if not experienced.

² Order provides that "all existing State wage and hour laws applying to women workers shall apply to all manufacturing industries and establishments." (See footnote 3.)

³ Hours law establishes a maximum of 8½ a day, 48 a week, 6 days a week, with permissible variations, for females employed in manufacturing, mechanical, or mercantile establishment; hotel or restaurant; telephone or telegraph establishment or office; express or transportation company. Statute is not applicable to females employed in municipalities of less than 500 population; rural telephone exchanges; small telephone and telegraph offices where Commissioner, after hearing, determines that work is too light to justify application of Act.

⁴ Number of employees paid less than the rates for experienced workers may not exceed 25 percent of the employees in an establishment.

⁵ Employer shall so arrange consecutive hours of continuous employment that part-time employee may have fair opportunity to secure other employment to enable her to earn a full week's wage.

⁶ Order provides that in exchanges of less than 250 main stations (not covered by hour law) arrangement of operators' schedules and maximum number of hours a day and days a month shall be arrived at by mutual agreement between employer and employee, such agreement to be made known to the Department of Agriculture and Labor, and, when no agreement, matter to be referred for adjustment to the Department.

⁷ Upon application to the Commissioner, any woman physically defective by age or otherwise may secure a permit allowing her to work under conditions and for wages not specified in order.

OHIO

¹ In no event shall earnings for total hours worked in excess of 30 in any week be less than the total that may be earned at part-time rates for 30 hours in any week.

² Part-time rates shall not apply to: (a) full-time employees who voluntarily absent themselves for any period during the week; (b) high school students enrolled in the part-time cooperative school-work program conducted by the Ohio Department of Education, for a period not exceeding 1 school year.

³ Women and minors engaged at combined laundry and dry cleaning occupations as part of one job, shall be paid for all hours worked at the minimum fair rate for the cleaning and dyeing trade.

⁴ Hour law establishes a maximum of 8-48-hour week for females employed in any mercantile establishment, office, and laundry and dry-cleaning establishment, with specified exceptions and permissible variations.

OREGON

¹ Every woman and minor shall have 1 day's rest in 7; unless a different arrangement is made by employer, Sunday shall be considered the established day of rest. Office Order provides that employee desiring a greater number of consecutive days off, may work not to exceed 10 days without a day off, by employer-employee agreement.

² Hour regulations not applicable in the event of a disaster within the community.

³ Permit must be obtained before employer may hire workers at the inexperienced rate; and employer must show training period is necessary.

⁵ Permit required to hire a learner at a rate less than the minimum established.

⁶ Restrictions on types of employment for minors are specified in the order.

⁷ In case a telegraph office or telephone exchange does not demand the uninterrupted attention of the operator, the manager, upon application to the Wage and Hour Commission, may obtain a special license for the employment of operators under different conditions as to hours and wages as specified in order, provided such conditions are satisfactory to employee and are approved by the Commission.

⁸ Day of rest provision is not applicable to employee who works 6 hours or less a day.

⁹ At least 24 consecutive hours free time or time off each week must be allowed; in lieu of the 24 consecutive hours, the camp may allow 48 consecutive hours each two-week period.

¹⁰ No minor under 16 years of age shall be assigned duties prior to 6 a.m. or after 10 p.m., nor more than 8 hours a day.

¹¹ Counselor defined as a person whose duties primarily relate to guidance, instruction, supervision or care of campers: (a) special activities counselor has health, safety and sanitation responsibilities such as waterfront, horseback riding, dining room, etc.; (b) senior counselor has had at the beginning of the camping season at least three seasons' employment in the counselor staff; (c) junior counselor has had at least one but less than three seasons' employment; (d) first-year trainee counselor has never before been employed a full season in any counselor staff occupation.

¹² Every volunteer or counselor shall be allowed time off or free time amounting to at least 2 hours between 7 a.m. and 7 p.m. each day.

¹³ Wages are in addition to board and lodging.

¹⁴ Women or minor employees who feel they are being required to work overtime too frequently, or unnecessarily, or for excessive number of hours, shall have the right to appeal to the Wage and Hour Commission.

OREGON—Cont.

¹⁵No employer shall employ a minor under 18 years of age in excess of 10 hours a day, except as approved by the Commissioner of Labor.

