

269

State Minimum-Wage Law and Order Provisions Affecting Working Conditions

July 1, 1942, to April 1, 1959

WOMEN'S BUREAU BULLETIN 269

U.S. DEPARTMENT OF LABOR

James P. Mitchell, Secretary

WOMEN'S BUREAU

Mrs. Alice K. Leopold, Director

Washington 25, D.C.

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N O T E

This bulletin is designed for use in conjunction with Women's Bureau Bulletin No. 267, "State Minimum-Wage Laws and Orders," containing in part I, an analysis of statutory provisions, as well as a summary of historical developments; and in part II, an analysis of rates and coverage.

In addition, many State minimum-wage laws and orders establish supplementary provisions designed to safeguard the basic minimum-wage rates. Among these supplementary provisions are requirements governing: Overtime pay and minimum daily wage; extra pay for split shifts and long overall spread of hours; minimum meal and rest periods; pay for waiting time and travel time; handling of tips and gratuities; maximum deductions for meals, lodging, and uniforms; and other special provisions affecting working conditions.

In most minimum-wage States, these provisions, which are in effect a form of fringe benefit, have been established by wage orders for individual industries and occupations. In some States, supplementary provisions of this type are set forth in the minimum-wage statute itself. Where similar provisions are established by other laws for women and are applicable to occupations for which minimum-wage rates are in effect, they are shown by State in the Appendix.

Most State minimum-wage laws and orders apply only to women and minors; those that apply also to men are indicated.

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

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PROVISIONS AFFECTING WORKING CONDITIONS FROM MINIMUM-WAGE LAWS AND ORDERS

July 1, 1942 - April 1, 1959

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>ALASKA:</p> <p><u>Wage fixed in law.</u> June 27, 1955.</p> <p>Applies also to men.</p>	<p>Overtime: $1\frac{1}{2}$ times employee's regular rate for hours over 40 a week or over 8 a day.</p>							

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
ARIZONA: <u>Laundry and Dry Cleaning Industry</u> , No. 2-A. Sept. 12, 1948.	<u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate, for reporting for work, as required.	<u>Split shift:</u> To be worked within a period of 12 hours and confined to not more than 2 periods.	<u>Rest period:</u> 10-minute paid period during each half-day worked, or two such periods during a full working shift.	Waiting time counted as working time and must be paid for at employee's regular rate.		Prohibits deductions from minimum wage for meals and lodging furnished, or both, except by special permit of the Industrial Commission.	Employer must furnish and launder, or dry clean, required uniforms without cost to the employee.	<u>Prohibits deductions</u> from minimum wage, except as authorized by law or provided in wage order.
<u>Retail Trades Industry</u> , No. 1-B. Aug. 10, 1954.	<u>Minimum daily wage:</u> (SEE Arizona Laundry.)	<u>Split shift:</u> To be worked within a period of 13 hours and confined to not more than 2 periods.						<u>Prohibits deductions</u> from minimum wage, except as authorized by law. <u>Employee meetings:</u> Permits employers to hold meetings of employees solely for promotion and sales purposes without payment of compensation; restricts such meetings to 30 minutes in 1 day; 4 meetings in 1 month, and 24 in 1 year.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>ARKANSAS:</p> <p><u>Wage fixed in law.</u> Mar. 20, 1915. (Hour Law Amended 1943.)</p>	<p>Overtime: $1\frac{1}{2}$ times the employee's regular rate for hours over 8 a day and on 7th consecutive day. Permit from Commissioner of Labor required for permanent overtime in excess of one hour a day.</p>							

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA:								
<u>Manufacturing Industry, No. 1-57;</u> <u>Personal Service Industry, No. 2-57;</u> <u>Professional, Clerical, and Similar Occupations, No. 4-57;</u> <u>Public Housekeeping Industry, No. 5-57;</u> <u>Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry, No. 6-57;</u> <u>Mercantile Industry, No. 7-57;</u> <u>Transportation Industry, No. 9-57;</u> <u>Amusement and Recreation Industry, No. 10-57;</u> <u>Broadcasting Industry, No. 11-57.</u> Nov. 15, 1957.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for over 8 hours a day and over 6 days a week; over $5\frac{1}{2}$ hours a week for specified resident housemothers and resident managers of homes for the aged. <u>Exception:</u> Employment on 7th day when total hours do not exceed 30 a week, 6 a day. (Overtime permitted only for women 18 years and over, in emergencies, when not prohibited by 8-hour law, or when necessary to prevent perishable products from spoiling.) <u>Minimum daily wage:</u> Half the usual day's pay, but in no event less than 2 hours' pay, at employee's regular rate, for reporting for work on any day as required.	<u>Split shift:</u> \$1 additional for any day on which employee works a split shift. <u>Exception:</u> Employee residing at place of employment. Defines split shift. <u>Overall spread of hours:</u> Maximum spread of hours, 13; 11 hours must elapse between shifts, except 8 hours permitted for bona fide change of shift.	<u>Meal period:</u> 30-minute period after 5 hours' work, except on a 6-hour workday. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. <u>Rest period:</u> 10-minute paid period for each 4 hours' work, or major fraction thereof, insofar as practicable in middle of work period, except on days totaling less than $3\frac{1}{2}$ hours. <u>Authorizes exemptions by Commission.</u>		Prohibits counting tips, gratuities, or service charges in the nature of gratuities, from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.	Permits specified deductions from minimum wage. <u>Meals:</u> 40, 65, and 95 cents for bona fide breakfast, lunch, and dinner, respectively, when such meals are eaten and consistent with employee's work shift. <u>Lodging:</u> \$5 a week for room alone; \$4, if shared; $\frac{2}{3}$ ordinary rental value (not to exceed \$86 a month) for apartment. Defines meals and lodging.	Prohibits contribution, direct or indirect, from wage for the purchase or maintenance, of required uniforms. Defines uniform. Employer must provide and pay for necessary protective garments.	<u>Prohibits deductions</u> from wage for cash shortage, breakage, or loss of equipment, except for dishonest, willful, or culpable negligent act. <u>Also prohibits contribution</u> , direct or indirect, from wage for purchase or maintenance of tools or equipment. <u>Exception:</u> Beauty salon and barber shop employees may be required to furnish specified equipment. <u>Wage statement</u> of gross wages and all deductions must be furnished employee with wage payment. <u>Weight limit:</u> Lifting or carrying over 25 pounds by females prohibited, except on permit. <u>Sanitation and physical welfare:</u> Standards established for cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest-rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevators; first-aid supplies, except on permit.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA- Con. <u>Manufacturing Industry, etc.</u> -Con.								<p><u>Night shift:</u> Suitable transportation and hot food and drink facilities, if meal period occurs, must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p> <p><u>Note:</u> Weight limit and sanitation and physical welfare provisions are applicable to women employed in administrative, executive, and professional capacities who are exempt from other provisions of orders.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA- Con..	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 8 up to and including 12 a day and for first 8 hours on 7th consecutive day; double time for hours over 12 a day, over 8 on 7th day.</p> <p><u>Exception:</u> Employment on 7th day when total hours do not exceed 30 a week, 6 a day. (Overtime permitted only for women 18 years and over during periods necessary to prevent spoiling or in emergencies when not prohibited by 8-hour law; maximum of 72 hours in any 7 consecutive days allowed, if followed by a 24-hour no-work period.)</p>		<p><u>Meal period:</u> 30-minute period after 5 hours' work, except on 6-hour workday.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' work, or major fraction thereof, insofar as practicable in middle of work period, except on days totaling less than $3\frac{1}{2}$ hours.</p> <p><u>Authorizes exemptions by Commission.</u></p>		<p>Prohibits counting tips, gratuities, or service charges in the nature of gratuities, from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.</p>	<p>Permits specified deductions from the minimum wage.</p> <p><u>Meals:</u> 40, 65, and 95 cents for bona fide breakfast, lunch, and dinner, respectively, when such meals are eaten and consistent with employee's work shift.</p> <p><u>Lodging:</u> \$5 a week for room alone; \$4, if shared; $\frac{2}{3}$ ordinary rental value (not to exceed \$86 a month) for apartment.</p> <p>Defines meal and lodging.</p>	<p>Prohibits contribution, direct or indirect, from wage for the purchase or maintenance, of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p>	<p><u>Prohibits deductions</u> from wage for cash shortage, breakage, or loss of equipment, except for dishonest, willful, or culpable negligent act.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from wage for purchase or maintenance of tools or equipment.</p> <p><u>Wage statement</u> of gross wages and all deductions must be furnished employee with wage payment.</p> <p><u>Weight limit:</u> Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Standards established for cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest-rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; first-aid supplies, except on permit.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA- Con.	<p><u>Minimum daily wage:</u> 2 hours' pay at employee's regular rate for reporting for work on any day as required; 1 hours' pay, for reporting for work second time on any day as required.</p>							<p><u>Night shift:</u> Suitable transportation and hot food and drink facilities, if meal period occurs, must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p> <p><u>Work recess:</u> Employer permitted to declare work recess of one-half hour or more, other than meal period, which need not be treated as hours worked, provided employee is notified when to report back to work and may leave premises. Recess periods limited to two in any shift and may not exceed 3-hour duration, except on permit.</p> <p><u>Note:</u> Weight limit and sanitation and physical welfare provisions are applicable to women employed in administrative, executive, and professional capacities who are exempt from other provisions of orders.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA- Con. <u>Motion Picture Industry</u> , No. 12-57. Jan. 1, 1958.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 8 up to and including 12 a day and for first 8 hours on 7th consecutive day; double time for hours over 12 a day, over 8 on 7th day. (Overtime permitted only for women 18 years and over in emergencies; maximum of 16 hours including meal periods in any one day from the time they are required and do report until dismissed.) <u>Minimum daily wages:</u> Half the usual day's pay, but in no event less than 2 hours' pay, at employee's regular rate, for reporting for work on any day as required.	<u>Split shift:</u> \$1 additional for any day on which employee works a split shift. <u>Exception:</u> Employee residing at place of employment. <u>Between each day worked:</u> 10 hours must elapse since termination of previous day's employment before employee may be required to report to work.	<u>Meal period:</u> 30-minutes (minimum), 60 minutes (maximum) after $5\frac{1}{2}$ hours' work. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. <u>Rest period:</u> 10-minute paid period for each 4 hours' work, or major fraction thereof, insofar as practicable in middle of work period, except on days totaling less than $3\frac{1}{2}$ hours.		Prohibits counting tips, gratuities, or service charges in the nature of gratuities, from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.	Permits specified deductions from minimum wage. <u>Meals:</u> 40, 65, and 95 cents for bona fide breakfast, lunch, and dinner, respectively, when such meals are eaten and consistent with employee's work shift. <u>Lodging:</u> \$5 a week for room alone; \$4, if shared; $\frac{2}{3}$ ordinary rental value (not to exceed \$86 a month) for apartment. Defines meals and lodging.	Prohibits contribution, direct or indirect, from wage for the purchase or maintenance, of required uniforms. Defines uniform. Employer must provide and pay for necessary protective garments. <u>Extra players:</u> Employer must have cleaned, laundered, and/or made sanitary, any wardrobe after prior use by another, before requiring extra player to wear it.	<u>Prohibits deductions</u> from wage for cash shortage, breakage, or loss of equipment, except for dishonest, willful, or culpable negligent act. <u>Also prohibits contribution</u> , direct or indirect, from wage for purchase or maintenance of tools or equipment. <u>Wage statement</u> of gross wages and all deductions must be furnished employee with wage payment. <u>Weight limit:</u> Lifting or carrying over 25 pounds by females prohibited, except on permit. <u>Sanitation and physical welfare:</u> Standards established for cleanliness and upkeep of premises; equipment; floors, etc.; seats; dressing and restrooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; first-aid supplies, except on permit.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA- Con.	<p>A full day's agreed wages must be paid <u>extra players</u> required to fit costumes at place of employment or at costumer's, when not given employment in production for which fitted.</p> <p>Not less than minimum wage must be paid <u>extra players</u> for interviews or auditions which exceed 1½ hours in length.</p>		<p>Additional interim rest periods during actual rehearsal or shooting must be given to swimmers, dancers, skaters and other performers engaged in strenuous physical activities.</p>					<p><u>Night shift:</u> Food and hot drink must be provided employees required to work after 11:30 p.m.</p> <p>Transportation must be furnished those not dismissed in time to return home by public-service transportation.</p> <p><u>Note:</u> Weight limit and sanitation and physical welfare provisions are applicable to women employed in administrative, executive, and professional capacities who are exempt from other provisions of orders.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADO:								
<u>Laundry Industry,</u> No. 10. May 4, 1956.	<u>Overtime:</u> 1½ times employee's regular rate after 44 hours a week; on permit, after 8 hours a day, in emergencies or conditions demanding immediate action.		<u>Meal period:</u> 30 minutes (minimum), 90 minutes (maximum). <u>Rest period:</u> 10-minute paid period for each 4 hours of working time, or major fraction thereof.					<u>Prohibits deductions</u> from employee's earnings, except as provided by law. <u>Miscellaneous:</u> Laundries with work from other districts must pay employees at rate in effect in district where work originated.
<u>Retail Trade Industry,</u> No. 11. May 4, 1956.	<u>Overtime:</u> 1½ times employee's regular rate after 48 hours a week; on permit, after 8 hours a day, in emergencies or conditions demanding immediate action.		<u>Meal period:</u> (SEE Laundry Industry.) <u>Rest period:</u> (SEE Laundry Industry.)					<u>Prohibits deductions</u> from employee's earnings, except as provided by law.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADO- Con. <u>Public Housekeeping Industry,</u> No. 12. May 4, 1956.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate after 48 hours a week; on permit, after 8 hours a day, in emergencies or conditions demanding immediate action.		<u>Meal period:</u> 30 minutes after 5 hours' work, except on 6-hour work day. "On-duty" paid meal period permitted, when nature of work prevents relief from all duty. <u>Rest period:</u> 10-minute paid period for each 4 hours of working time, or major fraction thereof.		Prohibits counting tips and gratuities as part of minimum wage; such are sole property of employee.	<u>Meal:</u> Establishes a "with meal" wage differential—5 cents an hour less for 1 meal; 10 cents an hour less, more than 1 meal. "Full maintenance" wage differential—25 cents an hour less. <u>Lodging:</u> Permits deductions from earnings—\$4 a week for room alone; \$3, if shared.	Employer must supply required uniforms.	<u>Prohibits deductions</u> from employee's earnings, except as provided by law.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADO- Con..	<u>Overtime:</u> 1½ times employee's regular rate after 44 hours a week; on permit, after 8 hours a day, in emergencies or conditions demanding immediate action.		<u>Meal period:</u> 30-minutes (minimum). "On-duty" paid meal period (SEE Public Housekeeping Industry). <u>Rest period:</u> (SEE Public Housekeeping Industry).					<u>Prohibits deductions</u> from employee's earnings, except as provided by law. <u>Commission, bonus:</u> In computing the minimum wage, any commission must be counted in period earned. <u>Miscellaneous;</u> Prohibits requiring employee to provide implements or supplies, except manicure instruments, curling irons, hair-cutting scissors, clippers, and eyebrow tweezers.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT:</p> <p><u>Wage fixed in law. Administrative Regulations, July 1, 1957.</u></p> <p>Applies also to men.</p> <p>(Applicable to employees covered by the law and not under separate industry wage order.)</p>				<p>Waiting time and "on-call" time at designated place considered as working time and must be paid for as such.</p> <p>Travel for benefit of employer, including additional travel occasioned by employee working at other than usual place of employment, considered as working time and must be paid for as such. Travel expense must be paid by employer when payment by employee would bring earnings below the minimum.</p> <p><u>Exception:</u> Outside salesmen exempt from record-keeping requirements.</p>	<p>Permits counting gratuities as part of minimum wage provided: (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for is credit recorded separately on weekly basis, and (3) employer provides substantial evidence that claimed amount was actually received.</p> <p><u>Maximum deductions:</u> 30 cents an hour in hotel and restaurant industries, and 15 cents in other industries where gratuities have customarily been counted as part of wage for hiring purposes prior to 1952.</p>	<p>Permits specified deductions from minimum wage, if a condition of employment.</p> <p><u>Meals:</u> Light meals, as supplied, 35 cents, daily maximum, 70 cents; full meals, as supplied, 60 cents, daily maximum \$1.80.</p> <p>Defines light and full meals. Prohibits election of light meals in lieu of full meals available. Requires meals be consistent with shift when employee on duty, and with regular meal schedule when off duty.</p> <p><u>Lodging:</u> Private room, \$4 a week; shared room, \$3; no deduction permitted for shared bed. Reasonable allowance, in accordance with prevailing rentals for similar quarters, for housing of more than 1 room.</p> <p>Defines lodging.</p>	<p>Permits deduction from minimum not to exceed \$1.50 a week or actual cost, whichever is lower, for maintenance or for laundering and cleaning of apparel furnished by employer.</p> <p>Defines apparel.</p> <p>Employer to furnish necessary protective garments.</p>	<p><u>Commission, bonus:</u> Commission must be settled in full monthly.</p> <p>Bonus may constitute part of minimum wage if paid on a weekly basis and in accordance with a fixed plan.</p> <p>Prohibits application toward minimum wage of special gift payments, amounts of which are not dependent on hours worked, production, or efficiency, and of sums paid in recognition of service during a particular period if paid at sole discretion of employer.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT- Con. <u>Laundry Occupation</u> Nos. 2A and 2B. July 1, 1957. Applies also to men.	<u>Overtime:</u> 1½ times employee's regular rate for hours over 44 a week, for females and minors; also applicable to adult males on production work ordinarily performed by females and minors. <u>Minimum daily wage:</u> 4 hours' pay at minimum or at regular rate, whichever is greater, for reporting for work as required, to females, minors, and adult males on production work.			<u>Waiting time and required travel time considered as working time and must be paid for accordingly.</u> <u>Travel time includes time spent in travel by employee on training program at other than regular work place, attendance at lectures, or any other activity connected with said program.</u>		<u>Permits deductions from minimum wage, if a condition of employment, at rates set by Commissioner. (SEE Adm. Regs. p.)</u> <u>Exception: Employees receiving training at place other than regular work place.</u>		<u>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by the Labor Department.</u> <u>Also prohibits deduction for travel expenses supplied by employer to employee in training at place other than regular work place or traveling in connection with such program.</u>
<u>Cleaning and Dyeing Occupation.</u> Nos. 3A and 3B. July 1, 1957. Applies also to men.	<u>Overtime:</u> 1½ times employee's regular rate for hours over 45 a week to females and male minors.			<u>Waiting time and required travel time considered as working time and must be paid for accordingly.</u>				<u>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by the Labor Department.</u>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT- Con.	<u>Cleaning and Dyeing Occupation-Con.</u>	<p><u>Minimum daily wage:</u> 4 hours' pay at minimum or at regular rate, whichever is higher, for reporting for work as required, to females and male minors; only minimum rate need be paid to adult males.</p> <p><u>Exception:</u> When operations are suspended due to breakdown or an act of God.</p>						

