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# State Hour Laws For Women

WOMEN'S BUREAU BULLETIN 277

UNITED STATES DEPARTMENT OF LABOR

Arthur J. Goldberg, *Secretary*

WOMEN'S BUREAU

Mrs. Esther Peterson, *Director*

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*(Revision of Bulletin 250)*

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**ARTHUR J. GOLDBERG, *Secretary***

**WOMEN'S BUREAU**

**Mrs. ESTHER PETERSON, *Director***

**WASHINGTON : 1961**

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(Continuation of Bulletin 250)

UNITED STATES DEPARTMENT OF LABOR  
ARTHUR A. GOLDBERG, Secretary  
WOMEN'S BUREAU  
1111 STREET BUREAU, WASHINGTON

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## Foreword

This bulletin covers the provisions of State hour laws for women as of October 1, 1960. It provides an analysis of the laws regulating daily and weekly hours of work, day of rest, meal and rest periods, and nightwork; i.e., standards established by State hour laws and regulations pursuant thereto and by State minimum-wage laws and orders.

The most recent of a series of reports published by the Women's Bureau on State hour laws for women, this bulletin supersedes Bulletin 250, issued in 1953. The first such report, "State Laws Affecting Working Women," Bulletin 16, was issued in 1921. In the period of approximately 40 years since publication of the original bulletin, significant gains have been made in the establishment of legal hour standards governing the employment of women in virtually all States.

In 1960, laws in 24 States and the District of Columbia set a maximum of 8 hours a day, 48 hours or less a week, or both; in 1921, laws in 12 States, the District of Columbia and Puerto Rico set such maximum hour standards. Today, 22 States and the District of Columbia have laws which require at least 1 day of rest in every 7 days; in 1921, 12 States and the District of Columbia had such laws. Meal periods of specified duration must be allowed women workers in one or more industries in 25 States, the District of Columbia and Puerto Rico; whereas, approximately 40 years ago, such laws were in effect in 19 States and Puerto Rico. Nightwork for adult women is prohibited or regulated, or both prohibited and regulated, in one or more industries or occupations in 21 States and Puerto Rico; in the earlier period, nightwork laws for adult women were in effect in 15 States and Puerto Rico.

This bulletin was prepared by Regina M. Neitzey and Josephine M. Urani, under the direction of Alice Angus Morrison, Chief of the Division of Women's Labor Law and Civil and Political Status. The material presented in this report has been reviewed by State administrators in individual State reports. These separate reports are available on request to the Women's Bureau.

ESTHER PETERSON,  
*Director, Women's Bureau.*

# State Hour Laws for Women

## SUMMARY

The first enforceable law which regulated the maximum hours of employment of women became effective in Massachusetts in 1879. Today, 46 States, the District of Columbia, and Puerto Rico have established standards governing at least one aspect of women's hours of employment; i.e., maximum daily or weekly hours, day of rest, meal and rest periods, or nightwork. A number of such laws include special provisions which permit a variation from the established standards, or provide for overtime hours of work under specified conditions, or both. Only 4 States—Alabama, Florida, Hawaii<sup>1</sup> and Iowa—have not established any legal standards governing hours of employment of women.

### Maximum Daily and Weekly Hours

Forty-three States and the District of Columbia have laws which regulate the number of daily and/or weekly hours of employment for women in one or more industries.

Seven States—Alabama, Alaska, Florida, Hawaii, Indiana, Iowa, and West Virginia—and Puerto Rico do not have such laws. Although the laws of Alaska, Hawaii, and Puerto Rico set no maximum daily and weekly hours, minimum-wage laws require the payment of premium rates for time worked beyond hours specified.

The highest standards<sup>2</sup> (the lowest maximum hours) established for daily and weekly hours in each of the 43 States and the District of Columbia are shown in the following analysis.

Twenty-four States and the District of Columbia have laws regulating the employment of women which establish, as their highest standard, a maximum of 8 hours a day, 48 hours a week, or both for one or more industries.

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<sup>1</sup> Although Hawaii's "wage and hour law" does not place a limit on hours of employment, it requires payment of one and one-half times the employee's regular rate for hours over 40 a week.