PENNSYLVANIA

¹Maximum hours for women, 10 a day, 48 a week; for minors under 18 years, 8 a day, 44 a week.

²Handicapped worker, whose earning capacity has been impaired, may be paid less than the applicable minimum rate, by license from, the Department of Labor and Industry, granted to employer after joint application of employer and employee.

³Zone 1 includes cities with 500,000 or more population; Zone 2, cities, boroughs, towns or townships of 10,000 but less than 500,000 population; and Zone 3, those with less than 10,000 population.

⁴Number employed at applicable learner rate limited to no more than 1 employee to 2 other persons employed in the establishment. (Applicable to establishments outside Philadelphia and Pittsburgh, exempt from wage fixed in law.)

⁵Any employee whose work for a given employer in a particular establishment is also covered by another wage order shall be subject to whichever order provides the higher basic hourly rate.

⁶Metropolitan Philadelphia and Pittsburgh means (a) all cities, burroughs, and townships any part of which are within a radius of 21 air miles of City Hall, Philadelphia, and (b) all of Alleghany county.

⁷Overtime rate was paid after 42 hours a week in towns and townships of less than 10,000 population until Jan. 15, 1962.

⁸Only male minors 18 years of age and over may be legally employed in excess of 48 hours a week or for 7 days a week.

⁹Department of Labor and Industry may grant resort hotels, operating less than 100 days a year between May 25 and September 30, a variation in the number of learners.

PUERTO RICO

¹Secretary 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.

²No 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.

PUERTO RICO--Cont.

³The 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."

⁴If 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.

⁵In 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.

⁶Minimum-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.

⁸Type 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.

⁹Zone 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.

¹⁰Whenever the laborer works on a piece-work basis, he shall be entitled to receive the higher minimum wage.

¹¹Zone I comprises the routes in the metropolitan area served by the Metropolitan Bus Authority of Puerto Rico (except school busses); Zone II, all other routes of Puerto Rico.

¹²When 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.

PUERTO RICO—Cont.

¹³For 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.

¹⁴Zone 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, those in urban zone of Bayamon and on the margin of Road Number 2 from San Juan to Bayamon; Zone II, those in the urban zone of Aguadilla, Arecibo, Caguas, Guayama, Humacao, Mayaguez, and Ponce, and those on the margins of Road Number 1 from Rio Piedras to Caguas; Zone III, those in the remainder of Puerto Rico.

¹⁵Includes carpenter and painter helper, hand bottle washer, rum filled-bottle cleaner, grounds keeper, hand loader and trucker, stacker, watchman, janitor, gateman, and messenger.

¹⁶Minimum weekly compensation: 1½ times regular rate for 20 hours or less a week; 32 hours' pay for over 20 hours, less than 32 a week.

¹⁷Zone I includes farms in the municipalities of Aguadilla, Cidra, Corozal, Lajas, Las Piedras, Mayaguez, Morovis, Naranjito, San German, Toa Alta, the wards (barrios) to the south of Road No. 2, or to the west of Road No. 167, within the municipal jurisdiction of Bayamon, and any other municipality of the mountainous region of Puerto Rico, or of the west coast; Zone II, farms in all other areas.

¹⁸"Any work or service necessary or related to the activities mentioned" includes the work of transporting materials used by the farmer in his farm and the transportation of coffee to the market when such transportation is not done by an independent contractor; any repair, conservation, or maintenance work done by a coffee farmer on his own account in buildings, fixed structures, equipment, machinery, or real or personal property used only for agricultural purposes and in relation to coffee production.

¹⁹Upon receiving a duly substantiated request within 90 days from the effective date of a Federal wage order, the Minimum Wage Board of Puerto Rico has authority, after a hearing, to constitute a minimum-wage committee to revise the wages in an industry covered by a Federal wage order, within 1 year from the effective date of the Federal wage order. Federal wage orders revised, or partially revised, by the Minimum Wage Board of Puerto Rico are not included in this report.

RHODE ISLAND

¹ Standards relating to minimum wages, maximum hours, overtime compensation and other working conditions, in effect under any other law, which are more favorable to employees than those applicable under this statute shall continue in full force and effect.