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT- Con.</p> <p><u>Mercantile Trade</u>, Nos. 7A and 7B. July 1, 1957.</p> <p>Applies also to men.</p>	<p><u>Overtime</u>: $1\frac{1}{2}$ times employee's regular rate for hours over 44 a week.</p> <p><u>If commission or bonus form part of earnings</u>: \$1 for each hour over 44 a week, in addition to other earnings, or $1\frac{1}{2}$ times regular hourly rate computed to include commissions plus established hourly or weekly wage, or combination thereof. <u>Exceptions</u>: Executive, administrative, professional employees, outside sales persons, automobile service mechanics, as defined.</p> <p><u>Minimum daily wage</u>: 4 hours' pay at employee's regular rate, for reporting for work as required.</p>			<p>Waiting time considered as working time.</p>			<p>Prohibits employer from charging employees for cost and maintenance of required uniforms and other facilities, if such charge would bring wage paid below the minimum.</p>	<p><u>Commission, bonus</u>: Commission must be settled at least monthly.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT- Con.	<u>Mercantile Trade-</u> Continued.	Provision may be waived where employment of less than 4 hours is regularly scheduled, as mutually agreed to in writing and approved by Labor Department, provided daily pay is twice applicable minimum hourly rate.						
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT- Con.	<p><u>Beauty Shops, No. 1.</u> Mar. 4, 1958.</p> <p>Applies also to men.</p> <p><u>Overtime:</u> For hours over 4$\frac{1}{2}$ a week: To operators, the applicable minimum hourly rate in addition to and exclusive of other earnings; for all other employees, 1$\frac{1}{2}$ times employee's regular rate.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate for reporting for duty on any day by request or permission.</p>			<p>Waiting time considered as working time and must be paid for accordingly; also travel time when employee is required to travel to a place other than regular place of employment.</p>	<p>Prohibits counting tips as part of minimum wage.</p>		<p>Charges or deductions made to employees for uniforms and maintenance may not exceed actual cost charge to employers and may in no case bring wage paid below the minimum.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as required or authorized by law, and except for specified type of insurance premiums, with employee's written consent kept on file and subject to review by Labor Department.</p> <p><u>Also prohibits</u> charging employee for beauty service rendered or materials used therefor.</p> <p>Charge for sharpening of instruments must not bring wage paid below the minimum.</p> <p><u>Miscellaneous:</u> Employer must furnish cosmetics and supplies including, but not limited to, emery boards, orange wood sticks, combs, hairbrushes, nets, permanent wave rods and protectors, and curlers and linens.</p> <p>Employee must furnish implements, including nippers, scissors, files, buffers, tweezers and marcel irons, except such as are part of shop equipment.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT- Con.</p> <p><u>Restaurant and Hotel Restaurant Occupations</u>, No. 8. Dec. 1, 1958.</p> <p>Applies also to men.</p>	<p>Overtime: $1\frac{1}{2}$ times the minimum rate for hours over 48 a week and on 7th consecutive day; except salaried employee with salary in excess of required minimum, who must receive additional \$1.50 for each hour worked over his usual and regular workweek.</p> <p><u>Minimum daily wage</u>: 2 hours' pay at minimum rate for employee regularly reporting for work, unless given advance notice to contrary; and for any employee able and willing to work who is called to work on any day.</p> <p>Provision may be waived for employee unable and unwilling to work necessary hours to insure the 2-hour guarantee and statement to that effect must be on file as part of employee's record.</p>			<p>Hours worked include all time employee is required to be on employer's premises or to be on duty. Employee required to travel from one establishment to another during work-day shall be compensated for travel time at working time rate and be reimbursed for cost of transportation.</p>	<p>Permits counting gratuities as part of minimum wage provided, (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed is credit recorded separately on weekly basis, (3) employer provides substantial evidence that claimed amount was actually received, and (4) gratuities in excess of 35 cents an hour need not be reported or recorded.</p> <p><u>Maximum deductions:</u> 35 cents an hour.</p>	<p>Permits deductions from minimum wage, if a condition of employment, at rates set by Commissioner. (SEE Adm. Regs. p.)</p>	<p>Prohibits employer from requiring a deposit from employee for uniform or for any other purpose, except by permission of State Labor Department.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as required or authorized by law, and except for specified type of insurance premiums, with employee's written consent kept on file and subject to review by Labor Department.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA: <u>Beauty Culture Occupation,</u> No. 6. Mar. 27, 1948.	<p>Overtime: 95 cents for beauty culture employees, 75 cents for maids and cleaners, for each hour over 44 a week.</p> <p>Basic minimums: \$30.60 and \$24.50 for 34- to 44-hour week.</p> <p><u>Minimum daily wages:</u> 4 hours' pay for reporting for work under general or specific instructions.</p>	95 cents in addition to applicable minimum wage for any day on which employee works a split shift, or spread of hours exceeds 10, or both.		Waiting time and required travel time on employer's business defined as working time.	Prohibits counting tips and gratuities as part of minimum wage.		Employer must add \$1.50 a week to minimum wage for required uniform furnished and laundered by employee. Defines uniform.	<p><u>Prohibits deductions</u> from minimum wage, except as required by law, without special approval of Minimum-Wage and Industrial Safety Board.</p> <p><u>Commission, bonus:</u> Must be counted in week earned.</p> <p><u>Miscellaneous:</u> Booth renting.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA- Continued <u>Manufacturing and Wholesaling Occupations</u> , No. 8. Nov. 17, 1948.	<p>Overtime: \$1.12½, except 99 cents for maids and cleaners, (1½ times minimum wage) for each hour over 40 a week.</p> <p>Basic minimums: \$30 and \$26.40 for 32-to 40-hour week.</p> <p><u>Minimum daily wage</u>: 4 hours' pay for reporting for work under general or specific instructions.</p> <p><u>Exception</u>: Minors regularly attending school full time on school day.</p>			<p>Waiting time and required travel time on employer's business defined as working time.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>		<p>Employer must pay specified sum in addition to minimum wage for required uniforms: \$1.50 a week if employee furnishes and launders; \$1 a week if employer furnishes and employee launders; 50 cents if employee furnishes but does not launder.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as required by law, without special approval of Minimum-Wage and Industrial Safety Board.</p> <p><u>Commission, bonus</u>: Must be counted in week earned.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA- Continued	<p><u>Overtime:</u> 88 cents for each hour over 40 a week, to maximum of Hours Law.</p> <p><u>Basic minimum:</u> \$32 for 32-to 40-hour week.</p> <p><u>Minimum daily wages:</u> 4 hours' pay at applicable minimum rate for reporting for work under general or specific instructions. <u>Exception:</u> Students under 18 on days when school is in session.</p>	<p>88 cents in addition to applicable minimum wage for each consecutive 24 hours during which employee works a split shift, or spread of hours exceeds 11.</p> <p>Defines split shift.</p>		<p>Waiting time and required travel time on employer's business defined as working time.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals:</u> 30 cents for each bona fide meal.</p> <p><u>Lodging:</u> \$4 a week for single room, \$3 a week for each of 2 persons in double room.</p>	<p>Employer to purchase, maintain, and clean uniforms, or to pay employee additional weekly amounts as specified: (a) \$1.50 in lieu of purchasing, maintaining, and cleaning; (b) \$1 in lieu of laundering; (c) 50 cents in lieu of purchasing.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA- Continued <u>Hotel, Restaurant, and Allied Industries, No. 10.</u> Nov. 12, 1955.	<p><u>Overtime:</u> No overtime pay but hourly rate established for work in excess of scheduled workweek—75 cents for non-service; 50 cents, service. Overtime after 48 hours a week not permitted in establishments covered by Hours Law.</p> <p>Basic minimums: \$33 for 40-to 48-hour week and \$30 for over 36-to 40-hour week for nonservice; \$22.80 for 48-hour week and \$18.80 for over 32-to 40-hour week for service.</p> <p><u>Minimum daily wage:</u> 4 hours' pay to employee on weekly minimum rate for reporting for work under general or specific instructions; 3 hours' pay for those on hourly rate. <u>Exception:</u> Students under 18 years on days school is in session.</p>	<p><u>Split shift:</u> 60 cents in addition to the minimum wage for any day on which employee works a split shift or spread of hours exceeds 11.</p> <p>Defines split shift.</p>		<p>Waiting time and required travel time on employer's business defined as working time.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower wage rate set for service employees.)</p>	<p>Permits specified deductions from the minimum wage.</p> <p><u>Meals:</u> 30 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals.</p> <p><u>Lodging:</u> \$5 a week for single room, \$4 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment.</p>	<p>Employer must purchase, maintain and clean required uniforms.</p> <p>In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly an additional 3 cents an hour.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA- Continued								
<u>Building Service Occupation, No. 11.</u> Nov. 12, 1955.	<p><u>Overtime:</u> No overtime pay but 75-cent hourly rate established for work in excess of scheduled work-week.</p> <p>Basic minimum: \$30 for over 36-to 40-hour week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay to employee on weekly minimum rate for reporting for work under general or specific instructions; 3 hours' pay for those on hourly rate. <u>Exception:</u> Students under 18 years on days school is in session.</p>	<p>60 cents in addition to the minimum wage for any day on which employee works a split shift, or spread of hours exceeds 11.</p> <p>Defines split shift.</p>		<p>Waiting time and required travel time on employer's business defined as working time.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals:</u> 30 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals.</p> <p><u>Lodging:</u> \$5 a week for single room, \$4 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment.</p>	<p>Employer must purchase, maintain and clean required uniforms.</p> <p>In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly an additional 3 cents an hour.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.</p>
	SEE Appendix for additional provisions.							

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA- Continued								
<u>Retail Trade, No. 3.</u> Oct. 8, 1957.	<u>Overtime:</u> \$1 for each hour over 40 a week to maximum of Hours Law. <u>Basic minimum:</u> \$36 for 36-to 40-hour week. <u>Minimum daily wage:</u> 4 hours' pay to employee on weekly minimum rate for reporting for work under general or specific instructions on any day; 2 hours' pay for those on hourly rate.	<u>Split shift:</u> \$1 in addition to the minimum wage for any day on which employee works a split shift. Defines split shift.		Waiting time and required travel time on employer's business defined as working time.	Prohibits counting gratuities as part of minimum wage.	<u>Permits specified deductions</u> from minimum wage. <u>Meals:</u> 30 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals. <u>Lodging:</u> \$5 a week for single room, \$4 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment.	Employer must purchase, maintain and clean required uniforms. In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly an additional 3 cents an hour. Defines uniform.	<u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.
<u>Laundry and Dry Cleaning Occupation, No. 5.</u> Oct. 20, 1958.	<u>Overtime:</u> \$1.12½ for each hour over 40 a week. <u>Basic minimum:</u> \$35 for 32-to 40-hour week. <u>Minimum daily wage:</u> 4 hours' pay at applicable rate for reporting for work under general or specific instructions.	87½ cents in addition to minimum wage for any day on which employee works a split shift. Defines split shift.		Waiting time and required travel on employer's business defined as working time. Employer must pay for travel expenses incurred by employee on business of employer.			Employer must pay for the cost of purchase, maintenance, and laundering of required uniforms. Defines uniform.	<u>Prohibits deductions</u> from minimum wage, except as specifically authorized by law or court order, without written consent of employee and written approval of Minimum-Wage and Industrial Safety Board.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
HAWAII:								
<p><u>Wage fixed in law.</u> July 1, 1957.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 40 a week, except $1\frac{1}{2}$ times regular rate for hours over 48 a week during 20 weeks a year for agricultural employees, under specified conditions.</p>	<p><u>Overall spread:</u> Hours worked on split shift must fall within 14 consecutive hours in any 24-hour period, except in extraordinary emergency.</p>				<p>By regulation, reasonable deductions permitted for board and lodging.</p>	<p>By regulation, employer must furnish and launder uniforms, if nature of business requires employees to wear them.</p>	

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>IDAHO:</p> <p><u>Wage fixed in law.</u> May 6, 1955, as amended. Mar. 9, 1957.</p> <p>Applies also to men.</p>					<p>Wages, as defined, shall not include tips and gratuities.</p>	<p>Permits deductions and allowances for reasonable value of board and lodging.</p> <p>By regulation: Meals: \$14 a week, 66 2/3 cents a meal; except for hotel and restaurant employees 50 cents a day or any fraction thereof, \$3 for a 6-day week, \$3.50 for a 7-day week.</p> <p>Lodging: \$7 a week, \$1 a day.</p> <p><u>Full board and lodging:</u> \$21 a week, except \$10.50 a week for hotel and restaurant employees.</p> <p>Defines board and lodging.</p>		

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
KENTUCKY:								
<u>All Industries and Occupations</u> (Except employment under any special State minimum-wage order). May 27, 1947, as amended by Ch. 36, Laws of 1958.	<u>Overtime:</u> 75, 67½, and 60 cents an hour in zones 1, 2, and 3, respectively (1½ times applicable minimum wage) for hours over 48 a week.		<u>Rest period:</u> 10-minute paid rest period after 4 consecutive hours' work, in addition to regularly scheduled lunch period.	Waiting time counted as working time and must be paid for at regular rate.		Authorizes specified charge for weekly board and lodging where employee is domiciled with employer and written signed agreement is kept on file by employer. <u>Meals:</u> 21 at 37½ cents each. <u>Lodging:</u> 7 nights at 60 cents each.		<u>Prohibits deductions</u> from minimum wage, except as provided by statute, or wage order.
<u>Hotel and Restaurant Industry</u> , July 15, 1954, as amended by Ch. 36, Laws of 1958.	<u>Overtime:</u> 67½, 64½, and 61½ cents an hour for non-service workers in zones 1, 2, and 3, respectively; 45, 42, and 39 cents an hour for service workers in zones 1, 2, and 3, respectively (1½ times the applicable minimum wage) after 48 hours.	60 cents in addition to hourly wages earned for any day on which there is more than one interval off duty (excluding meal periods of 1 hour), or spread of hours exceeds 12, or both. Defines spread of hours.	<u>Rest period:</u> 10-minute paid rest period after 4 consecutive hours' work, in addition to the regularly scheduled lunch period.	Waiting time counted as working time and must be paid for at regular hourly rate.	Wages defined as cash remuneration from employer and as not including gratuities, and tips. (Lower rate set for service employees.)	<u>Meals:</u> Prohibits deductions from minimum wage, or charge by employer for meals required to be taken at establishment. Maximum charge of 25 cents a meal where voluntary agreement reached for consumption of meals.	Employer must supply required uniforms, and bear entire cost of purchase, maintenance, and laundry. Defines uniform.	<u>Sanitation and physical welfare:</u> Includes prohibition on employment in violation of Ch. 338 Kentucky Revised Statutes (i.e., Safety and Health Regulations including special provisions for females for seating, toilets, and dressing rooms).

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS:</p> <p><u>Laundry Occupations</u>, No. 30-B, Sept. 16, 1957. (Rates effective Sept. 16, 1958.)</p> <p>Applies also to men.</p>	<p><u>Overtime</u>: 1½ times employee's regular rate for hours over 42 a week.</p> <p><u>Exceptions</u>: Bona fide supervisory or executive employees; person whose salary, when reduced to weekly basis, exceeds \$60 a week.</p> <p><u>Minimum daily wage</u>: 3 hours' pay at applicable minimum rate for reporting for work as required. <u>Exception</u>: When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p> <p>Working time as defined, includes all relief periods.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee consents and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 4 or more hours; 2 meals, if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals, if lodging is provided, or on special permit.</p> <p><u>Lodging</u>, if desired and used: \$4 a week.</p> <p>Employee consent for meal and lodging deductions may be revoked on 3 days' notice.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law from minimum wage or which will bring wages below the minimum, except with employee's consent and Commission approval.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS- Con.</p> <p><u>Dry Cleaning Occupation</u>, No. 29-B. May 1, 1958. (Rates effective Sept. 16, 1958.)</p> <p>Applies also to men.</p>	<p>Overtime: \$1.50 ($1\frac{1}{2}$ times minimum) for hours over 42 a week. <u>Exceptions</u>: Bona fide supervisory employees, as determined by Commission; person whose salary, when reduced to weekly basis, exceeds \$60 a week.</p> <p><u>Minimum daily wage</u>: 3 hours' pay at applicable minimum rate for reporting for work as required. <u>Exception</u>: When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Payment for required travel time and reimbursement for transportation expenses must be made.</p> <p>Working time, as defined, includes all relief periods.</p>			<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p>Prohibits requiring a deposit from employee for uniform or other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS- Con.</p> <p><u>Clerical, Technical, and Similar Occupations</u>, No. 24-D. Dec. 1, 1958.</p> <p>Applies also to men.</p>	<p><u>Overtime</u>: $1\frac{1}{2}$ times the employees' regular rate of pay for hours over 40 a week. <u>Exceptions</u>: Employees in executive, administrative, managerial or supervisory capacity; technical and professional employees in hospitals.</p> <p><u>Minimum daily wages</u> (a) 3 hours' pay at applicable minimum rate for reporting for work on any day as required; (b) 4 hours' pay for employees on call during the night in funeral homes, doctors' offices, and similar places whose duties principally are to answer telephone and doorbell, and who are provided sleeping quarters.</p> <p>If employee unable or unwilling to work specified hours, Commission may permit payment for less than specified number of hours.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at rate specified in order, and reimbursement for transportation expenses must be made.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee gives written consent and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 3 or more hours; 2 meals, if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals, if lodging is provided, or on special permission from the Commission.</p> <p><u>Lodging</u>, if desired by employee: \$4 a week.</p> <p>Prohibits deduction for sleeping quarters furnished employees on nighttime call in specified establishments.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, maintain and launder or clean required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage, or from higher wages which will bring them below minimum, without employee's consent and Commission approval.</p> <p><u>Homework</u>: Permit to distribute homework must be obtained from Labor Department, and work must be paid for at minimum rate or piece-rate equivalent.</p> <p>Work-connected expenses, such as stationery, envelopes, typewriter ribbons, carbon paper, and similar supplies, must be paid by employer.</p> <p>For heat, light, power, office machinery, and equipment furnished by homemaker, 5 cents an hour must be added to the minimum wage.</p> <p><u>Commission, bonus</u>: Prohibits averaging commissions over more than 1 week.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS- Con.</p> <p><u>Wage fixed in law.</u> Jan. 4, 1957, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p> <p><u>Personal Services Occupations,</u> No. 23-C. Apr. 1, 1956, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>		<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions,</u> other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Prohibits deposits.</u> (SEE "Uniforms.")</p> <p><u>Commissions:</u> Prohibits averaging commissions over more than 1 week.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><u>Public Housekeeping Occupations</u>, No. 25-C. Jan. 2, 1957, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wages:</u> 4 hours' pay at applicable minimum rate for reporting for work as required. <u>Exceptions:</u> Charitable organizations, hospitals, schools, colleges, universities, or summer camps.</p> <p>If employee unable or unwilling to work 4 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p>	<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee gives written consent and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meal periods, or 8 hours of work; 3 meals, if lodging is furnished, or on special permit.</p> <p><u>Lodging</u>, if desired by employee: \$4 a week each when not more than 2 in a room; \$3.25 each for more than 2 in a room.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p>Prohibits requiring a deposit from employee for uniform or any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage or which will bring wage below minimum, without employee's consent and Commission approval.</p> <p><u>Prohibits deposits.</u> (SEE "Uniforms.")</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><u>Building Service Occupations, No. 28-A.</u> Jan. 4, 1957, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting for work as required. <u>Exceptions:</u> Employees working on residential property; those working for more than 1 employer.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time, except as modified in Order.</p> <p>Payment for required travel time, at rate not less than called for by Order, and reimbursement for transportation expenses must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p>	<p>Permits specified deductions from minimum wage.</p> <p><u>Lodging:</u> \$3.25 for single room, \$2 per person in double room.</p> <p><u>Living Quarters:</u> Reasonable rental for apartment; provided resulting wage is not less than the minimum wage for residential property employees working 28 or more hours a week.</p> <p>Defines lodging.</p>		<p><u>Prohibits deductions,</u> other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's written consent and Commission approval.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><u>Food Processing Occupations, No. 31.</u> Jan. 4, 1957, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wages</u> 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.</p>		<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>, if employee gives written consent and if actually furnished: 35, 50, 50 cents for breakfast, lunch, and dinner, respectively. Deduction for 1 meal if employee works 3 or more hours; 2 meals, if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals, if lodging is provided, or on special permit.</p> <p><u>Lodging</u>, if desired and used: \$4 a week.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u>, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Homework</u>: Permit to distribute homework must be obtained from Labor Department, and work must be paid for at minimum rate or piece-rate equivalent; work-connected expenses must be paid by employer.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MASSACHUSETTS-Con.								
<u>Needle Trade and Garment Occupations</u> , No. 32. Jan. 4, 1957, as amended. Jan. 1, 1959. Applies also to men.	<u>Minimum daily wages</u> 4 hours' pay at applicable minimum rate for reporting for work as required. <u>Exception</u> : When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.			Waiting time counted as working time. Payment for required travel time, at working time rate, and reimbursement for transportation expenses must be made.				<u>Prohibits deductions</u> , other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval. <u>Homework</u> : Permit to distribute homework must be obtained from Labor Department; work must be paid for at minimum rate or piece-rate equivalent; and work-connected expenses must be paid by employer.
<u>Mercantile Occupations</u> , No. 26-D. June 1, 1957, as amended. Jan. 1, 1959. Applies also to men.	<u>Overtime</u> : \$1.35 ($\frac{1}{2}$ times minimum) an hour for experienced, \$1.25 for inexperienced, for hours over 44 a week. <u>Minimum daily wages</u> 3 hours' pay at applicable minimum rate for reporting for work as required. <u>Exception</u> : Newsboys or boot-blacks. If employee unable or unwilling to work 3 hours, Commission may permit employment for less.			Waiting time counted as working time. Payment for required travel time, at rate not less than called for by Order, and reimbursement for travel expenses must be made.	Prohibits counting tips and gratuities as part of minimum wage. (Lower rate set for service employees.)		Employer must furnish, maintain, and launder or clean required uniforms without cost to employee. Prohibits requiring a deposit from employee for uniform or other purpose, except on permit. Defines uniform.	<u>Prohibits deductions</u> , other than those required by law, from minimum wage or which will bring wages below minimum, without employee's written consent and employer's approval. <u>Homework</u> : Must be paid for at established minimum rate or its piece-rate equivalent, and work-connected expenses must be paid by employer. <u>Prohibits deposits</u> . (SEE "Uniforms.")