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

Arizona.....	8-48	New Mexico.....	8-48
Arkansas.....	8-( <sup>3</sup> )	New York.....	8-48
California.....	8-48	North Carolina.....	9-48
Colorado.....	8-48	North Dakota.....	8½-48
Connecticut.....	8-48	Ohio.....	8-48
District of Columbia.....	8-48	Oregon.....	8-44
Illinois.....	8-48	Pennsylvania.....	10-48
Kansas.....	8-48	Rhode Island.....	9-48
Louisiana.....	8-48	Utah.....	8-48
Massachusetts.....	9-48	Virginia.....	9-48
Montana*.....	8-48	Washington.....	8-
Nevada.....	8-48	Wyoming <sup>4</sup> .....	8-48
New Hampshire.....	10-48		

\*Men and women.

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

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

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

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

\*Men and women.

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

Virtually all State hour laws cover manufacturing; most of them apply to a variety of other industries as well. Standards are usually

<sup>3</sup> Day-of-rest law provides, in effect, for a 48-hour week. Nine hours a day permitted, if time worked over 8 hours a day is paid for at one and one-half times the employee's regular rate.

<sup>4</sup> A 1959 amendment to the Wyoming hour law permits hours over 8 a day, provided one and one-half times the employee's regular rate is paid for each hour worked over 8 a day in a 12-hour period. (Hours in excess of 48 a week may be worked provided premium rates are paid for the excess hours. Op. Atty. Gen., Nov. 6, 1959.)

the same for manufacturing and nonmanufacturing. However, in four States, the highest standards established for daily and weekly hours—8 hours a day and 48 hours a week—apply to nonmanufacturing; i.e., to mercantile establishments in Connecticut, to public housekeeping and telephone exchanges in Kansas, to retail stores and eating places in Montana, and to mercantile, laundry and drycleaning establishments, and offices in Ohio. For manufacturing establishments, the maximum daily and weekly hours in these four States are:

	Daily	Weekly
Connecticut-----	9	48
Kansas-----	9	49½
Montana-----	8	-----
Ohio-----	9	48

All maximum-hour standards (highest to lowest), applicable to women workers in one or more industries are:

	Maximum hours			Maximum hours	
	Daily	Weekly		Daily	Weekly
Arizona	8	48	New Jersey	10	54
Arkansas	8	( <sup>6</sup> )	New Mexico <sup>5</sup>	8	48
California	8			9	56
	*9	48	New York	8	48
Colorado	8	108 (in 2 weeks)			48
	*9	48	North Carolina	9	48
Connecticut	8	48		10	55
	9	48		11	55
Delaware <sup>5</sup>	10	58	North Dakota	8½	48
	8	48		9	54
District of Columbia	8	48	Ohio	8	48
Georgia	*10	60	Oklahoma	9	48
Idaho	9		Oregon	8	44
Illinois <sup>5</sup>	8	48		8	44
Kansas	8	48	Pennsylvania	10	60
	9	49½	Rhode Island	9	48
Kentucky	9	54	South Carolina	*10	55
	10	60		12	60
Louisiana	8	48	South Dakota	10	54
	9	54	Tennessee	10	50
Maine	9	50		10	54
	9	54	Texas	9	54
Maryland <sup>5</sup>	10	60		10	60
Massachusetts	9	48	Utah	8	48
Michigan	9	54	Vermont	9	50
	12	70	Virginia	9	48
Minnesota		54	Washington	8	
Mississippi	10	60		(*)	60
Missouri	9	54	Wisconsin <sup>5</sup>	9	50
Montana	8			9	54
	*8	48		10	50
Nebraska	9	54		10	54
Nevada	8	48		10	55
New Hampshire <sup>5</sup>	10	48	Wyoming <sup>4</sup>	10	60
	10¼	54		8	48

\*Men and women.

See footnote 3 on p. 2.

<sup>4</sup> A 1959 amendment to the Wyoming hour law permits hours over 8 a day, provided one and one-half times the employee's regular rate is paid for each hour worked over 8 a day in a 12-hour period. (Hours in excess of 48 a week may be worked provided premium rates are paid for the excess hours. Op. Atty. Gen., Nov. 6, 1959.)

<sup>5</sup> Hour law sets other maximum hour standards for nightwork.