² Handicapped worker, whose earning capacity is impaired, and learner and apprentice (for 90 days of employment) may be employed at wages lower than the minimum wage, by special license issued under regulations of the Department of Labor. Provision for handicapped worker only is applicable to orders 3-R, 5-R-2, 6, and 4-R-3.

³ Hours law establishes a 9-48-hour workweek for women and minors 16 to 18 years employed in any factory, manufacturing, mechanical, business or mercantile establishment; if 5-day week, 9 3/5 hours a day permitted. (By permit from the local school department, employment of minors 14 to 16 years of age limited to 8-40-hour week; employment prohibited during hours school is in session.)

⁴ Employees in laundry and dry cleansing occupations of employers exempt from coverage by law continue to be subject to provisions of Order 3-R of June 1, 1951.

⁵ Overtime rate is not applicable to driver salesmen and driver saleswomen who must receive not less than the minimum-wage rate for hours worked in excess of 45 a week.

⁶ Employees in restaurant, hotel restaurant, and public housekeeping occupations of employers exempt from coverage by law continue to be subject to provisions of Restaurant and Hotel Restaurant Occupations Order 5-R-2 of January 1, 1954, and Public Housekeeping Occupations Order 6 of Sept. 15, 1947.

⁷ In no event shall the earnings for total hours worked in excess of 24 in any week be less than the total that may be earned at the part-time rate for 24 hours in any such week.

⁸ The part-time hourly rate shall not apply to regular full-time employees who voluntarily absent themselves for any period during the week.

⁹ An employee working less than 5 hours on any one day shall receive 1 meal; 5 hours or more, 2 meals. An employee working a split shift on any day shall receive one meal for each consecutive period of hours worked.

¹⁰ Minimum weekly wage shall be paid to employees of resort hotel establishments who receive full maintenance including lodging and 3 meals a day for 7 days a week and shall be subject to no deduction for such maintenance.

¹¹ Employees in retail trade occupations of employers exempt from coverage by law are subject to provisions of Order 4-R-3 of July 1, 1958.

¹² Minimum wage may not be reduced due to summer or seasonal schedule of hours; and wages of regular employees, whether full or part time, may not be reduced for week in which holiday occurs because of time lost on holiday.

¹³ At least 24 consecutive hours of rest in each period of 7 consecutive days should be scheduled by every employer for all employees in retail trade occupations.

RHODE ISLAND--Cont.

¹⁴ During school vacation periods and 2 calendar weeks preceding Easter and Christmas, weekly maximum may not exceed 36 hours. In establishments with more than 3 employees, when hours worked by students exceed 36 in any week, \$1 an hour must be paid for all hours worked.

¹⁵ Establishment employing 3 workers or less may have no more than 1 part-time student employee working at 85-cent hourly rate.

¹⁶ Number of part-time students employed at 85-cent hourly rate shall not exceed 15 percent of the total number of employees in an establishment; except every employer may have 1 part-time student at 85-cent rate.

¹⁷ Permit may be issued by Commissioner to allow employer to pay on the basis of commissions earned those employees working without supervision and free to schedule own hours of work, when, in the judgment of Commissioner, the method of payment meets the basic requirements of the order.

SOUTH DAKOTA

¹ Apprentices, learners, and mentally or physically deficient persons are exempt from statutory minimum-wage rate where the Industrial Commissioner issues permits for their employment fixing their wage or compensation.

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

³ Hours law establishes a maximum 10-54-hour week for females, except for 5 days prior to Christmas when they may be employed for not more than 12 hours a day. Provision not applicable to farm laborers, domestic servants, telephone and telegraph operators or to persons engaged in the care of livestock. Cities with a population of 3,000 or less exempt from 54-hour limitations.

UTAH

¹ Commission may permit handicapped employee to be employed at a special minimum wage.

² Order No. 5, Wages, Hours and Standards for Women and Minors, supplements Orders Nos. 1, 2, 3, and 4, as amended.

³ Minors between 16 and 18 years may be employed as markers, shakers, folders and as general clerks for receiving, recording, dispatching and handling of business traffic in the laundry, cleaning, dyeing and pressing industry.

UTAH--Cont.