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS-Con.</p> <p><u>Amusement and Recreation Occupations</u>, No. 27-B. Oct. 1, 1957, as amended. Jan. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wage</u>: 2 hours' pay at applicable minimum rate for reporting for work as required.</p>			<p>Waiting time counted as working time. <u>Exceptions</u>: Caddies and pin boys.</p> <p>Payment for required travel time, at rate not less than called for by Order, and reimbursement for travel expenses must be made.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p>Permits specified deductions from minimum wage.</p> <p><u>Meals</u>: 50 cents, for each meal furnished. Prohibits deduction for meals not eaten.</p> <p><u>Lodging</u>: \$3.25 a week.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p>Prohibits requiring a deposit from employee for uniform or for any other purpose, except on permit.</p> <p>Defines uniform.</p> <p>Prohibits counting as part of wages any payment to employees for laundry.</p>	<p>Prohibits deductions, other than those required by law, from minimum wage or which will bring wages below the minimum, without employee's consent and Commission approval.</p> <p><u>Prohibits deposits</u>. (SEE "Uniforms.")</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MINNESOTA:								
<u>Laundry and Dry Cleaning Industry,</u> No. 21. Jan. 14, 1957.								
<u>Retail Merchandising Industry,</u> No. 22. Jan. 14, 1957.								
<u>Amusement Industry,</u> No. 23. Feb. 17, 1957.								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEVADA:</p> <p><u>Wage fixed in law.</u> July 1, 1957.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 8 up to 12 a day, over 48 up to 56 in any 7-day week.</p> <p>Overtime permitted regularly employed females in event of illness of employer or other employees, or temporary unforeseen increase of business and if no additional capable persons are available.</p> <p><u>Minimum daily wage:</u> $\frac{1}{2}$ day's pay at rate agreed upon in contract of employment for reporting for duty, as required.</p> <p><u>Exception:</u> Employee notified at least 8 hours prior to time required to report.</p>	<p><u>Overall spread:</u> 8 hours in any one 13-hour period.</p>	<p><u>Meal period:</u> $\frac{1}{2}$ hour after 3d and before 6th hour of work.</p> <p><u>Rest period:</u> Two 10-minute periods; the 1st within the 1st 4 hours of work; the 2d within the last 4 hours of work. <u>Exception:</u> Meal and rest period provisions do not apply to females engaged in communications industry.</p>			<p>Permits deductions from wages, if mutually agreed upon by employee and employer.</p> <p><u>Meals:</u> Value of meals consumed- 35, 45, and 75 cents for breakfast, lunch, and dinner, respectively.</p> <p><u>Lodging:</u> \$5 a week.</p> <p><u>Meals and Lodging:</u> \$2 a day.</p>	<p>Employer must furnish and launder required uniforms, without cost to employee.</p>	<p><u>Seats:</u> Suitable seats must be provided all female employees.</p>

SEE Appendix for additional provisions.

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

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW HAMPSHIRE—Con.</p> <p><u>Wage fixed in law.</u> Oct. 1, 1957.</p> <p>Applies also to men.</p> <p><u>Laundry Occupation, No. 2, as amended by Ch. 311, Laws of 1957.</u> Oct. 1, 1957.</p>				<p>Payment must be made for waiting time.</p>		<p>Permits specified allowances as part of compensation in amounts not to be exceeded unless specifically ordered by Commissioner and notice posted.</p> <p><u>Meals:</u> 20, 35, or 50 cents a day for 1, 2, or 3 meals, respectively; \$3 for 21 meals a week.</p> <p><u>Room and board:</u> \$4.50, \$4, \$3.50, dependent upon whether 1, 2, 3 or more employees share room.</p>	<p>Employer may make "fair charge" for required uniforms, with decision by Commissioner if questioned. In no case may charge exceed cost.</p>	<p>Prohibits deductions from minimum wage on account of insurance - except unemployment compensation tax - or for other service or cause, except as otherwise required by law, without Commissioner's approval.</p>
<p><u>Beautician Occupation, No. 4-A, as amended by Ch. 311, Laws of 1957.</u> Oct. 1, 1957.</p>	<p><u>Minimum daily wage:</u> 3 hours' pay at not less than minimum rate for reporting for work as required.</p>			<p>Payment at regular hourly rate must be made for waiting time.</p>			<p>Prohibits deductions from minimum wage for uniforms, except with Commissioner's approval.</p>	<p>Prohibits deductions from minimum wage - other than Federal and State taxes - without Commissioner's approval, except as otherwise required by law.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW HAMPSHIRE-Con.</p> <p><u>Retail Trade Occupation</u>, No. 5-A, as amended by Ch. 311, Laws of 1957. Oct. 1, 1957.</p>								<p><u>Prohibits deductions from minimum wage, except as provided by law.</u></p> <p><u>Part-time employment:</u> No part-time employee, able and willing to work, shall be employed less than 4 hours in any one day.</p>
<p><u>Dry Cleaning Occupation</u>, No. 7. Directory, as amended by Ch. 311, Laws of 1957. Oct. 1, 1957.</p>				<p>Payment must be made for waiting time.</p>				<p><u>Prohibits deductions from minimum wage except for Social Security taxes.</u></p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW JERSEY:								
<u>Beauty Culture Occupations.</u> No. 5. Jan. 10, 1943.	<u>Overtime:</u> $1\frac{1}{2}$ times applicable minimum rate for hours over 48 a week. <u>Minimum daily wage:</u> \$1.40 a day for reporting for work as required.			Waiting time counted as working time and must be paid for at employee's regular rate.				<u>Miscellaneous:</u> One of the conditions under the definition of "employee" is that the employer supplies cosmetics, soap, lotions, pins, linens, instruments, tools, machinery, supplies, or equipment of any sort, including dryers, permanent wave machines, for the use of such person.
<u>Restaurant Occupations.</u> No. 9. Feb. 19, 1956.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 40 a week. <u>Exception:</u> Bona fide supervisors and executives whose salary, when reduced to a weekly basis, exceeds \$60 a week. <u>Minimum daily wage:</u> 4 hours' pay at applicable minimum rate for reporting for work as required.	50 cents in addition to other wages earned on day in which employee has more than one interval off duty or spread of hours exceeds 10.		Waiting time counted as working time and must be paid for at employee's applicable wage rate. Payment at employee's applicable minimum rate for "on-duty" travel time and reimbursement for carfare must be made.	Prohibits counting tips as part of minimum wage. (Lower rate set for service employees.)	Establishes wage differential when meals and/or lodging are furnished. <u>Meals</u> , if 2 or more are received: 13 cents less an hour. <u>Board and lodging</u> , if received: 16 cents less an hour. Defines meals.	Employer must reimburse, in same week, employee required to furnish more than one style, type, or color of uniform during any 1 year. Defines uniform.	
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW JERSEY- Con.	<p><u>Overtime:</u> 1½ times employee's regular rate for hours over 40 a week.</p> <p><u>Exceptions:</u> Bona fide supervisors and executives whose salary, when reduced to a weekly basis, exceeds \$60 a week.</p> <p><u>Minimum daily wage:</u> \$3 a day for reporting for work as required.</p> <p><u>Exception:</u> Minor students attending school.</p>			Waiting time counted as working time and must be paid for at employee's regular rate.				
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW JERSEY- Con.</p> <p><u>Mercantile Occupations</u>, No. 11. Oct. 9, 1956.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for hours over 40 a week.</p> <p><u>Exceptions:</u> Persons whose regular wage rate is in excess of \$2 an hour.</p> <p><u>Minimum daily wage:</u> \$2 a day for reporting for work as required.</p> <p><u>Exceptions:</u> Any day on which, prior to commencement of work, the minimum number of hours of work have been agreed upon by employer and employee; minor students attending school.</p>			<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p> <p>Payment for required travel time, at working time rate, between establishments within New Jersey and reimbursement for carfare must be made.</p>				<p><u>Commissions:</u> Minimum wage of commissioned employees may be charged against commissions earned.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW MEXICO:</p> <p><u>Wage fixed in law.</u> June 7, 1957.</p> <p>Applies also to men.</p>					(Lower rate set for service employees.)			
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK:</p> <p><u>Confectionery Industry</u>, No. 3-b. Mar. 3, 1952.</p> <p>Applies also to men.</p>	<p>Overtime: \$1.12½ an hour for full time workers, and \$1.20 for part-time (1½ times minimum rate) for hours over 8 a day and 40 a week.</p> <p>Minimum daily wage: 4 hours' pay at applicable minimum rate. <u>Exceptions:</u> Students (16 to 18 years) on days attending school full time; new workers on 1st day of employment; emergencies beyond employer's control.</p>			<p>Time of requested attendance at plant, whether or not work is provided, considered employment.</p>			<p>Employer must furnish without charge to employees, uniforms required by law.</p>	<p><u>Prohibits deductions</u> from minimum wage except as authorized or required by law.</p> <p><u>Wage statement</u> of hours worked, rates paid, and total earnings must be given employee with each weekly payment of wages.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued								
<p><u>Building Service Industry</u>, No. 9. Feb. 15, 1953.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> For employees, other than janitors in residential buildings, \1.12\frac{1}{2}$ an hour ($1\frac{1}{2}$ times basic minimum) for hours over 40 in nonresidential buildings and over 48 in residential.</p>				<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p><u>Lodging:</u> Permits as part of minimum wage, allowance of a "fair and reasonable amount" for apartment furnished janitor and for utility service charges expended by employer for private use of employee. Rent may not exceed legal rental established by State Housing Rent Commission.</p>	<p>Employer must supply and maintain required uniforms. If employee advances cost or maintenance charge for same, employer must reimburse by next wage payment.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions from minimum wage</u> except as authorized by law.</p> <p><u>Miscellaneous:</u> Employer to provide required special tools.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK- Continued</p> <p><u>Counselor Staff Occupations in Children's Camps, No. 10.</u> Dec. 28, 1953.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> For work on 7th day, \$7.50, \$5.25, and \$3.75 paid to nonresident employees for specified occupations, instead of regular prorated daily wages of \$5, \$3.50, and \$2.50. (1½ times minimum wage prorated on 6-day basis.)</p> <p>(SEE also <u>Termination Pay</u> for resident employees under "Other.")</p> <p><u>Minimum daily wage:</u> \$5 minimum daily rate for nonresident employees of camps operating less than 5 days a week.</p>			<p>Transportation or payment of fare to be provided supervisors or assistant supervisors of campers in transit, and for those required to make special preseason training trip. Employer's responsibility not to exceed cost from normal point of departure to camp.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>	<p>Minimum wage rates not subject to charge for lodging or meals.</p> <p>Schedule sets \$5 a week less for a resident employee than for a nonresident employee on a 6-day basis.</p>	<p>Employer must furnish required uniforms or reimburse employees for their cost at next wage payment.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by law. Minimum wage not subject to charge for services furnished in connection with camp business.</p> <p><u>Wage statements</u> of days worked; rates; wages; and off-duty hours of resident employees must be given employee with each weekly wage payment.</p> <p><u>Termination pay:</u> Premium pay of an additional 25 percent of applicable weekly rate for each week of employment of a terminating resident employee, in lieu of time off duty.</p> <p><u>Miscellaneous:</u> When laundry service not furnished resident employees, employer required to pay \$1 weekly in addition to minimum wage.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued	<p data-bbox="101 368 315 457"><u>Retail Trade Industry</u>, No. 7-b. Feb. 15, 1957.</p> <p data-bbox="101 476 315 516">Applies also to men.</p> <p data-bbox="315 368 525 457"><u>Overtime:</u> \$1.50 ($1\frac{1}{2}$ times minimum rate) for hours over 40 a week.</p> <p data-bbox="315 476 525 605"><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum wage rate for reporting for work as required.</p> <p data-bbox="315 605 525 877"><u>Exception:</u> Full-time students on days of school attendance; establishments open less than 4 hours on one day, provided employees are paid applicable minimum wage rate for total hours establishment is open on such day.</p>	<p data-bbox="525 368 658 813">1 hour's pay at applicable minimum hourly rate, in addition to minimum wage, for employee working split shift, or when spread of hours exceeds 10, or both situations occur.</p> <p data-bbox="525 664 658 813"><u>Exception:</u> Students when school attendance intervenes between shifts.</p> <p data-bbox="525 842 658 877">Defines split shift.</p>		<p data-bbox="805 368 948 491">Waiting time and time spent in required travel considered as working time.</p> <p data-bbox="805 516 948 664">Payment must be made for actual expense of travel required by employer.</p>	<p data-bbox="948 368 1105 471">Prohibits counting tips and gratuities as part of minimum wage.</p>	<p data-bbox="1105 368 1354 491">Permits specified allowance. Meals and lodging actually furnished may be considered part of minimum wage.</p> <p data-bbox="1105 516 1354 556"><u>Meals:</u> 25 cents each, \$5.25 a week.</p> <p data-bbox="1105 580 1354 620"><u>Lodging:</u> 40 cents a day, \$2.50 a week.</p> <p data-bbox="1105 644 1354 684"><u>Meals and Lodging:</u> \$7.75 a week.</p>	<p data-bbox="1354 368 1544 575">Employer must supply, maintain, and launder required uniforms; if employee purchases uniforms, reimbursement must be made at next wage payment.</p> <p data-bbox="1354 599 1544 813">If laundering or maintenance not provided, employee to be paid \$1.50 additional per week if he works more than 30 hours, or \$1 additional, if 30 hours or less.</p> <p data-bbox="1354 836 1544 856">Defines uniform.</p>	<p data-bbox="1544 368 1811 446"><u>Prohibits deductions from minimum wage except as authorized or required by law.</u></p> <p data-bbox="1544 470 1811 580"><u>Wage statement of hours worked, rates paid and total wages must be given employee with each wage payment.</u></p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued								
<p><u>Cleaning and Dyeing Industry.</u> No. 4-c. Apr. 15, 1957.</p> <p>Applied also to men.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times the basic minimum hourly rate for hours over 40 a week: \$1.50 an hour, except \$1.42$\frac{1}{2}$ an hour for apprentices and learners from Oct. 1, 1958 through Sept. 30, 1959. Apprentice and learner rate not permitted after Sept. 30, 1959.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum wage rate, for reporting for duty as required. 3 hours' pay for students, on school days. <u>Exceptions:</u> Delivery boys on days of school attendance; new worker on 1st day of employment.</p>	<p><u>Split shift:</u> $1\frac{1}{2}$ times the applicable basic minimum hourly rate for each hour worked on any day employee works a split shift: \$1.50 an hour, except \$1.42$\frac{1}{2}$ an hour for apprentices and learners from Oct. 1, 1958 through Sept. 30, 1959. Apprentice and learner rate not permitted after Sept. 30, 1959.</p>		<p>Waiting time and time spent in required travel considered as working time.</p> <p>Payment must be made for reasonable expense of travel required by employer.</p>		<p>Permits specified allowance. Meals and lodging actually furnished may be considered as part of minimum wage.</p> <p><u>Meals:</u> 25 cents each, or \$5.25 a week.</p> <p><u>Lodging:</u> 40 cents a day, or \$2.50 a week.</p> <p><u>Full board and lodging:</u> \$7.75 a week.</p>		<p><u>Prohibits deductions</u> from minimum wage except as authorized by law; prohibited for such as spoilage or breakage; cash shortages or losses; lateness, misdemeanors, or quitting by employee without notice.</p> <p><u>Wage statement</u> of hours worked, rates and wages paid must be given employee with each wage payment.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued								
<p><u>Laundry Industry</u>, No. 1-c. Apr. 15, 1957.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> For full time employees, \$1.50 (1½ times the basic minimum rate) for hours over 40 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum wage rate for reporting for duty as required.</p> <p><u>Exception:</u> Full-time students on days of school attendance.</p>			<p>Waiting time and time spent in required travel considered as working time.</p>		<p>Permits specified allowance. Value of meals and lodging actually furnished employee may be considered part of minimum wage.</p> <p><u>Meals:</u> 25 cents each; \$5.25 a week.</p> <p><u>Lodging:</u> 40 cents a day; \$2.50 a week.</p> <p><u>Meals and lodging:</u> \$7.75 a week.</p> <p>Defines meal.</p>	<p>Actual cost of required uniform to be shared equally by employer and employee.</p> <p>Employer to launder without charge.</p>	<p><u>Prohibits deductions</u> from minimum wage except as specifically authorized or required by law; prohibited for such as spoilage or breakage; cash shortages or losses; lateness, misdemeanors or quitting by employee without notice.</p> <p><u>Wage statement</u> of rates, hours worked and earnings must be given to employee with each wage payment.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued	<p><u>Restaurant Industry</u>, No. 5-c. Sept. 17, 1957.</p> <p>Applies also to men.</p> <p>Overtime: $1\frac{1}{2}$ times applicable full time "with meals" rate for hours over 40 a week, plus an additional 10 cents hourly if meals not furnished; nonservice, \$1.45 (with meals, \$1.35); service, \$1 (with meals, 90 cents).</p> <p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum wage rate for reporting for work for 1 shift or 3 consecutive hours; 6 hours' pay, for 2 shifts totaling 6 hours or less; 8 hours' pay for 3 shifts totaling 8 hours or less.</p> <p><u>Exception:</u> Full-time students when school is in session.</p>	<p>75 cents a day in addition to hourly earnings on any day when there is more than 1 interval off duty, or spread of hours exceeds 10, or both situations occur.</p> <p>Defines split shift.</p>		<p>Waiting time and time spent in required travel considered as working time.</p> <p>Reimbursement required for actual travel expenses incurred.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p>	<p><u>Meals:</u> Establishes wage differential of 10 cents less an hour, if meals furnished.</p> <p>For "with meals" rate, employer to furnish 1 meal to employee working less than 5 hours on any day, and 2 meals for 5 or more hours; for employees working a split shift, 1 meal for each consecutive period of hours worked.</p> <p>Defines meal.</p> <p><u>Lodging:</u> Where actually furnished, value may be considered a part of minimum wage: 40 cents a day, \$2.50 a week.</p>	<p>Employer must furnish required uniforms, or reimburse employee for their cost.</p> <p>In lieu of laundering or maintaining of required uniforms, employer may elect to pay regularly an additional 4 cents an hour.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions from minimum wage except as authorized or required by law; prohibited for such as spoilage or breakage; cash shortages or losses; lateness, misconduct, or quitting by employee without notice.</u></p> <p><u>Wage statement</u> of rates, hours worked and earnings must be given employee with each wage payment.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued								
<p><u>Beauty Service Industry, No. 2-c.</u> Jan. 6, 1958.</p> <p>Applies also to men.</p>	<p>Overtime: \$1.58 an hour after 40 hours a week; $1\frac{1}{2}$ times minimum full time hourly rate.</p> <p><u>Exceptions:</u> Maids, cleaning women, and porters.</p> <p><u>Minimum daily wage:</u> For part-time employees, 4 hours' pay at applicable minimum-wage rate for reporting for duty as required.</p>			<p>Waiting time and time spent in required travel considered as working time.</p>	<p>Prohibits counting tips and gratuities as part of minimum wage.</p>		<p>If required uniform is sold to employee, charge may not exceed actual cost to employer, and weekly deduction may be made only from wage above the minimum weekly rate.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage except as authorized or required by law.</p> <p><u>Wage statement</u> of rates, hours worked and earnings must be given to employee with each wage payment.</p> <p><u>Miscellaneous:</u> Employer to furnish cosmetics and supplies, including, but not limited to, emery boards, orange-wood sticks, combs, hair-brushes, nets, permanent wave rods and protectors, and linens.</p> <p>"Booth renter" defined.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK- Continued</p> <p><u>Hotel Industry.</u> No. 6-e. June 20, 1958.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> <u>All-year hotels:</u> <u>Nonresident</u> 1½ times minimum full-time hourly rate applicable to employee's classification and number of meals received for hours over 40 a week in N.Y.C. and over 42 in remainder of State.</p> <p><u>Resident:</u> 1½ times 1/44 of the applicable minimum weekly rate for hours over 44 a week.</p> <p><u>Resort hotels:</u> 1½ times applicable minimum basic rate for hours over 48 a week and on 7th consecutive day.</p>	<p><u>Split shift:</u> <u>All-year hotel:</u> <u>Nonresident</u> \$1 a day in addition to hourly wages earned for any day when there is more than 1 interval off duty, or spread of hours exceeds 10, or both situations occur.</p> <p>Defines split shift.</p>		<p><u>All-year hotels:</u> <u>Nonresident</u> Waiting time counted as working time and must be paid for at minimum hourly non-service rate applicable to number of meals received and total number of hours of working time for that week.</p> <p>Payment at nonservice rate, for on-duty travel time and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p>	<p><u>All-year hotels:</u> <u>Nonresident</u> <u>Meals-</u> Permits deduction from hourly rate for meals furnished; 6 cents less an hour for 1 meal; 12 cents less, 2 meals. An additional credit of 40 cents a day permitted for employee working 5 or more hours and receiving a third meal.</p> <p><u>Resident:</u> <u>Meals:</u> Wage schedule established with lower rate for meals furnished: \$8 less a week. Employee to receive 3 meals a day, 6 days a week; no extra charge permitted if meals are supplied on 7th day. (Lodging furnished for entire week.)</p>	<p>Employer must furnish, launder, clean, maintain required uniforms; if employee furnishes, reimbursement must be made 1 week after furnishing or at next wage payment, whichever later; or if employee leaves within such period, before leaving.</p> <p>In lieu of laundering, cleaning, and maintaining uniforms, employer may elect to pay an additional 5 cents an hour; payment in resort hotels not to exceed \$2.40 a week.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage except as authorized by statute.</p> <p><u>Wage statement</u> of rates, earnings, deductions, and hours worked must be given employee with each wage payment.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK- Continued	<p><u>Minimum daily wages:</u> <u>All-year hotels:</u> <u>Nonresident</u> 3 hours' pay for reporting for duty on any day; 6 hours' pay for reporting twice; 8 hours' pay for reporting three times.</p> <p>Payment to be made at the rate applicable to classification of employee for time actually worked and at the nonservice rate for the balance of the time. <u>Exception:</u> Students under 18 on days when school is in session.</p> <p><u>Resort hotels:</u> Part-time employees to be paid for 3 hours on any shift at applicable minimum hourly nonservice rate for reporting for duty.</p>			<p><u>Resort hotels:</u> Waiting time of part-time employees counted as working time and must be paid for at applicable minimum hourly nonservice rate.</p>		<p><u>Resort hotels:</u> <u>Meals and/or Lodging:</u> Wage schedule established with lower rates for furnished meals and/or lodging; \$8 less a week with meals; \$5 less, with lodging; \$13 less, with both furnished. Part-time employees working less than 5 hours a day to receive 1 meal; 5 or more hours, 2 meals; if on a split shift, 1 meal for each consecutive period worked.</p> <p>Defines meal.</p>		
<p><u>Hotel Industry - Continued</u></p> <p>Applies also to men.</p>								