## Permitted Variations From Maximum Daily Hours, Weekly Hours, Days per Week

Hour laws in 23 States, in addition to setting the maximum number of daily and/or weekly hours, or both, or limiting the number of days to be worked per week, include provisions which permit adjustments in the legal maximum. By these permitted variations, application of the hour laws are more flexible and adaptable to the requirements of the industries or occupations covered by the laws.

With few exceptions, hours in excess of the weekly maximum are prohibited. However, a considerable number of States permit women to be employed beyond the daily maximum hour limit in various circumstances. Among these are: To make one shorter workday in the week; to make a shorter workweek; to make up time lost due to breakdown of machinery, accident, or illness; to take into consideration the needs caused by emergencies, seasonal processing, or unusual events; or to alleviate any hardships which may result from strict application of the law. One State—Texas—requires the payment of double the regular rate for such longer daily hours. A few States with laws providing for an 8-hour day, 6-day workweek, permit a woman who is employed for not more than 6 hours a day to work 7 days a week.

Provisions allowing variations from the maximum-hour standards are shown on the charts for the following States:

Arizona	Maryland	Oregon
California	Massachusetts	Pennsylvania
Connecticut	Michigan	Rhode Island
Delaware	New Hampshire	South Carolina
Georgia	New Jersey	Texas
Illinois	New York	Vermont
Kansas	North Dakota	Virginia
Maine	Ohio	

### Overtime

In 34 States, overtime—hours over the maximum daily or weekly hours or more than the days per week as set by law—may be worked for specified reasons and periods of time. Because of the type of industry covered, some of the maximum-hour laws are inapplicable during parts of a year.

The majority of the overtime provisions permit longer hours in seasonal industries to prevent spoilage of perishable products or to allow extra hours to be worked in mercantile or retail trade prior to or following holiday seasons, or during an emergency which may endanger the life, health, and welfare of the community.

In 13 States, the laws provide that before overtime hours may be worked, permits must be obtained or authorization given by the State labor departments.

Hour laws in eight States require the payment of one and one-half times the employee's regular rate for hours worked in excess of the maximum set by law; in two States, double time.

Provisions for overtime hours are shown on the charts for:

Arizona	Mississippi	Pennsylvania
Arkansas	Missouri	South Dakota
California	Montana	Tennessee
Colorado	Nebraska	Texas
Connecticut	Nevada	Utah
Illinois	New Hampshire	Vermont
Kansas	New Mexico	Virginia
Louisiana	New York	Washington
Maine	North Carolina	Wisconsin
Massachusetts	Ohio	Wyoming
Michigan	Oklahoma	
Minnesota	Oregon	

In addition to the 34 States with overtime provisions, Kentucky, Rhode Island, South Carolina, and Puerto Rico require extra pay for hours worked on the seventh consecutive day of the week or on Sundays and holidays. In Rhode Island, a permit must be obtained for employment on Sundays and specified holidays.

### Day of Rest

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

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

\*Men and women.

\*\*Standard shown is applicable to females; another statute prohibits Sunday employment of all employees in commercial occupations or work in any industrial process with specified exceptions. (Employees covered by statute who are employed on Sunday must be relieved of duty for one of the 6 days following.)

Of the 28 States and Puerto Rico with no laws limiting the work-week to 6 days, 8 States have laws applicable to both men and women which prohibit employment on Sunday with specified exceptions:

Alabama	Minnesota	Virginia
Florida	Mississippi	West Virginia
Maryland	Missouri	

Eight other States—Georgia, Maine, Michigan, New Mexico, Oklahoma, Tennessee, Texas, and Vermont—have Sunday “blue laws” which prohibit the performance of work by an individual. Since they do not regulate employment, these are not listed with the day-of-rest laws shown on the charts in this report.

In Montana, by law, Sunday is a legal holiday. Three additional jurisdictions—Rhode Island, Kentucky, and Puerto Rico—have laws which require the payment of overtime rates to both men and women for work on the seventh day or on Sunday, thus, in effect, encouraging a 6-day workweek. The Rhode Island statute, under the jurisdiction of the State Department of Labor, prohibits employment on Sundays and holidays, but allows work of necessity and charity to be performed on such days by special permit, provided time and one-half the worker’s regular rate is paid. The Kentucky law requires the payment of time and one-half the worker’s regular rate for work on the seventh consecutive day for persons working at least 40 hours a week. Puerto Rico provides for a day of rest but permits work on such a day at double the employee’s regular rate.