⁴Employment of girls under 18 and boys under 16 prohibited in this industry. Order No. 5 prohibits the employment of girls under 18 in hotels, and as messengers in the distribution or delivery of goods or messages.

⁵One-half hour meal period shall be included within 8 consecutive hours of work and shall be paid for and allowed by the employer.

⁶Number of inexperienced in an establishment may not exceed 25 percent of total number of workers covered by the order.

⁷No employer shall have more than 1 inexperienced employee in every 5 experienced employees.

VERMONT

¹Statute authorizes the Commissioner to appoint a wage board with authority to: (a) recommend a suitable scale of rates for learners, apprentices, and handicapped persons; (b) recommend and determine the amount of deductions for board, lodging, apparel or other items or services supplied by employer or such other conditions or circumstances as may be usual in a particular employer-employee relationship, including gratuities.

²Hours law establishes a 9-50-hour workweek for women and minors (16 to 18 years) employed in any mine, quarry, manufacturing or mechanical establishment, with specified exceptions and permissible variations.

³(a) Counselor staff includes experienced counselor who, at the beginning of camping season, has had at least 3 seasons' employment in a counselor staff occupation; apprentice II, no more than 2 seasons' previous employment; apprentice I, 1 season's previous employment; first-year learner (excluding camper-trainee) has never before been employed in a counselor staff position; and camper-trainee, under 17 years, assists in the guidance and/or instruction of other campers and receives supervision and training from a counselor and/or camp supervisor. (b) No more than 20 percent of the counseling staff may be paid at the first-year learner rate, and no more than 70 percent may be paid at the first-year and apprentice rates together. At least 1 counselor shall be paid at the experienced rate.

⁴Preseason training courses for counseling staff members are exempt from provisions, except that service and maintenance work in any substantial amount shall be paid for at the minimum wage of \$1 an hour.

⁵A resident employee is entitled to 24 hours off duty per week, 12 hours of which should be consecutive.

VERMONT—Cont.

⁶ If a counselor works more than a 6-day week, he or she should be given additional compensation prorated on the established scale, except that the first and last weeks of the camp season may permit a longer week without such additional compensation.

⁷ Camper-trainee shall receive a reasonable compensation in accord with the value of the service rendered and the value of instruction received, by a reduction of tuition, in addition to maintenance, as agreed between the camper-trainee and the camp director.

⁸ The minimum wage may be reduced by the value of any supervised educational experience recognized for credit for any college or university or by any educational experience which is regularly supervised by a qualified counseling instructor.

⁹ Handicapped person may be paid at a reduced rate upon application to the Commissioner of Industrial Relations for a work permit.

¹⁰ Service employees in hotels include bell boys, porters, doormen, room service waiters, caddy masters, waiters, waitresses, bartender waiters and chambermaids in resort hotels; in restaurants, waiters, waitresses, bartender waiters, and carhops in drive-in restaurants. Counter waiters and waitresses are not included in service employees. Nonservice employees, in either hotels or restaurants, are those not listed under service employees, including bartenders who do not wait on tables, and chambermaids in other than resort hotels.

¹¹ Resort hotel defined as any hotel that offers complete lodging and dining services to the public, not more than 10 months of the year, and further provides, or has immediate access to, recreational facilities, but in any specific case, classification may be determined by the Commissioner of Industrial Relations.

¹² Total number of learners may not exceed 10 percent of regular employees, except employer with at least one experienced employee may employ one learner.

WASHINGTON

¹ Under special certificate, issued by and pursuant to regulations of Director, handicapped persons, learners, apprentices, and messengers (employed primarily in delivering letters and messages) may be employed at wages lower than the minimum wage for a specified period of time.

WASHINGTON--Cont.

²Hours law establishes a maximum 8-hour day for females employed in any mechanical or mercantile establishment, laundry, hotel or restaurant and provides that the hours of work may be so arranged as to permit the employment of females at any time so that they shall not be employed more than 8 hours during the 24. Statute exempts from coverage harvesting, packing, curing, canning or drying perishable fruits or vegetables and canning fish or shellfish.

³Minimum-wage rate of \$1.15 an hour was in effect from June 30, 1961 until Jan. 1, 1962.