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK- Continued</p> <p><u>Amusement and Recreation Industry</u>, No. 8-a. Mar. 1, 1959.</p> <p>Applies also to men.</p>	<p><u>Minimum daily wage:</u> 4 hours' pay to motion picture theater ushers reporting for duty as required; except 2 hours' minimum pay, if theater open daily from 6 p.m. on.</p>	<p><u>Spread of hours:</u> 1 additional hours' pay at $1\frac{1}{2}$ times applicable minimum hourly rate, for any day spread of hours exceeds 11.</p> <p>Defines spread of hours.</p>		<p>Waiting time and time spent in traveling as part of duties defined as working time.</p> <p><u>Exceptions:</u> Pinsetters, caddies, ushers at sports exhibitions.</p> <p>Reimbursement for expenses of on-duty travel must be made.</p>	<p>Prohibits counting tips, gratuities, and compulsory service charges as part of minimum wage.</p>	<p>Permits specified allowance. Meals and lodging actually furnished may be considered as part of minimum wage paid.</p> <p><u>Meals:</u> 25 cents each, \$5.25 a week.</p> <p><u>Lodging:</u> 40 cents a day; \$2.50 a week.</p> <p><u>Meals and lodging:</u> \$7.75 a week.</p> <p>Defines meal.</p>	<p>Employer must supply, maintain, and launder required uniforms, except where employee purchases a required uniform, reimbursement for cost thereof must be made not later than the time of next wage payment.</p> <p>In lieu of laundering or maintaining required uniform, employer may elect to pay \$1.50 per week to an employee who works more than 30 hours weekly, or \$1 a week to an employee who works 30 hours or less per week, in addition to the required minimum wage.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage, except as authorized by law.</p> <p><u>Wage statement</u> of hours worked, rates paid, and total earnings must be given employee with each weekly payment of wages, except in case of pinsetters, caddies, and ushers at sports events the number of lines set, or the number of rounds caddied, or the number of events worked shall be recorded in place of hours worked.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NORTH DAKOTA:								
<u>Manufacturing Occupation,</u> No. 2. Sept. 1, 1949.			<u>Meal period:</u> 30-minute minimum period. <u>Rest period:</u> Required after $5\frac{1}{2}$ consecutive hours of work.					<u>Sanitary conditions:</u> Standards set for washing facilities, toilet rooms, and floors. Rest room and proper ventilation may be authorized by Commissioner. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.
<u>Telephone Occupation,</u> No. 5. July 7, 1953.			<u>Meal period:</u> Adequate time at reasonable hours for meals.					<u>Sanitary conditions:</u> Standards set for sanitary facilities. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NORTH DAKOTA- Con.</p> <p><u>Public Housekeeping Occupation, No. 1.</u> Aug. 16, 1956.</p>			<p><u>Meal period:</u> 30-minute un-interrupted period for each meal furnished on premises to be considered part of work time in computing maximum legal hours and hourly wages.</p> <p>Where meals not furnished on premises, 1 hour period must be allowed.</p> <p><u>Rest period:</u> Required after 4 consecutive hours of work.</p>			<p>Weekly wage schedule established with wage differential for furnished board and/or lodging: <u>Waitresses, counter girls-</u> \$6.30 less a week with either meals or lodging; \$11.58, with both.</p> <p><u>Kitchen help; chambermaids-</u> \$6.60 less a week with either meals or lodging; \$11.88, with both.</p> <p>Board considered 21 meals a week; employer, furnishing meals as part of wage, shall allow 50 cents for each meal not furnished.</p>		<p><u>Sanitary conditions:</u> Standards set for lodging furnished employee, toilets, floors, and ventilation. Rest room facilities may be authorized by Commissioner. Temporary suspension or modification may be permitted by Commissioner in case of emergency.</p> <p><u>Nightwork:</u> Prohibits employment of women elevator operators between 11 p.m. and 7 a.m.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NORTH DAKOTA- Con.</p> <p><u>Mercantile Occupation,</u> No. 3. Mar. 6, 1957.</p>								<p><u>Working and sanitary conditions:</u> Standards set for seats, restrooms, toilets and ventilation. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.</p>
<p><u>Laundry, Cleaning and Dyeing Occupation,</u> No. 4. Mar. 12, 1959.</p>			<p><u>Meal period:</u> 30 minutes for noon meal.</p> <p><u>Rest period:</u> Required after 4 consecutive hours of work.</p>					<p><u>Sanitary conditions:</u> Standards set for toilets, floors, and ventilation. Restroom facilities may be authorized by Commissioner. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OHIO: <u>Occupations Relating to the Furnishing of Food and/or Lodging</u> , No. 3. (Directory). Dec. 5, 1956.	<u>Minimum daily wage:</u> 3 hours' pay at minimum hourly rate applicable to total number of hours of working time in week for reporting for work as required.	<u>Split shift:</u> When workday is divided into 2 or more periods, such periods must fall within 10 consecutive hours, except 12 for hotels, restaurants, and hospitals. Defines split shift and spread of hours.			Prohibits counting tips and gratuities received by employee as part of wages.	<u>Meals:</u> Prohibits deduction from basic minimum-wage rates for meals furnished (1) employees engaged in preparation or serving of food; (2) employees required to take meals at place of employment; (3) employee whose compensation is predicated on inclusion of meals. Employee working less than 5 hours daily to receive 1 meal; 5 or more hours, 2 meals; or on split shift, 1 meal for each consecutive period of hours worked. Employer and employee (not entitled to meals without charge) may make agreement as to consumption of meals at maximum charges of 30, 45, 65 cents for breakfast, lunch, and dinner, respectively. Defines meals.	Employer must furnish, repair, and maintain all "working equipment." Prohibits contribution, direct or indirect, by employee to the cost of furnishing, repairing or maintaining of "working equipment." Defines such equipment to mean all uniforms, covers, aprons, etc., required for employment.	<u>Prohibits charge of any kind against minimum wage</u> without written consent of employee, except as required by law.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OHIO- Continued								
<u>Occupations Relating to the Furnishing of Food and/or Lodging - Continued</u>						<u>Lodging:</u> Prohibits deduction from basic minimum rates for lodging furnished resident employees. By agreement, with employee, employer may deduct from wages maximum of \$4 a week for lodging furnished.		
<u>Cleaning and Dyeing Occupations in the Cleaning and Dyeing Trade, No. 4. (Directory). Jan. 19, 1959.</u>				Waiting time counted as working time and paid for at the employee's regular rate.		<u>Meals, Lodging, or Both:</u> Prohibits deductions from minimum fair wage rate for meals or lodging, or both, furnished any employee by employer.		
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON:</p> <p><u>Hospitals, Sanitariums, Convalescent, and Old People's Homes, No. 5.</u> Jan. 7, 1951.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate, in emergency, for hours over 8 a day and 44 a week.</p>		<p><u>Meal period:</u> 30-minute period after 5 consecutive hours of work</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>			<p>Board and room not compulsory.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of uniforms.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage for cash shortage, breakage, or loss of equipment, except for dishonest, willful, or culpable negligent act of employee.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from minimum wage for purchase or maintenance of tools, equipment.</p> <p><u>Day of rest:</u> One day's rest in each calendar week.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued.	<u>Mercantile, No. 9. May 6, 1952.</u>	<p><u>Overtime:</u> \$1.05 an hour for Sunday and legal holiday work unless establishment is regularly open.</p> <p>\$1.05 for experienced and 90 cents for inexperienced ($1\frac{1}{2}$ times minimum hourly rates), in emergency on permit, for hours over 8 a day, 44 a week.</p> <p><u>Minimum daily wage:</u> Pay for half the usual day's work at employee's regular rate, for reporting for work as required, if employee is available for 4 hours.</p> <p><u>Exception:</u> Apprentices under State law.</p>	<p><u>Meal period:</u> 45-minute period after 5 consecutive hours of work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period, free of all duties, for 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>	Prohibits counting tips and gratuities as part of the minimum wage, or requiring employee to report tips.	Prohibits counting tips and gratuities as part of the minimum wage, or requiring employee to report tips.	<p><u>Meals:</u> Employer and employee may make agreement as to furnishing of meals at 50 percent of price to public with full settlement each pay day; prohibits employer from compelling employee to take meals in establishment.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning, of required uniforms.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage for cash shortage, breakage, or loss of equipment without proof of willful act or gross negligence.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from the minimum wage for purchase and maintenance of tools, equipment.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 25 pounds, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for lighting, temperature, toilet rooms, washrooms, dressing and restrooms, safety and sanitation, floors, drainage.</p> <p><u>Day of rest:</u> One day's rest in 7.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON- Continued</p> <p><u>Mercantile</u> - Con.</p>			<p>If forenoon work period is less than 2 3/4 hours, no rest period need be given if mutually agreeable, but 20-minute period must be given in afternoon.</p>					