### Meal Period

Twenty-five States, the District of Columbia, and Puerto Rico provide that meal periods, varying from one-third of an hour to 1 hour in duration, must be allowed women employed in some or all industries. The length of the meal period is provided for by statute, order, or regulation in these 27 jurisdictions:

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

\*Men and women.

Kentucky requires that before and after the regularly scheduled lunch period (duration not specified) rest periods be granted females; and in Wyoming, females employed in specified establishments who are required to be on their feet continuously must have two paid rest periods, one before and one after the lunch hour.

### Rest Period

Twelve States require rest periods (as distinct from a meal period) for women workers in one or more industries. Most of the provisions are for a 10-minute rest period within each half day of work:

Alaska	Kentucky	Pennsylvania
Arizona	Nevada	Utah
California	New York	Washington
Colorado	Oregon	Wyoming

The laws in Alaska, Kentucky, Nevada, and Wyoming cover a variety of industries (in Alaska and Wyoming, applicable to women standing continuously); laws in New York and Pennsylvania apply to operators of elevators not provided with seating facilities. Rest periods in one or more industries are required by wage orders in Arizona, California, Colorado, Oregon, Utah, and Washington.

In addition to the 12 States, manufacturing establishments operating on a 24-hour schedule in Arkansas, when necessary, may be exempt from the meal-period provision if females are granted 10 minutes for each of two paid rest periods and arrangements made for them to eat at their work.

### Nightwork

Twenty-one States and Puerto Rico have laws which either prohibit the employment of adult women at night, establish maximum-hour standards different from those established for daywork, or regulate the conditions under which women may be employed after specified evening hours. Six States and Puerto Rico have both prohibitory and regulatory laws governing the employment of women at night.

Twelve of these States and Puerto Rico prohibit nightwork for adult women in certain occupations or industries, or under specified conditions. In these jurisdictions, hours of prohibited employment vary, ranging from 9 p.m. to 8 a.m.

Connecticut	New Jersey	South Carolina
Kansas	New York	Utah
Massachusetts	North Dakota	Washington
Nebraska (except by permit)	Ohio	Wisconsin
	Puerto Rico	

In North Dakota and Washington, the prohibition applies only to elevator operators; in Ohio, only to taxicab drivers. Utah prohibits the employment of women in restaurants on a split shift after midnight.

In six States and Puerto Rico, which prohibit nightwork in specified industries or occupations, and nine States, which do not prohibit nightwork, the employment of adult women at night is *regulated* in one or more industries either by limitation of maximum hours or by establishment of specific working-conditions standards.

Six States and Puerto Rico both prohibit and regulate:

Connecticut  
Kansas  
New Jersey

New York  
Puerto Rico

Utah  
Wisconsin

States that regulate only:

California  
Delaware  
Illinois

Maryland  
New Hampshire  
New Mexico

Oregon  
Pennsylvania  
Rhode Island

One additional State—Arizona—and the District of Columbia prohibit only night messenger service for females under 21; the Arizona law is also applicable to males under 21.

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>ALABAMA:</b> No law.				(1)	
<b>ALASKA:</b> General Safety Code, ch. XXVII, sec. 27-03.	Women, 18 and over. Any employment.				
<b>ARIZONA:</b> Rev. Stat. (1956), with 1959 supp., vol. 2, sec. 8-566; vol. 8, sec. 23-281.	Females. All employment. <i>Exceptions:</i> Domestic work; telephone or telegraph offices or exchanges, or railroad yard offices when only 3 females are employed; nurses; children's camps when on written contract basis for longer than 1-week term, except camps regulated by existing ordinance of any city or town.	8 (in 13-hour period).	48	6	Adult women may be employed 7 days a week, if daily hours do not exceed 6.
<i>Ibid.</i> , vol. 8, sec. 23-236.	Persons under 21 years. Messengers for telegraph or messenger company in the distribution, transmission or delivery of goods or messages in incorporated cities or towns.				
Industrial Commission Minimum-Wage Order 2-A, Sept. 12, 1948.	Women and minors under 21. <i>Laundry and Drycleaning Industry.</i> (SEE Appendix I.)	2 periods within 12 hours.			
<b>ARKANSAS:</b> Stat. Annotated 1947, with 1955 supp., vol. 7, secs. 81-601 through 81-607, 81-614, 81-617, 81-619, 81-622.	Females. Manufacturing, mechanical or mercantile establishment; laundry; express or transportation company; hotel, restaurant, eating place; bank, building and loan association, insurance company, finance or credit business, or employment in any capacity. <i>Exceptions:</i> Domestic, agricultural or horticultural employment; cotton factories; gathering of fruit or farm products; switchboard operators in small telephone exchanges exempt under provisions of the Fair Labor Standards Act; railroad employees whose hours are regulated by Federal law; processors or canners of fruits and vegetables subject to and complying with the Fair Labor Standards Act; and upon application, by permit, females employed in executive or managerial capacity. <sup>2</sup> By law, banks and trust companies complying with wage and hour provisions of the Fair Labor	8		6	