⁴Two orders were issued for this industry: one for theatrical amusement and recreation, and the other for general amusement and recreation. Except for the variance in the definitions of coverage, the provisions of both orders are identical.

⁵Minimum wage rates established by wage order were based on a 6-day week. Order provides that unless the equivalent in time off duty has been received, a premium of 25 percent of the employee's applicable rate for each week of employment must be paid to resident counselors at termination of employment. Premium payment for 1 week is the equivalent to 24 hours off duty, 12 hours of which must be in sequence.

WISCONSIN

¹Includes communities and isolated establishments which are within the commercial and industrial areas of such cities, although outside their territorial limits.

²Piece rates on a particular kind of work are deemed adequate if they yield 5 cents an hour more than the prescribed minimum, to 65 percent of the women and minors.

³Hours law establishes a maximum of 9 a day, 50 a week for daywork and 8 a day, 48 a week for nightwork for females 18 and over employed in any manufacturing, mechanical, or mercantile establishment, beauty parlor, restaurant, laundry, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment, with specified exceptions. In emergency or peak period for 4 calendar weeks in year, maximum hours may be exceeded, provided such overtime is paid for at one and one-half times the employee's regular rate and Commission is notified.

NOTE: Industrial Commission is empowered to change hours specified in statute by orders regulating hours of work.

⁴Regulations specify that employees living in the home who are required to be on duty more than 45 hours must be paid, as a minimum, for 45 hours a week.

WISCONSIN--Cont.

⁵Rates set by Ind 72.02 for Any Occupation, Trade or Industry are applicable to: Agricultural workers whose wages are based on other than time basis (see footnote 2); Operators in Telephone Exchanges and to Canning or First Processing Fresh Fruits and Vegetables. No basic minimum-wage rate set by Ind 72.05 and Ind 73.06.

⁶Minimum-wage regulations specify the following pay hours for telephone operators: (a) for 16-hour period between 6 a.m. and 10 p.m., 12 hours' pay where there are 1-199 telephones and 16 hours' pay where there are 200 telephones or more; for 8-hour period between 10 p.m. of one day and 6 a.m. of next day, 3 hours' pay where there are 1-199 telephones, 4 hours' pay for 200-399 telephones, 6 hours' pay for 400-599 telephones, and 8 hours' pay for 600 telephones or over.

⁷Maximum hours of work for women operators 18 years of age or over (Ind 74.22, effective June 1, 1956): 9 a day, 50 a week for exchanges with 1,500 telephones or more; 10 a day, 50 a week when 600 but less than 1,500 telephones; 10 a day, 54 a week when 200 but less than 600 telephones; and 10 a day, 60 a week when less than 200 telephones. In exchanges having 1,500 telephones and over, if any part of a woman's work is done before 6 a.m. or after 6:30 p.m. on more than one day a week, hours are limited to 8-48 during that week.

⁸In exchanges located in a private residence and operated primarily by members of the household, the payment of a wage for the operation of the switchboard of \$1.15 a month per telephone will be regarded as a compliance with the minimum-wage law, but, if outside help is employed, such help must be paid the minimum-wage rates.

⁹During the canning season, maximum hours for women and minors over 16 years are 9 a day, 54 a week, except on 12 emergency days in the season of actual canning of a product when women and minors 16 to 18 years may be employed 11 hours a day, 60 hours a week. In addition, hour limitations may be waived for boys 16 and 17 years in 10 weeks during the canning season under conditions specified in the order. Before and after the canning season, maximum hours are 9-50 for women 18 years and over; 8-48 for boys and girls 17 years of age; 8-40 for boys and girls 16 years of age, except that during the school vacations they may work 48 hours a week.

¹⁰Overtime rate need not be paid to a boy 16 or 17 years of age under specified conditions provided his rate of pay is at least equal to the lowest hourly rate paid to male employees and in no case less than 90 cents an hour.

WYOMING

¹Hours law establishes a maximum of 8-48-hour workweek for females 18 years of age and over employed in manufacturing, mechanical, or mercantile establishments; laundries; hotels; public-lodging houses; apartment houses; places of amusement; or restaurants. Statute permits overtime for females 18 years and over in an emergency, provided time and one-half is paid for hours over 8 a day in a 12-hour period.