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate for work performed on Sundays and on 6 specified legal holidays, unless establishment is regularly open; also, in emergency on permit for hours over 8 a day, 40 a week.</p> <p><u>Minimum daily wages:</u> Pay for 4 hours' work at employee's regular rate for reporting to work as required, if employee is available for 4 hours.</p> <p><u>Exceptions:</u> Apprentices under State law, or in case of power failure, act of God, or interruptions not reasonably foreseeable.</p>		<p><u>Meal period:</u> 30-minute period after 4 consecutive hours' work, except on 5-hour day.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p> <p><u>Authorizes exemption by Commission.</u></p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments, but may require returnable deposit.</p> <p><u>Authorizes exemption by Commission.</u></p>	<p><u>Prohibits contribution,</u> direct or indirect, from minimum wage for purchase or maintenance of tools, equipment, except by permit.</p> <p><u>Weight limit:</u> For females, lifting over 30 pounds to any height or over 25 pounds higher than 5 feet, except by permit.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for seating, restrooms, toilet rooms, drinking water; washing and dressing rooms; locker facilities, first-aid supplies, lighting, ventilation, temperature; and safety, cleanliness and repair of premises, equipment and fixtures, except by permit.</p> <p><u>Night shift:</u> Adequate transportation must be provided women employees reporting or dismissed between 10 p.m. and 6 a.m.; also, if meal period occurs for such employees, facilities for hot food and drink.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued.	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate or $1\frac{1}{2}$ times minimum wage, to regular employees, for Sunday work not regularly scheduled and for 6 specified legal holidays.</p> <p>Also, $1\frac{1}{2}$ times regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</p>		<p><u>Meal period:</u> 30-minute period after 5 consecutive hours' work, except on 6-hour day.</p> <p>"On-duty" meal permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p> <p><u>Authorizes exemption by Commission.</u></p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p> <p><u>Authorizes exemption by Commission.</u></p>	<p><u>Prohibits contribution,</u> direct or indirect, from minimum wage for purchase or maintenance of tools, equipment, except by permit.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for seating; washrooms and toilet rooms. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16, except by permit.</p> <p><u>Wage statement,</u> sufficiently itemized to show amount and purpose of any deduction from wages, must be furnished on regular pay days.</p> <p><u>Day of rest:</u> One day's rest in 7, except employee wanting greater number of days off may work 10 days without a day off.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued.	<p><u>Beauty Operators and Manicurists, No.1.</u> Aug. 10, 1954.</p> <p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate, in emergency on permit, for hours over 10 a day, $\frac{1}{4}$ a week for female beauticians, and over $8\frac{1}{4}$ for others.</p>		<p><u>Meal period:</u> 30-minute period after 4 consecutive hours' work, except on 5-hour workday.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>		<p>Prohibits counting gratuities as part of minimum wage.</p>		<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Employer selling uniforms to employee may not charge more than actual cost; weekly deductions may not exceed amount of earned wage over and above minimum hourly rate.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage except as authorized by law.</p> <p>Also, prohibits contribution, direct or indirect, from the minimum wage for purchase or maintenance of tools, equipment.</p> <p><u>Wage statement</u>, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular pay days.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for seating. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16.</p> <p><u>Day of rest:</u> One day's rest in 7.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON- Continued</p> <p><u>Canning, Packing, Preserving, Barreling, Freezing, Dehydrating, or any other Processing Operation</u>, No. 2. Aug. 13, 1955.</p>	<p><u>Overtime:</u> Time and a half for first 2 hours after 10 a day; double time after 12.</p> <p>For hours worked on 7th day in regularly scheduled work week: time and a fourth for first 8; time and a half, over 8 to 12; double time, after 12.</p> <p>(Provisions applicable to women employees. Maximum for minors under 18 is 10 hours a day.)</p>		<p><u>Meal period:</u> 30-minute period after 5-hour work period, except on 6-hour workday.</p> <p><u>Rest period:</u> 10-minute paid period after 3 consecutive hours of work.</p>	<p><u>Waiting time:</u> Work recess of less than $\frac{1}{2}$ hour, must be treated as hours worked and paid for at not less than minimum. If $\frac{1}{2}$ hour or longer, and employee notified of time to report back and is permitted to leave premises, need not be treated as hours worked, provided such periods do not exceed 2 daily.</p>			<p>Employer must supply, maintain, and launder required uniforms. <u>Exception:</u> Garments required by Federal, State or city regulation or order.</p> <p>Defines uniform.</p>	<p><u>Weight limit:</u> For females, lifting of over 30 pounds to any height or over 25 pounds higher than 5 feet, provided that Commissioner, following investigation, may grant exemption or require restrictions.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for seating, drinking water, toilets, garbage, cleanliness, lighting and ventilation, heat, washrooms, dressing and restrooms. Wage and Hour Commission Orders Nos. 15 and 16.</p> <p><u>Working equipment,</u> including tools, must be supplied by employer.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued								
<u>Amusement and Recreation</u> , No. 4. Mar. 10, 1956.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate, in emergency on permit, for hours over 8 a day, $4\frac{1}{2}$ a week.		<u>Meal period:</u> 30-minute period after 5 consecutive hours of work. <u>Rest period:</u> 10-minute paid period for each 4 hours of working time, or major fraction thereof, and insofar as practicable in middle of work period.				Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms. Defines uniform.	<u>Prohibits deductions</u> from minimum wage except as required by law or by employee's written authorization. <u>Also prohibits contributions</u> , direct or indirect, from minimum wage for purchase and maintenance of tools and equipment. <u>Wage statement:</u> Sufficiently itemized to show amount and purpose of any deduction from wages must be provided each employee on regular pay days. <u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16. <u>Minors:</u> Prohibited occupations and regulations specified in order. <u>Day of rest:</u> Employment limited to 6 days in any one calendar week.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued								
<u>Personal Service, No. 13.</u> Mar. 10, 1956.	<u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate, in emergency on permit, for hours over 8 a day, $4\frac{1}{2}$ a week.		<u>Meal period:</u> 30-minute period after 5 consecutive hours of work. <u>Rest period:</u> 10-minute paid period for each 4 hours of work, or major fraction thereof, and insofar as practicable in middle of each work period.				Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms. Defines uniform.	<u>Prohibits deductions</u> from minimum wage except as required by law or by employee's written authorization. <u>Also prohibits contribution</u> , direct or indirect, from minimum wage for purchase and maintenance of tools and equipment. <u>Wage statement</u> , sufficiently itemized to show amount and purpose of any deduction from wages, must be provided each employee on regular pay days. <u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16. <u>Minors:</u> Prohibited to run, operate or have charge of elevators. <u>Day of rest:</u> Employment limited to 6 days in any one calendar week.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued.	<u>Telephone and Telegraph, No. 18.</u> Aug. 4, 1956.	<u>Overtime:</u> 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 44 a week. <u>Exception:</u> For exchanges not demanding uninterrupted service of operator, manager may, upon application to and approval from Commission, obtain license for employment under different conditions as to wages and hours.	<u>Meal period:</u> 30-minute period after 5 consecutive hours of work, except on 6-hour workday. <u>Rest period:</u> Two 10-minute periods in 8-hour workday, and insofar as practicable in middle of each work period. <u>Exception:</u> (SEE Overtime)				Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.	<u>Prohibits deductions</u> from minimum wage except as required by law or by employee's written authorization. <u>Also prohibits contribution,</u> direct or indirect, from minimum wage for purchase or maintenance of tools and equipment. <u>Exception:</u> Purchase of vehicles used by Western Union messengers. <u>Wage statement,</u> sufficiently itemized to show amount and purpose of any deduction from wages, must be provided each employee on regular paydays. <u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16. <u>Minors:</u> Regulations and prohibited occupations specified in order. <u>Day of rest:</u> One day's rest in each calendar week, except employee who works 6 hours or less a day.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued	<p><u>Public Housekeeping</u>, No. 14. Nov. 9, 1956.</p> <p><u>Overtime:</u> 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</p> <p><u>Minimum daily wage:</u> Pay for half the usual day's work at employee's regular rate, for reporting to work as required. <u>Exception:</u> Apprentices under State law.</p>		<p><u>Meal period:</u> 30-minute period after 5 consecutive hours of work.</p> <p>"On-duty" period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' of working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>		Prohibits counting gratuities as part of minimum wage.	<p><u>Meals:</u> Employee not compelled to take meals in establishment. For meals actually eaten, on mutual employee-employer agreement, charge may not exceed 50 per cent of price charged public.</p> <p>Requires full settlement each payday.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p><u>Prohibits deduction</u> from wages except those authorized by law or by employee's written authorization.</p> <p><u>Also prohibits deduction</u> from minimum wage for cash shortage, breakage or loss of equipment, except on proof of gross negligence or willful act of employee.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</p> <p><u>Wage statement</u>, sufficiently itemized to show the amount and purpose of any deduction from wages, must be provided each employee on regular payday.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 25 pounds, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16.</p> <p><u>Day of rest:</u> One day's rest in 7.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued.								
<u>Public Housekeeping</u> - Continued.								<u>Minors:</u> Prohibited occupations and regulations specified in order.
Minors (in occupations not covered by other wage orders), No. 10. May 10, 1957.			<u>Meal period:</u> 30-minute period after 5 consecutive hours of work, except minors under 16, 30 minutes at noon, not to be included as working time.					<u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16.
			<u>Rest period:</u> 10-minute paid period as nearly as possible in the middle of each 4-hour work period.					<u>Miscellaneous:</u> Prohibits employment of various groups in occupations considered "hazardous" and in other specified occupations.
								<u>Also prohibits nightwork</u> in certain occupations.
								<u>Day of rest:</u> Employment limited to 6 days in any one week.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued	<p><u>Overtime:</u> Application may be made to Wage and Hour Commission for special permit allowing employees involved to work longer hours than those specified, provided $1\frac{1}{2}$ times regular rate is paid for all overtime worked.</p>					<p><u>Meals and lodging:</u> Employer and employee may make agreement as to furnishing of meals and lodging at 50 per cent of actual cost, or maximum charge of \$1.20 a day. Full settlement for meals and lodging to be made on each regular payday.</p>	<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p><u>Prohibits deduction</u> from wages except those authorized by law or by employee's written authorization.</p> <p><u>Also prohibits deduction</u> from minimum wage for cash shortage, breakage or loss of equipment, except on proof of gross negligence or willful act of employee.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</p> <p><u>Wage statement</u>, sufficiently itemized to show the amount and purpose of any deduction from wages, must be provided each employee on regular payday.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 25 pounds, except on permit.</p> <p><u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued								<p><u>Transportation cost:</u> Resident youth camps shall furnish, without cost to employee or counselor, initial and terminal transportation to and from camp from a mutually agreed location.</p> <p><u>Minors:</u> Prohibited occupations and regulations specified in order.</p> <p><u>Day of rest:</u> 24 consecutive hours time off each week, or 48 hours each two-week period.</p>
<u>Organized Youth Camps</u> -Continued								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON- Continued	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate in emergency: (a) $\frac{1}{2}$ hour in a day; and (b) on special permit for hours over $8\frac{1}{2}$ up to 10 a day, over 44 up to 50 a week.</p>		<p><u>Meal period:</u> 45-minute period after 5 consecutive hours of work.</p> <p>"On-duty" period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours of working time, or major fraction thereof, and insofar as practicable in middle of work period.</p>		<p>Prohibits counting of tips as part of minimum wage.</p>		<p>Prohibits requiring employee to pay or use any part of minimum wage for purchasing, maintaining, laundering, and cleaning of uniforms.</p> <p>Defines uniform.</p>	<p>Prohibits deduction from wages except as required by law or by employee's written authorization.</p> <p><u>Also prohibits deductions</u> from minimum wage for cash shortage, damage, or loss of equipment or materials without proof of willful act or gross negligence.</p> <p><u>Also prohibits requiring</u> employee to pay or use any part of the minimum for purchase of tools and equipment.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 25 pounds.</p> <p><u>Sanitation and physical welfare:</u> Sets standards for employment in basement or cellar room and for first-aid supplies. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16.</p> <p><u>Minors:</u> Prohibited occupations and regulations specified in order.</p> <p><u>Day of rest:</u> One and one-half days of rest in 7.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON- Continued</p> <p><u>Manufacturing</u>, No. 8. Mar. 15, 1959.</p>	<p><u>Overtime:</u> $1\frac{1}{2}$ times employee's regular rate or $1\frac{1}{2}$ times the minimum wage, whichever greater, for Sunday work not regularly scheduled and for 6 specified legal holidays.</p> <p>$1\frac{1}{2}$ times employee's regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</p> <p><u>Minimum daily wages:</u> Pay for 2 hours' work at employee's regular rate for reporting for work as required, if employee is available for minimum 4 hours. <u>Exception:</u> In case of power failure, act of God, or interruptions not reasonably foreseeable by employer.</p>		<p><u>Meal period:</u> 30-minute period after 5 consecutive hours of work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><u>Rest period:</u> 10-minute paid period for each 4 hours' working time, or major fraction thereof, and insofar as practicable in middle of work period, except by permit.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, cleaning, or laundering of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must furnish and pay for required protective garments.</p> <p><u>Authorizes exemption by Commission.</u></p>	<p><u>Prohibits deductions</u> from minimum wage for cash shortage or loss of equipment without proof of dishonest or willful act or culpable negligence, except by permit.</p> <p><u>Also prohibits contribution</u>, direct or indirect, from the minimum wage for purchase of tools and equipment, except by permit.</p> <p><u>Homework:</u> Prohibits manufacture of goods in private homes, unsanitary basements, and buildings or places unsafe on account of fire hazard.</p> <p><u>Weight limit:</u> For females, lifting or carrying over 30 pounds.</p> <p><u>Sanitation and physical welfare:</u> Provisions regulated by the Wage and Hour Commission Order No. 16.</p> <p><u>Wage statement</u>, sufficiently itemized to show amount and purpose of any deduction from wages, must be furnished on regular paydays.</p> <p><u>Day of rest:</u> One day's rest in 7.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PENNSYLVANIA:</p> <p><u>Hotel Occupations, No. 1, (Directory), Jan. 1, 1959, as amended.</u> May 4, 1959.</p>	<p><u>Overtime:</u> <u>Other than Resort Hotels-</u> In Metropolitan Philadelphia and Pittsburgh for hours over 40 a week; nonservice, \$1.50; service, 98 cents; and 15 cents less an hour with meal allowance. In remainder of State for hours over 42 a week; nonservice in food occupations, \$1.43, and in other occupations, \$1.28; service, 98 cents; and meal allowance of 15, 20, and 25 cents less an hour for 1, 2, or 3 meals, respectively.</p> <p><u>Resort Hotels:</u> 1½ times 1/48th of the minimum weekly rate applicable to the employee's classification, for hours over 48 and on 7th consecutive day.</p>	<p><u>Spread of hours:</u> \$1 additional for any day when spread of hours exceeds 10, except hotel dining room employees outside Metropolitan Philadelphia and Pittsburgh.</p> <p><u>Split shift:</u> \$1 additional for any day there is more than 1 interval off duty for hotel dining room employees outside Metropolitan Philadelphia and Pittsburgh.</p>		<p>Waiting and travel time defined as working time.</p> <p>Reimbursement must be made for required travel and for actual expenses incurred, including food and lodging.</p>	<p>Prohibits counting gratuities or tips as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p>	<p><u>Meals:</u> Wage-rate schedule sets differential in hourly rate: In Metropolitan Philadelphia and Pittsburgh, 15 cents an hour allowance; in remainder of State, 15, 20, and 25 cents for 1, 2, and 3 meals, respectively.</p> <p><u>Lodging:</u> \$5 a week when furnished.</p> <p>Defines meals and lodging.</p>	<p>Employer must pay cost of purchasing and laundering or cleaning of required uniforms for regular employees.</p> <p>In lieu thereof, employer may elect to pay an additional 5 cents an hour or \$1.50 for full week of 40 hours or more, whichever is less.</p> <p>Laundering or cleaning regulation not applicable when uniforms do not require pressing.</p>	<p><u>Prohibits deductions</u> from minimum wage except (a) those provided by law, and (b) those as may be requested under employee-employer agreement, as approved by the Department of Labor and Industry.</p> <p><u>Wage statement,</u> showing total earnings and deductions, must be furnished with each payment of wages.</p> <p><u>Learner:</u> Statements must be furnished at (a) first payment of wages showing learner classification and rate, and (b) last payment of wages at learner rate showing completion of 600 hours' experience.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con.	<u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting as required. <u>Exception:</u> Full-time students on days school is in session.	<u>Exceptions:</u> (to both provisions) Resort hotels; full-time students on days when school is in session.						