See footnotes at end of table.

**FOR WOMEN**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
(1)		10-minute period after 2 hours for women required to stand at their work.		
Provisions do not apply to or affect females engaged in harvesting, curing, canning, or drying any variety of perishable fruits or vegetables, during periods necessary to harvest, cure, can, or dry fruit or vegetables to save from spoiling.			10 p.m. to 5 a.m.	
1½ times the regular rate must be paid for hours over 8 a day and on 7th consecutive day. Permit from Commissioner must be obtained for: (a) Overtime of a permanent nature in excess of one hour a day; and (b) for work on 7th consecutive day, not to exceed 90 days. 9-hour day for hotels and restaurants may be established by regulation of Commissioner.	30 minutes after 6 continuous hours of work, except 6½ hours for employee dismissed for day by 1:30 p.m., where 3 or more females are employed. Not less than ¾-hour for lunch.1	One 10 minutes each half day worked, or 2 such periods during any full working shift, paid for at employee's regular rate.  In manufacturing or fabricating establishments, exempt from meal period provision, where 24-hour continuous operation is necessary or where shutdown would result in loss of product: 10 minutes for each of 2 periods, 1 in first half and 1 in last half of workday. (Suitable arrangement must be made for females to eat at their machines or place of work.)		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>ARKANSAS—Con.</b> Stat. Annotated 1947—Con.</p> <p>Ibid., sec. 81-410..</p>	<p>Standards Act meet requirements of provisions of female labor law.</p> <p>Women Factory, manufacturing establishment, workshop or other places with 6 or more men and women employees.</p>				
<p><b>CALIFORNIA:</b> Annotated Codes (West's 1955), with 1959 supp., vol. 44, secs. 1350, 1352, 1352.1; Act 4052 as amended by ch. 99 (L. 1959).</p>	<p>Females, 18 years and over.</p> <p>Manufacturing, mechanical, mercantile establishment; laundry; cleaning, dyeing, or cleaning and dyeing establishment; hotel, public lodginghouse, apartment house, hospital, beauty shop, barber shop, amusement place, restaurant, cafeteria, telegraph or telephone office, elevator operator in office building, express or transportation company. <i>Exceptions:</i> Executives, administrators, or professional women, i.e., employee engaged in work which is predominately intellectual, managerial, or creative, which requires exercise of discretion and independent judgment and for which remuneration is not less than at the rate of \$350 a month; or employee licensed or certified by the State and engaged in the practice of law, medicine, dentistry, architecture, engineering, or accounting.</p>	18 (in any day of 24 hours).	48.		
<p>Ibid., secs. 850, 851, 851.5, 852, 854.</p>	<p>Men and women</p> <p>The sale at retail of drugs and medicines, or compounding of physician's prescriptions in any store, dispensary, pharmacy, laboratory, or office, including registered pharmacists.<sup>4</sup></p>	<sup>2</sup> 9 (average).	108 (in 2 consecutive weeks).	( <sup>3</sup> )	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>The 8-hour law does not apply to:                      Graduate nurses, licensed vocational nurses, clinical laboratory technicians or technologists, and X-ray laboratory technicians in hospitals during an emergency. 1½ times straight time hourly pay for hours over 8 a day must be paid to licensed vocational nurses, technologists, or technicians.</p> <p>Harvesting, curing, canning or drying of any variety of perishable fruit, fish, or vegetable during periods when necessary to harvest, cure, can, or dry such products to prevent spoilage.</p> <p>Processing of biologicals, human blood products and other such products of laboratories operating under license from the U.S. Treasury and U.S. Department of Agriculture during periods when it is necessary to continue such processing to prevent spoilage.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY, until 91st day after adjournment of 1961 Legislature.</b></p> <p>The hour provisions do not apply in case of accident, death, sickness or epidemic.</p>	<p>1 hour must be allowed for meals if lunchroom not provided on premises, and during such hour women shall be permitted to leave establishment.</p>			
	<p>Not to exceed 1 hour.</p>			