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con. <u>Restaurant Occupations, No. 3, (Directory). Jan. 1, 1959, as amended. May 4, 1959.</u>	<p><u>Overtime:</u> In Metropolitan Philadelphia and Pittsburgh for hours over 40 a week: nonservice, \$1.50; service, 98 cents; and 15 cents less an hour with meal allowance. In remainder of State for hours over 42 a week: nonservice, \$1.43; service, 98 cents; and 15 cents less an hour with meal allowance.</p> <p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting as required. <u>Exception:</u> Full-time students on days school is in session.</p>	<p><u>Spread of hours:</u> \$1 additional for any day when spread of hours exceeds 10. <u>Exception:</u> Full-time students on days school is in session.</p>		<p>Waiting and travel time defined as working time.</p> <p>Reimbursement must be made for required travel time and for actual travel expenses incurred, including food and lodging.</p>	<p>Prohibits counting gratuities or tips as part of minimum wage. (Lower rate set for service employees.)</p>	<p><u>Meals:</u> Wage rate schedule sets 15 cent differential in hourly rate for meals allowance. <u>Lodging:</u> \$5 a week, when furnished. Defines meals and lodging.</p>	<p>Employer must pay cost of purchasing and laundering or cleaning of required uniform for regular employee.</p> <p>In lieu thereof, employer may elect to pay 5 cents additional an hour or \$1.50 for full week of 40 hours or more, whichever is less.</p> <p>Laundering or cleaning regulation not applicable when uniforms do not require pressing.</p>	<p><u>Prohibits deductions from minimum wage</u> except (a) those provided by law, and (b) those as may be requested under employee-employer agreement, as approved by the Department of Labor and Industry.</p> <p><u>Wage statement,</u> showing total earnings and deductions, must be furnished with each payment of wages.</p> <p><u>Learner:</u> Statements must be furnished at (1) first payment of wages showing learner's classification and rate, and (2) last payment of wages at learner rate showing completion of 600 hours' experience.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con. <u>Motel and Miscellaneous Lodging Occupations</u> , No. 5 (Directory). Jan. 1, 1959.	<p>Overtime: $1\frac{1}{2}$ times the applicable minimum hourly rate. In Metropolitan Philadelphia and Pittsburgh for hours over 40 a week; in remainder of State, over 42 a week.</p> <p><u>Minimum daily wage:</u> 3 hours' pay at applicable rate for reporting as required. <u>Exception:</u> Full-time students on days when school is in session.</p>	<p><u>Spread of hours:</u> \$1 additional for any day when spread of hours exceeds 10.</p>		<p>Waiting and travel time defined as working time.</p> <p>Reimbursement must be made for required travel time and for actual travel expenses incurred, including food and lodging.</p>	<p>Prohibits counting gratuities or tips as part of minimum wage.</p>	<p><u>Lodging:</u> \$5 a week, when furnished.</p> <p>Defines lodging.</p>	<p>Employer must pay cost of purchasing and laundering or cleaning of required uniform for regular employee.</p> <p>In lieu thereof, employer may elect to pay 5 cents additional an hour or \$1.50 for full week of 40 hours or more, whichever is less.</p> <p>Laundering or cleaning regulation not applicable when uniforms do not require pressing.</p>	<p><u>Prohibits deductions</u> from minimum wage except (a) those provided by law, and (b) those as may be requested under employee-employer agreement, as approved by the Department of Labor and Industry.</p> <p><u>Wage statement</u>, showing total earnings and deductions, must be furnished with each payment of wages.</p> <p><u>Learner:</u> Statements must be furnished at: (1) first payment of wages showing learner's classification and rate, and (2) last payment of wages at learner rate showing completion of 600 hours' experience.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con.	<p>Overtime: (1½ times the applicable minimum hourly rate.) Zone 1 for hours over 40 a week, \$1.50, except learners, \$1.28; Zone 2 for hours over 42 a week, \$1.28, except learners, \$1.13; Zone 3 for hours over 44 a week, \$1.13.</p>			<p>Waiting and travel time defined as working time.</p> <p>Reimbursement must be made for required travel time and for actual expenses incurred, including food and lodging.</p>		<p>(Prohibits meal allowance as offset against minimum wage. Interpretative Bulletin 4-B.)</p>	<p>Employer must pay cost of purchasing and laundering or cleaning of required uniforms.</p> <p>(Laundering or cleaning regulation not applicable when uniforms do not require pressing. Interpretative Bulletin No. 4-A.)</p>	<p>Prohibits deductions from the minimum wage except (1) as provided by law; (2) for merchandise purchased from employer at a discount below the price charged the public and purchased under credit arrangements at least as favorable as those offered the public; and (3) deductions as may be requested under employer-employee agreement, as approved by the Department of Labor and Industry.</p> <p>Commissions: (1) When paid in whole or in part by commissions, total payment including commissions, when averaged over the calendar or fiscal quarter, must at least equal the minimum wage earned in such quarter; (2) semi-monthly payment must be made on designated paydays and be not less than 85 per cent of the minimum earned during the pay period; (3) the carry-over of a deficit or overage in commissions from one quarter to the next is prohibited. (Terms "deficit" and "overage" refer to amounts of earnings below or above the applicable minimum, including straight time and overtime.)</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con. <u>Retail Trade Occupations</u> , Con.								(Interpretative Bulletin 4-B.) <u>Wage statement</u> , showing total earnings and deductions, must be furnished with each payment of wages.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA- Con. <u>Laundry and Dry Cleaning Occupations</u> , No. 2 (Directory). Feb. 15, 1959.	<u>Overtime:</u> 1½ times employee's regular rate for hours over 44 a week. <u>Minimum daily wage:</u> 3 hours' pay at applicable minimum rate for reporting as required.			Waiting and travel time defined as working time. Reimbursement must be made for required travel time and for actual travel expenses incurred, including food and lodging.				<u>Prohibits deductions</u> from minimum wage except (a) those provided by law, and (b) those as may be requested under employee-employer agreement, as approved by the Department of Labor and Industry. <u>Wage statement</u> , showing total earnings and deductions, must be furnished with each payment of wages. <u>Learner:</u> Statement showing learner status, rate of pay, date of employment, and hours of experience in laundry and dry cleaning occupations must be furnished with (a) first payment of wages, (b) last payment of wages at the learner rate, and (c) termination of employment if prior to completion of learning period.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO:</p> <p><u>Wage fixed in law.</u> June 26, 1956.</p> <p>Applies also to men.</p> <p><u>Lumber and Wood Products; Metal Furniture, Doors and Windows Industry,</u> No. 25. May 19, 1957, which superseded rates only of <u>Furniture and Other Wood Products Industry,</u> No. 14. Sept. 1948.</p> <p><u>Note:</u> Working conditions of Order No. 14, still in effect.</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>	<p><u>Overtime:</u> Twice the employee's rate for hours over 8 a day, 48 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay for reporting for work on any day, as required.</p> <p><u>Exceptions:</u> In cases of acts of God, breakage of machinery, or when notified in advance there will be no work.</p>			<p>Work or labor defined as including any waiting time required or permitted by employer.</p>				<p><u>Vacation:</u> 1 day with pay for each month of 140 hours of work. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Sanitary drinking water, adequate lighting, dressing room, clocks.</p> <p>Employer must comply with: (1) regulations of Industrial Safety for the Mechanical Carpentry and Cabinet-making Shops; (2) any act or regulation in force on health, safety or welfare applicable to the industry; and also provide, free of charge, necessary safety and production accessories.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PUERTO RICO- Con. <u>Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28.</u> July 14, 1957, which superseded rates only of <u>Bread, Cracker, Confectionery, and Vermicelli Industry, No. 9, (Amended)</u> of July 1945. Note: working conditions of Order No. 9, still in effect. Applies also to men.	<u>Overtime:</u> Twice the employee's rate for hours over 8 a day, 48 a week.							<u>Vacation:</u> 15 days a year with pay to permanent employee who works at least 12 consecutive weeks with same employer. (SEE Order for other provisions.) <u>Sanitation and physical welfare:</u> Sanitary drinking water, adequate toilet and washing facilities, and room for employees to change clothes. Employee must wear clean clothes, preferably white; have medical certificate; and is prohibited from smoking and chewing tobacco.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Electrical, Instrument and Related Products Industry</u>, No. 29. Sept. 10, 1957.</p> <p>Applies also to men.</p> <p><u>Alcoholic Beverages and Industrial Alcohol Industry</u>, No. 30. Sept. 28, 1957, which superseded rates only of <u>Beer Industry</u>, No. 24. Aug. 1954.</p> <p>Note: Working conditions of Order No. 24, still in effect.</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>	<p>Overtime: Twice the employee's rate for hours over 8 a day, 48 a week, and on day of rest.</p> <p>Minimum daily wage: See Other-Minimum Weekly Compensation.</p>						<p>Employer must supply free of charge, required uniforms.</p>	<p>Minimum weekly compensation: $1\frac{1}{2}$ times employee's regular rate for 20 hours or less a week.</p> <p>32 hours' pay at employee's hourly rate for over 20 hours, less than 32, a week. Exception: In cases of acts of God.</p> <p>Vacation: $1\frac{1}{2}$ days with pay for each month of 112 hours of work. (SEE Order for other provisions.)</p> <p>Sick leave: $1\frac{1}{2}$ days with pay for each month of 112 hours of work. (SEE Order for other provisions.)</p> <p>Day of rest: 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Alcoholic Beverages and Industrial Alcohol Industry.-</u> Continued</p> <p>Applies also to men.</p>								<p><u>Sanitation and physical welfare:</u> Sanitary drinking water; adequate toilet and washing facilities, dressing room; lighting; ventilation; adequate facilities for meals.</p> <p>Employer must supply, free of charge, special equipment required, and proper bottle inspection devices.</p>
<p><u>Paper, Paper Products, Printing and Publishing Industry.</u> No. 31. Oct. 10, 1957, which superseded rates only of <u>Printing, Publishing, and Other Graphic Arts Industry.</u> No. 20. Nov. 1951.</p> <p><u>Note:</u> Working conditions of Order No. 20, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice the employee's rate for hours over 8 a day, 44 a week, and on day of rest.</p> <p><u>Minimum daily wage:</u> 4 hours' pay for reporting for work, as required.</p> <p><u>Exceptions:</u> In cases of force majeure, breakage of machinery, or when notified previous workday there will be no work.</p>		<p><u>Meal period:</u> 1 hour of rest for meals during 4, or part of 4, consecutive hours of work. <u>Exceptions:</u> Newspaper, magazine and photo-engraving phase.</p> <p>Twice the earned wage must be paid employee employed during said rest period.</p>					<p><u>Vacation:</u> 1 day with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Day of rest:</u> 1 day of rest for every 6, or part of 6, consecutive days worked. (SEE Overtime.)</p> <p><u>Sanitation and physical welfare:</u> Sanitary drinking water, adequate lighting, sanitary toilet and washing facilities, safeguards for machinery. Employer must furnish, free of charge, necessary protective accessories.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Chemical, Petroleum, Rubber and Related Products Industry for the Local Trade</u>, No. 32. Oct. 25, 1957.</p> <p>Applies also to men.</p> <p><u>Wholesaling and Warehousing Industry</u>, No. 34. Oct. 30, 1957, which superseded rates only of <u>Wholesale Trade</u>, No. 16. Oct. 1949.</p> <p><u>Note</u>: Working conditions of Order No. 16, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime</u>: Twice the employee's regular rate for hours over 8 a day, 44 a week, and on day of rest.</p>							<p><u>Vacation</u>: 1½ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Sick leave</u>: 1½ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Day of rest</u>: 1½ days of rest for every 5½ consecutive days or 44 hours of work a week. (SEE Overtime.)</p> <p><u>Sanitation and physical welfare</u>: Sanitary drinking water; adequate lighting, and necessary sanitary facilities. Employer must comply with provisions of any law or regulation in force concerning health, safety, and well-being of workers applicable to the wholesale trade.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Food and Related Products Industry for the Local Trade</u> No. 33. Nov. 16, 1957, which superseded rates only of <u>Ice Cream Industry</u>, No. 23. Feb. 2, 1953, and superseded partially, rates only of <u>Beer and Soft Drinks Industry</u>, No. 5. Mar. 1944; and <u>Pineapple Industry</u>, No. 17. Sept. 1, 1950.</p> <p><u>Note:</u> Working conditions specified in orders 23 and 5, still in effect.</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>	<p><u>Overtime:</u> Twice the employee's regular rate for hours over 8 a day, 48 a week, and on day of rest.</p> <p><u>Minimum daily wage:</u> 4 hours' pay for reporting for work, as required.</p> <p><u>Exceptions:</u> Peddlers; in cases of acts of God; breakage of machinery; or when notified on previous day there will be no work.</p>					<p><u>Meals:</u> Prohibits deductions from wage for meals served.</p> <p><u>Lodging:</u> Prohibits increase or charge of rental in occupied dwellings owned by employer.</p>	<p>Employer must furnish, free of charge, required uniforms. Employees must keep uniforms in good condition and return them to employer upon termination of work.</p>	<p><u>Vacation:</u> 1 1/6 days with pay each month of 110 hours worked, except street vendor each 12 days of work. (SEE Order 23 for other provisions).</p> <p><u>Sick leave:</u> 1 day with pay each month of 112 hours worked. <u>Exception:</u> Street vendors. (SEE Order 23 for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Employer must provide adequate protection against humidity and against accidents; provide bottle washers and other employees in related operations with adequate clothing to prevent them from getting wet; and provide other measures for the effective protection of all workers, especially those who work in the bottling operations.</p> <p><u>Day of rest:</u> 1 day after work on 6 or part of 6 consecutive days.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Needlework Products Manufacturing Industry for the Local Trade</u>, No. 35. Dec. 12, 1957, which superseded rates only of <u>Needlework Products Manufacturing Industry for the Local Trade</u>, No. 21. Jan. 1953.</p> <p><u>Note:</u> Working conditions specified in Order 21, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice employee's rate for hours over 8 a day, ⁴⁴ a week, and on day of rest. <u>Exception:</u> Homework.</p>							<p><u>Vacation:</u> 1 day with pay for each month of 110 hours of work. <u>Exception:</u> Homework. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Adequate lighting, sanitary drinking water, and adequate toilet, and washing facilities.</p> <p><u>Homework:</u> In addition to registers and records required by Homework Industrial Law, employer must send the Chairman of the Board, a list and model or description of piece or task done at home, and, if work is not in regulation issued by the Board, at least 15 days in advance, a description or model specifying time it will take to do the work.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Stone, Glass, and Related Products Industry for the Local Trade</u>, No. 36, Dec. 15, 1957, which superseded partially rates only of <u>Quarrying Industry</u>, No. 15, Nov. 1948.</p> <p><u>Note:</u> Working conditions specified in order 15, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice employee's regular rate for hours over 8 a day, 44 a week.</p> <p><u>Minimum daily wage:</u> 4 hours' pay for reporting for work as required.</p> <p><u>Exception:</u> In cases of acts of God, breakage of machinery, or when notified at least 3 hours after end of previous work-day there will be no work.</p>							<p><u>Vacation:</u> 15 days with pay for year of 200 days worked. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> (1) Sanitary drinking water and adequate lighting. Employer must provide, free of charge, necessary accessories needed for safety and protection, and must comply with provisions of any law or regulation in force concerning health, safety or welfare of the workers in the quarrying industry.</p> <p>(2) <u>Where 10 or more employees</u> - Dressing room, for change of clothing, and keeping tools; adequate facilities for cleaning up and employee's other personal needs; and sound device when to start and stop work.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PUERTO RICO- Con. <u>Laundry and Dry Cleaning Industry</u> , No. 37, Jan. 18, 1958, which superseded rates only of <u>Laundry and Dry Cleaning Business</u> , No. 13, July 1947. <u>Note:</u> Working conditions specified in Order 13, still in effect. Applies also to men.	<u>Overtime:</u> Double the employee's rate for hours over 8 a day, 48 a week, and on day of rest. <u>Minimum daily wage:</u> 4 hours' pay for reporting for work, as required. <u>Exceptions:</u> In cases of stoppage caused by acts of God or when notified preceding day there will be no work.							<u>Vacation:</u> 1 day with pay for each month of 100 hours worked. (SEE Order for other provisions.) <u>Sick leave:</u> 10 days with pay a year. <u>Sanitation and physical welfare:</u> Sanitary cool drinking water and clock in accessible place. Employer must provide, free of charge, equipment and accessories, necessary for performance of work. <u>Day of rest:</u> 1 day of rest for every 6 days of work. (SEE Overtime.)
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Transportation Industry</u>, No. 38, Jan. 19, 1958, which superseded rates only of <u>Transportation Service</u>, No. 12 (Amended), Feb. 1948.</p> <p>Note: Working conditions specified in Order No. 12, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime</u>: Twice employee's regular rate during the ninth hour on any day, and for hours on day of rest; $1\frac{1}{2}$ times, for hours over 9 a day.</p> <p><u>Minimum daily wage</u>: 4 hours' pay for reporting for work, as required. <u>Exceptions</u>: In cases of acts of God, breakage or damage of vehicle, or when notified in advance there will be no work (notification provision inapplicable to freight companies).</p>	<p><u>Split shift</u>: $1\frac{1}{2}$ times employee's rate for hours during a third or successive shifts in a day, or for hours in any shift starting 8 hours after first shift ended. Employer prohibited from dividing workday in more than 2 shifts and from establishing longer span than 8 hours between first and second shifts.</p>		<p>Required waiting time to be paid at straight time rate.</p>				<p><u>Vacation</u>: 1 day with pay for each month of 100 hours of work. (SEE Order for other provisions.)</p> <p><u>Sick leave</u>: $3/4$ day with pay each month of 100 hours of work.</p> <p><u>Sanitation and physical welfare</u>: Sanitary drinking water, adequate lighting, and necessary facilities for cleaning up and other personal needs of employees. Employer must comply with provisions of regulations and law concerning health, safety and welfare, applicable to transportation industry; furnish, free of charge, accessories required for safety and protection of workers; and keep transportation vehicles in condition to guarantee safety and health of employees.</p> <p><u>Day of rest</u>: 1 day of rest for every 6 consecutive days, or 48-hour workweek.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PUERTO RICO- Con.								
<u>Commercial, Professional and Personal Services Industry,</u> No. 39. Feb. 18, 1958.								
Applies also to men.								
<u>Motor Vehicle and Electrical Appliances Repair, and Other Services Industry,</u> No. 40. Mar. 2, 1958.								
Applies also to men.								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Retail Trade Industry, No. 42.</u> May 10, 1958, which superseded rates only of <u>Retail Trade Business, No. 8, (Amended), Aug. 1955.</u></p> <p><u>Note:</u> Working conditions as specified in Order No. 8, still in effect.</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>	<p><u>Overtime:</u> Twice employee's regular rate for hours in excess of 8 a day, 48 a week, and on day of rest.</p> <p><u>Minimum daily wage:</u> SEE Other- Minimum Weekly Compensation.</p>							<p><u>Minimum weekly compensation:</u> $1\frac{1}{2}$ times employee's regular rate for 20 hours or less a week. <u>Exception:</u> In cases of "vis major."</p> <p>40 hours pay at employee's hourly rate for over 20 hours, less than 40, a week. <u>Exception:</u> In cases of acts of God.</p> <p><u>Vacation:</u> $1\frac{1}{4}$ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Sick leave:</u> $1\frac{1}{4}$ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Sanitary drinking water; adequate toilet and washing facilities, ventilation and lighting; clean, dry floors and corridors. Employer must provide required safeguards for machinery and maintain vehicles.</p> <p><u>Day of rest:</u> 1 day of rest for every 6 or part of 6 consecutive days of work. (SEE Overtime.)</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Clay and Clay Products Industry in the Local Trade, No. 43.</u> June 13, 1958.</p> <p>Applies also to men.</p> <p><u>Construction Industry, No. 44.</u> June 15, 1958, which superseded rates only of <u>Construction Industry, No. 11 (Amended), Mar. 1956.</u></p> <p><u>Note:</u> Working conditions specified in Order No. 11, still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice employee's regular rate for hours in excess of 8 a day, 44 a week, and on day of rest.</p> <p><u>Minimum daily wage:</u> 4 hours' pay for reporting for work, as required.</p> <p><u>Exceptions:</u> In cases of heavy rain, floods, surfs, fire or earthquakes, or when notified previous workday there will be no work.</p>		<p><u>Meal period:</u> 1 hour of rest, not later than noon, for lunch period.</p> <p>Twice the wage rate must be paid employee required or permitted to work during said rest period.</p> <p><u>Light meal period:</u> 15-minute paid period, after first 2 hours worked.</p>				<p>Employer must provide, free of charge, required uniforms.</p>	<p><u>Sanitation and physical welfare:</u> Sanitary drinking water, adequate lighting, rooms for change of clothes and keeping tools; facilities for cleaning up and other personal needs; first-aid kit.</p> <p>Employer must supply, free of charge, necessary or required equipment and accessories; safeguards for machinery, clock, sound device, and in case of serious injury provide transportation to nearest place for adequate medical assistance; and also comply with provisions of Regulations on Industrial Safety in constructions and any law or regulation in force referring to health, safety or welfare applicable to construction industry.</p> <p><u>Day of rest:</u> 1 day of rest for every 6 or part of 6 consecutive days of work. (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Metal, Machinery, Transportation Equipment, and Allied Products Industry, in the Local Trade,</u> No. 45. July 6, 1958.</p> <p>Applies also to men.</p>								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Hospitals, Clinics and Sanatoria Industry, No. 41.</u> July 10, 1958, which superseded rates only of <u>Hospital, Clinical or Sanatorium Service, No. 4 (Amended),</u> July 1, 1951.</p> <p><u>Note:</u> Working conditions specified in Order 4 are still in effect.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice employee's rate for hours in excess of 8 a day, 48 a week, and on day of rest.</p>					<p>Permits specified deductions from weekly salary for services furnished:</p> <p><u>Meals:</u> 10, 23, and 23 cents for breakfast, lunch, and dinner, respectively.</p> <p><u>Room:</u> \$1 a week.</p> <p><u>Laundry:</u> 50 cents a week.</p> <p>Requires, when dormitories are provided, that bedclothes must be washed before given another person.</p>		<p><u>Minimum weekly compensation:</u> 44 hours' pay for 30, less than 48, hours work a week, after working 15 days for an employer. <u>Exceptions:</u> Manual arts and trades workers, as specified; and in cases of acts of God.</p> <p><u>Vacation:</u> 1½ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Sick leave:</u> 1½ days with pay for each month of 120 hours of work. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Laundries must be located in places protected against the rain and sun; comply with the requirements and conditions imposed by law or any sanitary regulation; and, for establishments with no washing machines, proper drainage.</p> <p><u>Day of rest:</u> 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO- Con.</p> <p><u>Hotel Industry</u>, No. 46. Aug. 5, 1958, which superseded rates only of <u>Hotel Business</u>, No. 22. Sept. 1, 1952; and</p> <p><u>Restaurant, Bar, and Soda Fountain Industry</u>, No. 47. Aug. 28, 1958, which superseded rates only of <u>Restaurant, Bar and Soda Fountain Business</u>, No. 6 (Amended), Jan. 1, 1955.</p> <p>Note: Working conditions specified in Orders 22 and 6, still in effect.</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>	<p>Overtime: Twice employee's regular rate for hours over 8 a day, 48 a week, and on day of rest.</p>					<p>Permits specified deductions from weekly salary for services furnished:</p> <p><u>Meals</u>: 10, 25, and 25 cents for breakfast, lunch and dinner, respectively.</p> <p><u>Dormitory</u>: 15 cents a day.</p> <p>Defines meals and dormitory.</p> <p>Specifies that neither the employee shall be obliged to accept, nor the employer bound to furnish, such services.</p>	<p>Employer must furnish, free of charge, any required uniform.</p>	<p><u>Minimum weekly compensation</u>: 1½ times employee's regular rate for 20 hours or less a week. <u>Exception</u>: In case of "vis major."</p> <p>32 hours' pay at employee's hourly rate for over 20 hours, less than 32, a week. (Order No. 22.) <u>Exception</u>: In case of "vis major."</p> <p>40 hours' pay at employee's hourly rate for over 20 hours, less than 40, a week. (Order No. 6.)</p> <p><u>Vacation</u>: 1½ days with pay for each month of 120 hours of work. (SEE Orders for other provisions.)</p> <p><u>Sick leave</u>: 1½ days with pay for each month of 120 hours of work. (SEE Orders for other provisions.)</p> <p><u>Sanitation and physical welfare</u>: Sanitary drinking water, adequate toilet and washing facilities, place for changing clothes and keeping personal effects. Order No. 6, also provides for ventilation and lighting.</p> <p><u>Day of rest</u>: 1 day of rest for every 6 or part of 6 consecutive days worked.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PUERTO RICO- Con.	<p><u>Theater and Cinema Industry</u>, No. 48. Sept. 12, 1958, which superseded rates only of <u>Theater and Cinema Business</u>, No. 7 (Amended), Nov. 16, 1953.</p> <p><u>Note:</u> Working conditions specified in Order No. 7, still in effect.</p> <p>Applies also to men.</p> <p><u>Tobacco Industry in Its Agricultural Phase</u>, No. 49. Oct. 2, 1958.</p> <p>Applies also to men.</p>	<p><u>Overtime:</u> Twice employee's regular rate for hours over 8 a day, 40 a week, and on day of rest.</p> <p><u>Minimum daily wage:</u> 5 hours' pay at applicable minimum rate for more than one performance of 5 hours or less in any day; 3 hours' pay, for one performance of 3 hours or less. (Provision applicable to permanent employee.) <u>Exception:</u> In case of force majeure.</p>					<p>Employer must furnish, free of charge, any required uniform.</p>	<p><u>Vacation:</u> 1½ days with pay for each month of 80 hours of work. (SEE Order for other provisions.)</p> <p><u>Sick leave:</u> 1½ days with pay for each month of 80 hours of work. (SEE Order for other provisions.)</p> <p><u>Sanitation and physical welfare:</u> Sanitary drinking water, adequate toilet and washing facilities, place for changing clothes and keeping personal effects; ventilation.</p> <p><u>Day of rest:</u> 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND:</p> <p><u>Wage fixed in law.</u> Oct. 1, 1957.</p> <p>(Applicable to establishments with more than 3 employees.)</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>					<p>Permits counting of gratuities as part of minimum wage in work or employment in which gratuities have customarily, and usually, constituted, and have been recognized, as part of the hourly minimum for hiring purposes.</p> <p><u>Maximum deduction:</u> 30 cents an hour for restaurants, hotels, and other industries; except 10 cents an hour for taxicab drivers.</p>			