STATE HOUR LAWS

State	Employee coverage, occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>CALIFORNIA—</b> Continued Annotated Codes—Con. secs. 551, 554 and 556.	Men and women. Any occupation of labor. <i>Exceptions:</i> Work performed in care of animals, crops, or lands; protection of life or property; common carrier engaged in or connected with movement of trains; employees working under collective-bargaining agreements.	-----	-----	1 day's rest in 7, except in emergency.	Provision does not apply when total hours do not exceed 30 a week or 6 in any 1 day. If nature of work requires that employee works 7 or more consecutive days, days of rest may be accumulated and equivalent time off allowed during calendar month.
Industrial Welfare Commission Orders, Nov. 15, 1957.	Women and minors under 18 years. <i>Manufacturing Industry, No. 1-57; Personal Service Industry, No. 2-57; Professional, Technical, Clerical, and Similar Occupations, No. 4-57; Public Housekeeping Industry, No. 5-57; Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry, No. 6-57; Mercantile Industry, No. 7-57; Transportation Industry, No. 9-57; Amusement and Recreation Industry, No. 10-57; Broadcasting Industry, No. 11-57. Exceptions:</i> Executives, administrators, professional women. (SEE Appendix I.)	8 in 13 (11 hours must elapse between the end of one work-day and beginning of next, except 8 hours in bona-fide change of shift).	-----	6.-----	Employment on 7th day permitted when total hours do not exceed 30 a week or 6 a day.
Ibid.-----	Women and minors under 18. <i>Canning, Freezing, and Preserving Industry, No. 3-57; and Industries Handling Products After Harvest, No. 8-57. Exceptions:</i> Executives, administrators, professional women. (SEE Appendix I.)	8.-----	-----	6.-----	Employment on 7th day permitted when total hours do not exceed 30 a week or 6 a day.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
SPECIAL PROVISION FOR DEFENSE EMERGENCY.				
Permitted for women 18 years and over, in emergencies, when not prohibited by law or when necessary to prevent perishable products from spoiling. 1½ times regular rate must be paid for over 8 hours a day and over 6 days a week; over 54 a week for specified resident housemothers and resident managers of homes for the aged (on maximum 54-hour work-week).	30-minute period after 5 hours' work, except on a 6-hour work-day. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. <i>Exemption by Commission may be authorized.</i>	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 3½ hours. <i>Exemption by Commission may be authorized.</i>		No woman shall be required to report for work between 10 p.m. and 6 a.m. unless suitable transportation is available. If meal period occurs during these hours, hot food and drink facilities must be available.
Permitted 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. 1½ times regular rate must be paid 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, <i>except</i> on 7th day when total hours do not exceed 30 a week, 6 a day. ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.	do	do		Do.

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>CALIFORNIA—</b> Continued Industrial Welfare Commission Order, Jan. 1, 1958.	Women and minors under 18. <i>Motion Picture Industry</i> , No. 12-57. <i>Exceptions</i> : Professional actors and actresses; executive, administrators, and professional women. (SEE Appendix I.)	8 (10 hours must elapse between the end of one work-day and the beginning of the next).		6	
<b>COLORADO:</b> Rev. Stat., 1953, with 1957 supp., vol. 4, sec. 80-7-13.	Females..... Manufacturing, mechanical or mercantile establishment; laundry; hotel or restaurant. <sup>1</sup>	8 (in a calendar day of 24 hours).			
Ibid., vol. 3, sec. 48-2-1, 48-2-2.	Men and women..... The sale at retail of drugs and medicines or compounding of physicians' prescriptions in any store, dispensary, pharmacy, laboratory, or office. <sup>2</sup>	9 (average).	108 (in 2 consecutive weeks).	(*)	
Minimum-Wage Order No. 13, May 4, 1956.	Women and minors under 18. <i>Beauty Service Occupations</i> . (SEE Appendix I.)	8		6	
Minimum-Wage Order No. 10, May 4, 1956.	Women and minors under 18. <i>Laundry Industry</i> . (SEE Appendix I.)	8		6	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>Permitted for women 18 years and over in emergencies; maximum of 16 hours including meal periods in any one day from the time required to report to work until dismissed. 1½ times regular rate must be paid 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>30 minutes, not more than 1 hour, after 5½ hours' work. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. <i>Exemption by Commission may be authorized.</i></p>	<p>10-minute paid period for each 4 hours' work, or major fraction thereof, insofar as possible in middle of work period, except on days totaling less than 3½ hours. Additional interim rest periods during actual rehearsal or shooting must be given to swimmers, dancers, skaters, and other performers engaged in strenuous physical activities. <i>Exemption by Commission may be authorized.</i></p>		<p>Food and hot drink shall be provided employees required to work after 11:30 p.m. When employees are required to work at night and are not dismissed in time to return home by public service transportation, transportation shall be provided by employer.</p>
<p>In case of emergencies or conditions demanding immediate action or in case of processing of seasonal agricultural products, over 8-hours' work in a calendar day permitted on payment of time and one-half employee's regular hourly rate, provided that a permit is first obtained from the Industrial Commission. Hour provisions do not apply in case of accident, death, sickness, or epidemic.</p>				
<p>In cases of emergency, females may be permitted to work over 8 hours a day, by permit from Industrial Commission. 1½ times regular rate must be paid for hours over 8 a day, 44 a week.</p>	<p>30 minutes. "On-duty" meal period, counted as time worked, permitted when nature of work prevents relief from all duty.</p>	<p>10-minute paid period for every 4 hours of working time, or major fraction thereof.</p>		
<p>Emergency employment in excess of 8 hours a day and 44 hours a week permitted; by permit from Industrial Commission for hours in excess of 8 a day. 1½ times regular rate must be paid for hours over 8 a day, 44 a week.</p>	<p>Not less than 30, nor more than 90, minutes; not to be counted as working time.</p>	<p>do</p>		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>COLORADO—</b> Continued Minimum-Wage Order, No. 12, May 4, 1956.	Women and minors under 18. <i>Public Housekeeping Industry.</i> (SEE Appendix I.)	8.....	48.....		
Minimum-Wage Order, No. 11, May 4, 1956.	Women and minors under 18. <i>Retail Trade Industry.</i> (SEE Appendix I.)	8.....	48.....		
<b>CONNECTICUT:</b> General Stat. (Revision 1958), vol. 6, secs. 31-13, 31-19; and Administrative Regulations, Department of Labor (1948).	Females and minors under 18. Mercantile establishments. <i>Exceptions:</i> Permanent salaried employees in executive, managerial, or supervisory positions excepted from the provisions of the minimum-wage law who receive a regular salary of not less than the minimum fixed for such employment in any wage order or administrative regulation issued under the minimum-wage law. <sup>3</sup>	8.....	48.....	6.....	10 hours' employment permitted on 1 day in week, to provide 1 shorter workday in week.
Ibid., sec. 31-12.....	Females and minors under 18. Any manufacturing <sup>4</sup> or mechanical establishment.	9.....	48.....		
Ibid., sec. 31-18.....	Females and minors under 18. Public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment or photograph gallery. <i>Exception:</i> Hotels.	9.....	48.....	6.....	do.....
Ibid., sec. 31-17.....	Women..... Bowling alley, shoeshining establishment, or billiard or pool room.		58.....		
Ibid., vol. 9, sec. 53-302.	Men and women..... Any commercial occupation or any industrial process, with specified exceptions.			(6)	