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND- Con.	<p><u>Minimum daily wage:</u> 3 hours' pay at applicable minimum hourly rate for reporting for work, as required.</p>	<p><u>For restaurant and hotel restaurant occupations:</u> 50 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in resort hotels), or there is more than 1 interval off duty (2 in resort hotels), excluding meal period of 1 hour or less.</p> <p><u>For public housekeeping occupations:</u> 75 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in seasonal resort hotels), or</p>		<p>Waiting time counted as working time and must be paid for at minimum hourly rate applicable to the total number of hours of working time for that week.</p> <p>Payment for required travel time, at working time rate, and reimbursement for carfare must be made.</p>	<p>Permits counting gratuities as part of minimum wage provided: (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for credit is recorded separately on weekly basis, and (3) employer provides substantial evidence that claimed amount was actually received.</p> <p><u>Maximum deduction:</u> 30 cents an hour.</p>			<p><u>Night shift:</u> Employer in hotel and hotel restaurant occupations must furnish transportation to women employees going off duty between 11 p.m. and 6 a.m., unless employee has own transportation. Time spent waiting for such transportation to be counted, and paid for, as working time.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND- Con.</p> <p><u>Restaurant, Hotel Restaurant and Public Housekeeping Occupations, etc.- Continued</u></p> <p><u>Public Housekeeping Occupations, No. 6.</u> Sept. 15, 1947.</p> <p>(Applicable to persons exempt from coverage of \$1 an hour minimum wage law.)</p> <p>Applies also to men.</p> <p>SEE Appendix for additional provisions.</p>		<p>there is more than 1 interval off duty, excluding meal period of 1 hour or less.</p> <p>75 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in seasonal resort hotels), or there is more than 1 interval off duty, excluding meal period of 1 hour or less.</p> <p>Defines split shift.</p>		<p>Waiting time defined as working time.</p> <p>Payment for required travel time, at working time rate, and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p>	<p>Permits specified deductions:</p> <p><u>Meals</u>: 30 cents for each meal furnished.</p> <p><u>Lodging</u>: \$2 a week, if furnished.</p> <p>Defines meals.</p>	<p>Employer must furnish, launder, clean and maintain required uniforms.</p> <p>In lieu of laundering, cleaning, and maintaining uniform, employer may elect to pay \$1 in addition to wage required for each week or part thereof.</p> <p>Defines uniform.</p>	<p><u>Prohibits deductions</u> from minimum wage except as authorized by statute and provided in Order.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND- Con.</p> <p><u>Restaurant and Hotel Restaurant Occupations</u>, No. 5-R-2. Jan. 1, 1954.</p> <p>(Applicable to persons exempt from coverage of \$1 an hour minimum-wage law.)</p> <p>Applies also to men.</p>	<p>Overtime: $1\frac{1}{2}$ times the full time basic hourly rate after 45 hours a week, except after 48 a week in resort hotels.</p> <p>Minimum daily wage: 3 hours' pay at each shift at minimum hourly rate applicable to total number of hours of working time in week, for reporting to work as required.</p>	<p>50 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in resort hotels), or there is more than 1 interval off duty (2 in resort hotels), excluding meal period of 1 hour or less.</p> <p>Defines split shift.</p>		<p>Waiting time counted as working time and must be paid for at minimum hourly rate applicable to total number of hours of working time in week.</p> <p>Payment for required travel time, at working time rate, and reimbursement for carfare must be made.</p>	<p>Prohibits counting gratuities as part of minimum wage.</p> <p>(Lower rate set for service employees.)</p> <p>Specifies that gratuities are the sole property of employee and are not payable in whole or in part to employer or other person.</p> <p>Requires employer, collecting gratuities at banquets, parties, etc., to distribute them in their entirety, equally, to service employees who participated in serving, not later</p>	<p>Meals: Employer must furnish specified number of meals without charge: 1 meal for less than 5 hours of work; 2, for 5 hours or more; 1, for each work period on split shift.</p> <p>If meals not furnished, employer to pay additional 12 cents an hour for each hour of working time.</p> <p>Lodging: Permits specified deductions from basic minimum hourly wage rates, if lodging is furnished: \$4 a week, 1 in a room; \$3.25, 2 in a room; \$2, more than 2 in a room. Exception: Deductions from minimum-wage rates prohibited for resort hotel employees.</p> <p>Defines meals, lodging.</p>	<p>Employer must furnish, launder, clean and maintain required uniforms.</p> <p>In lieu of laundering, employer may elect to pay \$1 in addition to weekly wage.</p> <p>Defines uniform.</p>	<p>Prohibits deductions from minimum wage, except as authorized by statute and provided in order.</p> <p>Night shift: Employer must furnish transportation to female employee going off duty between 11 p.m. and 6 a.m., unless she has own transportation. Time spent waiting for such transportation to be counted, and paid for, as working time.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND- Con.								
<u>Restaurant and Hotel Restaurant Occupations, etc.,</u> Continued					than 9 days after the date of such function.			
<u>Laundry and Dry Cleansing Occupations,</u> Oct. 1, 1957. Administrative Regulations. (Applicable to establishments with more than 3 employees. See following Order.) Applies also to men.	Overtime: \$1.05 for hours over 45 a week. <u>Exception:</u> Sales drivers, who receive basic minimum wage. <u>Minimum daily wage:</u> 4 hours' pay at regular rate for reporting to work, as required. <u>Exceptions:</u> Saturday work; employees who cannot work full 4 hours a day during regular hours of establishment.			Waiting time, counted as working time, must be paid for at employee's regular rate.				
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND- Con.	<p><u>Overtime: \$1.05</u> ($1\frac{1}{2}$ basic minimum hourly rate) for hours over 45, to maximum of 48 a week. <u>Exception:</u> Sales drivers, who receive basic minimum wage.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at employee's regular rate for reporting to work, as required. <u>Exceptions:</u> Saturday work; employees who cannot work full 4 hours a day during regular hours of establishment.</p>			Waiting time, counted as working time, must be paid for at employee's regular rate.				<u>Prohibits deductions</u> from, or charges against, minimum wage except as required by law, or at specific written request of employee.
<p><u>Laundry and Dry Cleansing Industries</u>, No. 3-R. June 1, 1951.</p> <p>(Applicable to persons exempt from coverage of \$1 an hour minimum wage law.)</p> <p>Applies also to men.</p>								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND- Con.	<p><u>Retail Trade Occupations</u>, Oct. 1, 1957.</p> <p>Administrative Regulations. (Applicable to establishments with more than 3 employees. See following Order.)</p> <p>Applies also to men.</p> <p><u>Overtime:</u> \$1.25 for each hour worked on 7th consecutive day.</p> <p><u>Minimum daily wage:</u> 4 hours' pay at applicable minimum hourly rate for reporting for work as required. (Applicable to employees able and willing to work 4 hours a day during regular hours of establishment.)</p>	<p>\$1 in addition to applicable minimum wage on any day spread of hours exceeds 12, or there is a split shift, or both.</p> <p>Defines split shift.</p>		<p>Waiting time, counted as working time, must be paid for at applicable minimum hourly wage.</p>				<p><u>Prohibits reduction of minimum wage</u> due to summer or seasonal schedule, or for time lost on holiday, by regular full-time or part-time employees.</p> <p><u>One day of rest:</u> At least 24 consecutive hours of rest in each period of 7 consecutive days should be scheduled for all employees. (SEE Overtime.)</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
RHODE ISLAND- Con.	<p><u>Overtime: \$1.25</u> for each hour worked on 7th consecutive day.</p> <p><u>Minimum daily wage: 4 hours' pay</u> at applicable minimum hourly rate for reporting for work as required. (Applicable to employees able and willing to work 4 hours a day during regular hours of establishment.)</p>	<p>\$1 in addition to applicable minimum wage on any day spread of hours exceeds 12, or there is a split shift, or both.</p>		<p>Waiting time, counted as working time, must be paid for at applicable minimum hourly wage.</p>				<p><u>Prohibits deduction</u> from minimum wage except as authorized by statute. Deductions from wages, other than taxes and social security, permissible by written authorization of employee.</p> <p><u>Prohibits reduction</u> of minimum wage due to summer or seasonal schedule, or for time lost on holiday, by regular full-time or part-time employees.</p> <p><u>One day of rest:</u> At least 24 consecutive hours of rest in each period of 7 consecutive days should be scheduled for all employees. (SEE Overtime.)</p> <p><u>Minors (16 to 18 years):</u> Employment prohibited between 11 p.m. and 6 a.m.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
SOUTH DAKOTA: <u>Wage fixed in law.</u> July 1, 1943.								
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
UTAH: <u>Retail Trade Occupations</u> , No. 1, as amended. Apr. 11, 1956.	<u>Minimum daily wage:</u> 4 hours' pay at the appropriate minimum wage for reporting for work, as required; except 2 hours' pay to minors, 14 to 16 years, on specified jobs.	<u>Split shift:</u> 55 cents, in addition to minimum wage, on any day employee works a split shift, unless actual amount exceeds minimum wage. <u>Overall spread of hours:</u> 8 hours of work must be performed in period not to exceed 12 hours. Also, 12 hours must elapse between ending of 1 workday and beginning of next, except on change from one working schedule or assignment to another. Defines split shift.	<u>Meal period:</u> 30 consecutive minutes after 5-hour work period. If employee not relieved of all duties and allowed to leave premises, meal period not deductible from hours worked. Maximum meal period of 1 hour may be allowed. <u>Rest period:</u> 10-minute paid period in each 4-hour work period, or fraction thereof, after 2½ hours for employee whose work requires standing.	Waiting time and required travel time defined as hours worked.	Prohibits counting tips and gratuities as part of minimum wage, and requiring employee to report tips for this purpose.	Prohibits deductions from minimum for meals and lodging, except that on employee-employer agreement, approved by Commission, charge, for such services not exceeding retail price, permitted. <u>Exception:</u> Resort hotels in areas where no housing or other public accommodations exist. Employees not required to accept lodging or meals as part of minimum wage.	Employer must supply and provide for care and upkeep of required uniform. Defines uniform.	<u>Prohibits deductions</u> from minimum wage for cash shortage and for breakage of equipment, unless caused by willful, careless, or dishonest act of employee, notwithstanding any agreement to the contrary. <u>Commission, bonus:</u> Commission must be counted in payroll period earned. <u>Vacation:</u> Paid vacation of 1 week after 12 months' service with employer. Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week; such vacation to equal average number of days worked but not to exceed 1 week. <u>Night shift:</u> For women employed between 10 p.m. and 6 a.m., suitable transportation, at no extra cost, must be provided, and facilities for hot food and drink required. <u>Minors:</u> Employment prohibited between 10 p.m. and 6 a.m.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>UTAH- Continued</p> <p><u>Laundry and Cleaning, Dyeing and Pressing Industries</u>, No. 4, as amended, June 1, 1956.</p>		<p>No split shift provision. Order provides that hours worked during each day must be consecutive, except that 1 hour interval may be allowed for each regular meal period.</p>	<p><u>Meal period:</u> 30-minute meal or rest period after 5 consecutive hours.</p> <p>Maximum meal period of 1 hour may be allowed.</p> <p><u>Rest period:</u> 10-minute period in each 4 hours, or fraction thereof, required after 2½ consecutive hours of work.</p>	<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p>			<p>Employer must supply and provide for care and upkeep of required uniforms.</p>	<p><u>Prohibits deductions</u> for damages, unless due to negligence; charge not to exceed replacement cost.</p> <p><u>Vacation:</u> Paid vacation of 1 week after 12 months' continuous full-time employment on basis of 40 or more hours a week.</p> <p>Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week; such vacation to equal average number of days worked but not to exceed 1 week.</p> <p><u>Temperature:</u> Establishment to make every effort to maintain temperature at reasonable degree of comfort.</p>
SEE Appendix for additional provisions.								

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

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
UTAH- Continued								
<u>Restaurant Occupation</u> , No. 2 as amended. Dec. 10, 1956.		<u>Split shift:</u> Prohibits employment for more than 7½ hours on split shift. Work to be performed within 12 consecutive hours and 2 work periods.	<u>Meal period:</u> 30-minute period, to be allowed as paid time, in an 8-hour day; prohibits work period of more than 5 consecutive hours without food and rest. <u>Rest period:</u> 10-minute period, not deductible from employee's working time, for each 4 hours or fraction thereof.	Waiting time counted as working time and must be paid for at employee's regular rate.	Specifically excludes tips and gratuities from minimum wage.	<u>Meals:</u> Furnishing of meals to be a matter of mutual employer-employee agreement; such agreement must be in writing and copy filed with Industrial Commission.	Employer must supply and maintain required uniforms. Defines uniform.	<u>Prohibits deduction for damages</u> , unless due to willful, careless or dishonest act, with charges not to exceed replacement cost, or for items ordered by customer who leaves before serving of same. <u>Vacation:</u> Paid vacation of 1 week after 12 months' service with employer. Also, paid vacation after 12 months' continuous part-time employment amounting to an average of 3 or more days a week; such vacation to equal average number of days worked but not to exceed 1 week. <u>Night shift:</u> (1) Prohibits females working split shift after midnight. (2) Adequate transportation must be available for females reporting for work or whose shift terminates between 12 p.m. and 6 a.m. <u>Minors:</u> Prohibits employment of minors, where beer is consumed on premises.
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
VERMONT:								
<u>Wage fixed in law.</u> Sept. 1, 1957. (Rates amended, to be effective Sept. 1, 1959)								
<u>Summer Camp Industry,</u> No. 1. Mar. 31, 1958.	(Wage rates are based on 6-day week. If counselor works more than 6-day week, additional compensation, prorated on established scale, should be given, except during first and last week of camping season.)				Prohibits counting gratuities as part of minimum wage.	<u>Meals and lodging:</u> Minimum wage for service staff members may be reduced \$9 a week for board (3 meals a day), \$3.75 a week for lodging, and \$2 a week for laundry, if included.		
Applies also to men.						Prohibits the reduction by the value of board and lodging of other minimum-wage scales.		
						Schedule sets lower rates for resident employees than for nonresident, on a 6-day basis: With meals and lodging—\$4.75 less a week, experienced counselor; \$5, apprentice counselor II; \$5.25, apprentice counselor I; \$5.50 first-year learner.		

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
VERMONT- Continued								
<p><u>Hotel, Motel, Tourist Place and Restaurant Industry</u>, No. 2. May 20, 1958.</p> <p>Applies also to men.</p>					(Lower rates set for service employees, and for chamber maids in resort hotels.)	<p>Permits specified deductions from minimum wage:</p> <p><u>Meals:</u> 40 cents each, \$8 a week.</p> <p><u>Lodging:</u> 50 cents a night, \$3.50 a week.</p> <p><u>Full board and room:</u> \$11 a week.</p>	<p>Employer must pay cost of required uniform, unless a sufficient amount is paid employee in excess of minimum wage to cover cost of such uniform.</p>	
<p><u>Laundry and Dry Cleaning Industry</u>, No. 3. July 23, 1958.</p> <p>Applies also to men.</p>				<p>Payment must be paid for time required to wait for work.</p>			<p>Employer must furnish and maintain required uniforms.</p>	<p><u>Deductions from pay of employee permitted</u> where required or permitted by law, and for any others, on consent of employee, unless prohibited by law.</p> <p><u>Wage statement</u> showing hours worked, wages paid per hour, and deductions made, must be furnished employee with wage payment.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>VERMONT- Continued</p> <p><u>Retail, Wholesale and Service Establishments,</u> No. 4. July 23, 1958.</p> <p>Applies also to men.</p>							<p>Employer must furnish free and maintain required uniforms.</p>	<p><u>Deductions from pay of employee permitted</u> where required or permitted by law, and for any others, on consent of employee, unless prohibited by law.</p> <p><u>Wage statement</u> showing hours worked, wages paid per hour and deductions made, must be furnished employee with wage payment.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON:</p> <p><u>Office Workers,</u> No. 43. Apr. 1, 1949.</p> <p><u>Mercantile Industry, Wholesale and Retail,</u> No. 44. June 6, 1949.</p> <p><u>Editor's note:</u> Wage Fixed in Law, applicable also to men, to be effective June 11, 1959.</p>			<p><u>Meal period:</u> 30-minute period in each and every 8-hour shift.</p> <p><u>Rest period:</u> 10-minute period in every 4-hour work period.</p> <p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hours' consecutive work; or, when morning shift is less than 4 hours and afternoon shift is 4 hours, one 15-minute period in afternoon shift.</p>					<p><u>Working conditions:</u> Requires conformity to standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for adequate ventilation and temperature control; toilet and washrooms.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to standards of cleanliness, sanitation, healthful conditions and lighting; and to regulations of any applicable statute for seats.</p> <p>Also provides for toilet and washrooms; proper ventilation and heat; and suitable place for eating lunch, except, where less than 10 women employees, release from provision may be obtained, upon application to supervisor of women.</p>
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON- Con.</p> <p><u>Theatrical Amusement and Recreation Industry, and General Amusement and Recreation Industry,</u> Nos. 45 and 45-A. Nov. 28, 1949.</p>			<p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a meal period; "on-duty" meal period to be counted as hours worked.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period, insofar as practicable in middle of the period.</p>				<p>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, or cleaning required uniforms.</p> <p>Defines uniform.</p> <p>Employer to furnish necessary protective garments.</p>	<p><u>Prohibits contribution,</u> direct or indirect, from minimum wage for purchase or maintenance of tools or equipment.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for adequate ventilation and temperature control; dressing, toilet, and washrooms; locker facilities, drinking-water facilities.</p>

SEE Appendix for additional provisions.

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

SEE Appendix for additional provisions.

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

SEE Appendix for additional provisions.

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

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON- Con.</p> <p><u>Minors (in occupations not covered by a wage order)</u>, No. 49. July 10, 1950.</p>			<p><u>Meal period:</u> 30-minute period after 5 consecutive hours.</p> <p><u>Rest period:</u> 10-minute paid period in each 4-hour work period.</p>					<p><u>Weight limit:</u> Prohibits carrying or lifting of excessive weight by females.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing minor 4 weeks before and 4 weeks after confinement.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to standards for safety, sanitation, first aid, lighting, heating, and ventilation.</p> <p>Also provides for dressing, toilet, and washrooms; locker facilities; smooth, tight, sanitary, well-drained, and water-insulated floors; restrooms; and lunchroom facilities.</p> <p>Where less than 10 women and female minors are regularly employed, Supervisor of Women and Minors in Industry, upon application and showing, may permit modified compliance of lunchroom provision.</p> <p><u>Miscellaneous:</u> Prohibits employment in specified occupations and in occupations considered hazardous.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON- Con.</p> <p><u>Minors (in occupations not covered by a wage order)</u> - Continued.</p> <p><u>Manufacturing and General Working Conditions,</u> No. 50. July 17, 1950.</p>			<p><u>Meal period:</u> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours' work; shorter lunch period, by permit.</p> <p><u>Rest period:</u> 10-minute relief period in every continuous half shift, as nearly as practicable in middle thereof. Relief period to be by general relief or by relief personnel, at option of employer.</p>					<p>Prohibits employment of 14 and 15 year old minors between 7 p.m. and 6 a.m., unless authorized by order or special permit.</p> <p><u>Weight limit:</u> Prohibits lifting or carrying of excessive weight by women or minors.</p> <p><u>Maternity:</u> Prohibits employer from knowingly employing any woman 4 months before and 6 weeks after confinement, except on permit upon employer's request and with doctor's certificate.</p> <p><u>Sanitation and physical welfare:</u> Requires conformity to standards for safety and sanitation.</p> <p>Also provides for seating; special lighting; ventilation and heating; dressing, toilet, and washrooms; locker facilities; smooth, tight, sanitary, well-drained, and water-insulated floors; restrooms and lunchroom facilities.</p> <p>Where less than 10 women are regularly employed, Supervisor of Women and Minors in Industry, upon application and showing, may permit modified compliance with working conditions provisions.</p>

SEE Appendix for additional provisions.

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

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON- Con.</p> <p><u>Telephone and Telegraph Industry</u>, No. 53. May 1, 1951.</p>			<p><u>Meal period:</u> 30-minute period, after 5 consecutive hours, in each 8-hour shift. <u>Exception:</u> Employee may waive lunch period with employer's consent on Saturday, Sunday, holiday, and night duty - i.e., when major time is between 6 p.m. and 7 a.m.</p> <p><u>Rest period:</u> 10-minute paid period in each continuous 4-hour shift. (SEE also Waiting time.)</p> <p>"On-duty" meal and rest periods, counted as time worked, permitted where only</p>	Paid waiting time considered as satisfying the rest period requirement.				<p><u>Sanitation and physical welfare:</u> Requires conformity to standards for safety, sanitation, first aid, and lighting.</p> <p>Also provides for ventilation and temperature control; and adequate toilet and washrooms.</p> <p><u>Minors:</u> Prohibits employment of minor girl as public messenger, with specified exceptions.</p>

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WASHINGTON- Con. <u>Telephone and Telegraph Industry</u> Continued			one employee on duty or nature of work prevents relief from all duties.					
<u>Counselors and Leaders Occupations in Organized Seasonal Recreational Camps</u> , No. 54. June 12, 1954.						<u>Meals and lodging:</u> Minimum weekly rate schedule sets rates of resident employees at \$6.20 less, on a 6-day basis, than that of nonresidents. Prohibits charge from minimum-wage rates of resident counselors or leaders for lodging or meals furnished.		<u>Minimum wage not subject to charge</u> for services furnished in connection with camp business, within reason. <u>Written agreement</u> required between persons in camp-except paying campers - and Camp Administration setting forth the remuneration, room and board, special services provided, and the nature of the work assignment as counselors or leaders; said agreement to be filed for 2 years. <u>Termination pay:</u> In lieu of equivalent time off duty. premium pay of an additional 25 percent of applicable weekly rate for each week of employment of a terminating resident employee. Time off-duty defined as 24 hours of which 12 must be in sequence. <u>Transportation:</u> Transportation or payment of fare to be provided employees supervising campers in transit.

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WISCONSIN:</p> <p><u>Any Occupation, Trade, or Industry Except Domestic Service and Agriculture,</u> Administrative Code section Ind. 72.02. May 1, 1956.</p> <p><u>Domestic Service in Private Homes,</u> Ind. 72.03. May 1, 1956.</p> <p>SEE Appendix for additional provisions.</p>					<p>Prohibits counting tips as part of minimum wage.</p>	<p>Permits specified weekly allowance, by population: weekly maximum allowances in cities of 3,500 or more; 1,000 to 3,499; less than 1,000, respectively: <u>Board</u>, \$12.75, \$10.75, \$8.75. <u>Lodging</u>, \$6.25, \$5.25, \$4.25.</p> <p>Establishes weekly minimum-wage rates by population: for 45 hours or more when board and/or lodging furnished.</p> <p>Weekly rates in cities of 3,500 or more, 1,000 to 3,499, less than 1,000, respectively: <u>With board</u>, \$18.75, \$16.25, \$13.75. <u>With board and lodging</u>, \$12.50, \$11, \$9.50.</p>		<p><u>Homework:</u> Requires payment of prescribed minimum-wage rates for industrial homework.</p>

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WISCONSIN- Con.								
<u>Agriculture</u> , Ind. 72.04 (1) and (2). May 1, 1956.						Establishes weekly minimum-wage rates for 45 hours or more when board, lodging, and/or washing furnished: <u>With board, \$13.75.</u> <u>With board and lodging, \$9.50.</u> <u>With board, lodging, and washing, \$8.75.</u>		
<u>Industrialized Agriculture</u> , Ind. 72.04 (3). May 1, 1956.								
<u>Operators in Telephone Exchanges</u> , Ind. 72.05. June 1, 1956.			<u>Meal period:</u> 30-minutes free from work.					
SEE Appendix for additional provisions.								

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WISCONSIN- Con. <u>Canning or First Processing Fresh Fruits or Vegetables</u> , Ind. 73. June 1, 1956.	Overtime: $1\frac{1}{2}$ times employee's regular rate for hours over 9 up to 11 a day, or $\frac{5}{4}$ up to 60 a week, whichever is greater, such overtime limited to 12 days during season of actual canning of a product. <u>Exception</u> : Boys 16 or 17 years of age, under specified conditions, if rate is at least equal to lowest hourly rate paid adult male employee; in no case less than 75 cents	Overall spread: 9 consecutive hours of rest between ending of one workday and beginning of next required.	Meal period: 30-minutes at usual mealtime, i.e., at or about 12 noon, 6 p.m., and midnight. Provides for 6-hour maximum stretch between meal periods.					

SEE Appendix for additional provisions.

State, title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WYOMING:</p> <p><u>Wage fixed in law.</u> May 20, 1955.</p> <p>Applies also to men.</p>								

SEE Appendix for additional provisions.

APPENDIX

Additional Provisions Affecting Working Conditions Established by Other Laws and Applicable to Occupations for Which Minimum-Wage Rates are in Effect.

(Source: Labor Code, unless otherwise indicated.)

ALASKA:

Rest period: No woman shall be required to stand at work for more than two hours without a 10-minute rest period.

Seats: Wherever possible women shall be seated at their work, with stools or chairs provided with a backrest and contribute to good posture; when required to stand at their work for prolonged periods, chairs shall be provided for their use during rest periods.

Weight limit: No woman shall at any time be required to lift any weight in excess of 35 percent of her body weight. Where sustained or repetitive lifting is required, the absolute maximum shall be 25 pounds. This maximum shall be applied to all jobs requiring both lifting and carrying.

ARIZONA:

Working time: All time spent on employer's premises and under his control must be included in 8-hour work period. (Op. Atty. Gen., Mar. 9, 1944.)

Seats: Any person employing females in any mill, factory, workshop, mercantile establishment, . . . store, . . . shall provide suitable seats, 2 seats for every 3 females, easily accessible, to be used when females are not necessarily engaged in their duties. Females shall not be employed or suffered to work in any capacity where such employment compels them to remain standing constantly. (Industrial Commission construes the seating provisions to be applicable to laundry and dry cleaning establishments.)

ARKANSAS:

Meal and rest period: Unless authorized by written permit of Commissioner of Labor . . ., no female shall be employed or permitted to work in occupations covered by 8-hour law, where 3 or more women are employed, for more than 6 consecutive hours without an interval of at least one-half hour, except where employment is for 6½ hours and ends at 1:30 p.m. The luncheon period shall not be less than 45 minutes. A manufacturing or fabricating establishment on 24-hour continuous operation is exempt from above provisions, provided female workers are granted at least 10 minutes for each of two paid rest periods, one in first half and one in last half of work day. Suitable arrangements must be provided for female workers to eat at their machines or other places of work.

ARKANSAS--Con.

Seats: In manufacturing, mechanical, mercantile and other establishment where females are employed, suitable seats shall be furnished for their use, to be used by them when their duties do not require them to be on their feet.

COLORADO:

Seats: All females employed in any manufacturing, mechanical, or mercantile establishment shall be provided with suitable seats to be used when female employees are not necessarily engaged in their duties.

CONNECTICUT:

Seats: Females employed in any mercantile, mechanical or manufacturing establishment, or public laundry shall be provided suitable seats for their use when they are not necessarily engaged in their duties.

Maternity: No woman shall be employed in any factory, mercantile establishment, mill or workshop within 4 weeks before or 4 weeks after childbirth.

Nightwork: Administrative regulations of the Department of Labor and Factory Inspection -

1. Employment of female as sole occupant of an establishment between 1 a.m. and 6 a.m. prohibited.
2. Adequate transportation facilities must be available for females, between 1 a.m. and 6 a.m., employed in any manufacturing, mechanical or mercantile establishment; public laundry; restaurant, cafe, dining room; barber shop, hairdressing or manicuring establishment; or photographic gallery.

DISTRICT OF
COLUMBIA:

Meal and rest period: No female shall be employed for more than 6 continuous hours in establishments, covered by the maximum-hour law, in which 3 or more females are employed without a rest period of three-fourths of an hour, except that such females may work 6½ hours continuously if their employment ends by 1:30 p.m. on that day.

Seats: Females employed in stores, shops, offices or manufactories, as clerks, assistants, operatives or helpers, shall be provided with seats.

HAWAII:

Deductions: It shall be unlawful for any person to deduct and retain any part or portion of any compensation earned by an employee except where required by Federal or Territorial statute or by court process or when such deductions are authorized in writing by the employee concerned. Deductions for fines,

HAWAII—Con.

cash shortage in a common money till, cash box or register used by two or more employees, or breakage, may not be so authorized.

IDAHO:

Seats: Every employer of females shall provide suitable seats for them and shall permit the use of such seats by them when they are not engaged in the active duties of their employment.

KENTUCKY:

Seats: Every employer of females shall provide seats for their use in the room where they work, and shall permit their use when such employees are not necessarily engaged in the active duties for which they are employed. In stores and mercantile establishments at least one seat shall be provided for every three female employees.

MASSACHUSETTS:

Overall spread of hours: All periods of work of women and minors (under 18 years) must fall within a period of not more than 10 consecutive hours (with permissible variations), except transportation and telephone companies and seasonal industries; personal secretaries, supervisors -

1. Employees in hotels, whose work is connected with serving meals and is divided into two or more periods, are excepted, provided meals are served only during three separate periods totaling not more than 7 hours in any one day.

2. Upon written petition of at least 60 percent of employees whose principal source of income is in tips, Commissioner of Labor and Industries may allow periods of work to fall within not more than 12 consecutive hours.

Meal period: No woman or child (under 18) shall be employed for more than 6 hours during a calendar day in a factory, manufacturing or mechanical establishment, or workshop without an interval of at least 30 minutes for a meal, or, if employed in a mercantile establishment (defined to include premises used for a restaurant or for publicly providing and serving meals and those used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), without an interval of at least 45 minutes for a meal, except by permit from the Labor Commissioner. Provisions inapplicable to specified industries.

Seats: Women and children employed in any manufacturing, mechanical, or mercantile establishment (see meal period) shall be provided with suitable seats for use when they are not necessarily engaged in active duties, and when the nature of their work permits them to sit.

MASSACHUSETTS—Con.

Weight limit: All receptacles weighing with their contents 75 pounds or more, which are to be moved by female employees in any manufacturing or mechanical establishment, must be provided with pulleys or casters, so they may be moved easily.

Maternity: No woman may knowingly be employed in a mercantile, manufacturing or mechanical establishment within 4 weeks before or 4 weeks after childbirth.

Nightwork: No female may be employed in any capacity in manufacturing or mechanical establishments before 6 a.m. or after 11 p.m.

MINNESOTA:

Seats: Where women are employed, employers shall furnish suitable seats with proper backs where practicable, and permit the reasonable use of the seats in order to preserve the health of the employees.

NEVADA:

Tips: Hotels must pay female employees the difference between wages paid plus tips and the correct minimum wage. (Op. Atty. Gen., Oct. 28, 1948.)

NEW HAMPSHIRE:

Seats: Every employer of women in factories, mills, workshops, or other mercantile or manufacturing establishments in which three or more persons are regularly employed shall provide seats for their use when they are not necessarily engaged in their duties.

NEW JERSEY:

Seats: Every employer of one or more females in manufacturing, mechanical, or mercantile establishments, or in work incidental to commercial employment shall provide and maintain suitable seats conveniently situated and shall permit the use of such seats by female employees at all times except when necessarily engaged in the discharge of duties that cannot properly be performed in a sitting position.

Nightwork: No female shall be employed in any . . . laundry before 7 a.m. or after midnight.

NEW MEXICO:

Overtime: In emergency, females employed in occupations covered by, 8-48-hour law may work in excess of 48 hours, up to 50, in 1 week of 7 days, with exceptions, and shall be compensated at the rate of time and one-half.

For work in excess of 56 hours a week, female transportation workers shall be paid for on a basis of time and a half.

NEW MEXICO—Con.

Meal period: Mealtime may not be included as part of working day, and not less than 30 minutes shall be allowed for mealtime.

Split shift: For females covered by 8-48-hour law, working day shall not be divided into more than three shifts.

Seats: Every employer owning or operating any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, movie, barbershop, telegraph or telephone or other office, express or transportation company; and the superintendent of any State institution of any other establishment, institution or enterprise where females are employed shall furnish suitable seats for their use when such females are not actively engaged in their duties.

NEW YORK:

Meal period: Persons employed in or in connection with (1) factories . . . shall be allowed 1 hour for noon meal; (2) mercantile or other establishment coming under provisions of labor law shall be allowed 45 minutes for noon meal. An additional 20-minute meal period must be given between 5 p.m. and 7 p.m. for persons beginning work before noon and working later than 7 p.m.

Seats must be provided female employees in every factory, mercantile establishment, freight or passenger elevator, hotel and restaurant.

Maternity: Employment of females in any factory or mercantile establishment forbidden within 4 weeks after she has given birth to a child.

Nightwork; 1. No female under 21 shall be employed in a factory between 9 p.m. and 6 a.m., or a female over 21, between 10 p.m. and 6 a.m.; on multiple shift, females over 21 may be employed until midnight or later, by permit.

2. No female shall be employed between 10 p.m. and 7 a.m. in mercantile establishments and beauty parlors, except in mercantile establishments, females over 21 may be employed until midnight.

3. No female under 21 shall be employed in a hotel or restaurant between 10 p.m. and 6 a.m.; females 21 and over may not be employed between midnight and 6 a.m., except by permit. Provisions inapplicable to specified occupations.

4. No female elevator operators over 18 may be employed between 10 p.m. and 7 a.m., except in hotels and restaurants.

OHIO:

Meal period: No employer shall employ a female for a period of more than 5 hours of continuous labor unless such period is broken by a meal period of at least one-half hour. (If lunch room cannot be furnished, 1 hour shall be allowed for mealtime.)

Split shift: If work during any 1 day is not continuous, but is divided into two or more periods, the employer shall provide that all such periods fall within 10 consecutive hours.

OHIO—Con.

Seats; Factories, workshops, business offices, . . . restaurants, . . . mercantile or other establishments employing females shall provide seats for them.

Weight limit; No female shall be employed in any employments requiring frequent or repeated lifting of weights over 25 pounds.

OREGON:

Seats; Every employer in any manufacturing, mechanical or mercantile establishment, laundry, hotel, restaurant, or any other place that employs any female, shall provide suitable seats for all females to be used by them when not actively engaged in their work.

Sanitary and Physical Welfare Order No. 16 sets standards for cleanliness, drinking water, lighting, ventilation, heat, toilet rooms, washrooms, dressing and rest rooms, tables, benches, and chairs. (Where less than four women are employed, release from compliance may be obtained, upon application and proper showing.)

PENNSYLVANIA:

Meal or rest period; 1. No female shall work more than 5 hours continuously without a meal or rest period of 30 minutes.

2. In retail trade, 6-hour period permitted regular employees, provided 1-hour rest period is given. (Regulation of the Department of Labor and Industry.)

Seats; Employers shall provide one seat for every three female employees.

PUERTO RICO:

Overtime; Every employer permitting an employee to work extra hours must pay for each such extra hour double the rate agreed upon for regular hours (unless an employer is within cover of the Federal Fair Labor Standards Act), except when the Minimum Wage Board or a collective labor agreement fixes other working or compensation standards. "Extra hours" defined as hours of work— in excess of 8 a day, 48 a week; during the day of rest fixed by law; in excess of maximum hours fixed by the Minimum Wage Board for the occupation or business in question; etc.

Meal period; Meal periods shall not be less than 1 hour, unless, for the convenience of the employee, and by stipulation of employee and employer, with approval.

Nightwork; No woman shall be employed or allowed to work at any lucrative occupation between 10 o'clock at night and 6 o'clock in the morning, except, under specified conditions, in the packing, canning, or fruit and vegetable refrigeration industries and in the textile industry. Prohibition inapplicable to telephone operators, telegraphers, artists, nurses, and houseworkers and to tourist or commercial hotels.

PUERTO RICO—Con.

Seats: Any employer employing women in any establishment shall provide appropriate and comfortable chairs, convenient to the place where such employees ordinarily work, or near such place, . . . with free access to the same at all times save when occupied in duties which cannot be discharged while seated.

Maternity: During pregnancy working women shall be entitled to a rest which shall include 4 weeks before and 4 weeks after the birth . . . the work of women workers in an advanced stage of pregnancy shall be prohibited in offices, commercial and industrial establishments and public utilities. Payment of one-half her usual compensation (as defined) must be made to the working mother during her rest; on presentation of medical certificate, an additional 4 weeks, without compensation, may be allowed.

RHODE ISLAND:

Meal period: No child or woman shall be employed for more than 6 hours at one time in a factory, workshop, mechanical or mercantile establishment without an interval of at least 20 minutes for a meal; . . . may be so employed for not more than $6\frac{1}{2}$ hours at one time if such employment ends not later than 1 p.m., and employee dismissed for the day; . . . may be employed for not more than $7\frac{1}{2}$ hours, if employment ends by 2 p.m., and provided opportunity is given for on-duty lunch period.

Sunday and Holidays: All persons employed, pursuant to any Sunday-and holiday-work permits, must be paid at least time and a half for the work so performed.

Seats shall be provided for women in all manufacturing, mechanical or mercantile establishments.

SOUTH DAKOTA:

Seats: Employers of females or children in any mercantile, manufacturing, hotel or restaurant business shall provide them with seats.

UTAH:

Seats: Employers of females in stores, shops, hotels, restaurants, or other places shall provide suitable seats for their use when they are not actively engaged in the active discharge of their duties.

Weight limit: No female shall be required or permitted to lift any burden in excess of 30 pounds or carry any burden in excess of 15 pounds. (Industrial Commission, Welfare Regulations for Any Occupation, Trade or Industry.)

VERMONT:

Seats: All females employed in any mercantile establishment, store, shop, hotel, inn, restaurant, or any other place as clerks or helpers shall be provided suitable seats for their use when not actively engaged in their duties.

VERMONT--Con.

Maternity: No woman shall knowingly be employed in any mill, cannery, workshop, factory, manufacturing or mechanical establishment within 2 weeks before or 4 weeks after childbirth.

WASHINGTON:

Seats: Every employer of females shall provide suitable seats for their use when they are not actively engaged in their duties.

WISCONSIN:

Overtime: In emergency, by permit, hours in excess of maximum hour law permitted female employees 4 weeks in a year, provided excess time is paid for at one and one-half times the regular rate. (Administrative Code.)

Meal period: At least 30 minutes must be allowed all women employees for dinner or other meal periods. In no case shall a woman employee be employed more than 6 hours without a meal period. (Administrative Code.)

Seats: Females employed in any manufacturing, mechanical or mercantile establishment shall be provided with suitable seats, and shall be permitted to use them when they are not actively engaged in their duties for which employed.

WYOMING:

Overtime: Time and one-half for each and every hour over 8 a day must be paid female employees in manufacturing, mechanical or mercantile establishment, laundry, hotel, public lodginghouse, apartment house, place of amusement, or restaurant.

Overall spread of hours: Eight-hour period of work in specified establishments (see Overtime) shall be performed by females with in a period of 12 hours.

Rest period: All females employed in specified establishments (see Overtime) who are required to be on their feet continuously during their employment shall have two rest periods of 15 minutes each, one before and one after the lunch hour.

Tips may not be computed in determining whether employee received statutory minimum-wage rate. Padilla v. Henning Hotel Co. (1958) 33 Labor Cases.

Seats shall be provided female employees in manufacturing, mechanical and mercantile establishments, laundries, hotels, restaurants and other establishments.



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