See footnotes at end of table

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In cases of emergency or conditions demanding immediate action, females may be permitted to work over 8 hours a day, by permit from Industrial Commission. 1½ times employee's regular rate must be paid for hours over 8 a day, 48 a week.</p> <p>In cases of emergency or conditions demanding immediate action, over 8 hours a day permitted; by permit from Industrial Commission. 1½ times regular rate must be paid for hours over 8 a day, 48 a week.</p>	<p>30 minutes after 5 hours of work, except on 6-hour workday. "On-duty" meal period, counted as time worked, permitted when nature of work prevents relief from all duty.</p>	<p>10-minute paid period for every 4 hours of work.</p>		
<p>Overtime permitted during Dec. 18-25, if employer grants at least 7 holidays with pay annually.</p> <p>10 hours a day, 52 hours a week, for not more than 4 weeks in any 12 months may be allowed by Commissioner of Labor and Factory Inspection in cases of emergency and of seasonal or peak demand.</p>	<p>Not less than 30, nor more than 90, minutes; not to be counted as working time.</p>	<p>10-minute paid period for every 4 hours of working time, or major fraction thereof.</p>	<p>By regulation; 1 a.m.-6 a.m. for female as sole occupant of establishment.</p>	<p>1 a.m.-6 a.m.<sup>1</sup> by permit issued to employer complying with health and welfare regulations and transportation<sup>2</sup> requirements.</p>
<p>10 hours a day, 55 hours a week for not more than 8 weeks in any 12 consecutive months may be allowed by Commissioner of Labor and Factory Inspection, in emergency or seasonal or peak demand.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.</b></p>			do	Do. <sup>1,2</sup>
			do	Do. <sup>1,2</sup>
			After 10 p.m.	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>DELAWARE:</b> Code Annotated (1953), with 1958 supp., vol. 10, title 19, ch. 3, secs. 301, 302, 304.	Females, 16 and over... Any mercantile, mechanical or manufacturing establishment; laundry; baking or printing establishment, telephone and telegraph office or exchange; restaurant, hotel, place of amusement, dressmaking establishment or office. <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits and vegetables.	10 (SEE Night-work.)	55	6	12 hours permitted on 1 day of each week, upon condition that total hours for any week shall not exceed 55.
Ibid., sec. 516	Persons under 21... Messengers for telegraph, telephone or messenger company in the distribution, collection, transmission or delivery of goods in any town or city with population of over 20,000 persons.				
<b>DISTRICT OF COLUMBIA:</b> Code 1951, with 1960 supp., pt. 5, vol. 2, secs. 36-301, 36-303.	Females... Manufacturing, mechanical, or mercantile establishments; laundry, hotel, restaurant, telegraph, or telephone establishment or office; or express or transportation company.	8	48	6	
Ibid., sec. 36-206	Females, 18 to 21... Messengers.				
<b>FLORIDA:</b> No law				(1)	
<b>GEORGIA:</b> Code Annotated (1935), with 1958 supp., title 54, sec. 201.	Men and women... Cotton or woolen manufacturing establishments. <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, and all help needed to clean up and make necessary repairs or changes in or about machinery.	10	60		Daily hours may be regulated by employers provided number of hours do not in the aggregate exceed 60 hours a week. Employees may work such time as necessary to make up lost time, not to exceed 10 days, caused by accidents or other unavoidable circumstances.
<b>HAWAII:</b> No law					
<b>IDAHO:</b> Code Annotated (1947), with 1959 supp., vol. 8, sec. 44-1107.	Females, 16 and over... Mechanical or mercantile establishment; laundry, hotel, or restaurant, telegraph or telephone establishment;	9			

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	Not less than 30 minutes for meals. $\frac{3}{4}$ of an hour after 6 consecutive hours of work, except $6\frac{1}{2}$ hours, if employment for day ends not later than 1:30 p.m. and worker is dismissed for the day.			If any part of daily employment of females is performed between 11 p.m. and 7 a.m. of the following day, such female shall not be employed more than 8 hours in any 24.
			10 p.m.-6 a.m.	
	$\frac{3}{4}$ hour after 6 continuous hours of work, <i>except</i> establishments with 2 or fewer female employees. Work period of $6\frac{1}{2}$ hours permitted if employment ends not later than 1:30 p.m. and employee is dismissed for the day.			
			7 p.m.-6 a.m.	
(1)				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>IDAHO—Con.</b> Code Annotated—Continued	office, express or transportation company. <sup>1</sup> <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.				
<b>ILLINOIS:</b> Annotated Stat. (Smith-Hurd, 1950), with 1959 supp., ch. 48, sec. 5, 5a, 8.1.	Females, 16 and over— Mechanical or mercantile establishment; factory, laundry, hotel, restaurant, barbershop, beauty parlor, telegraph or telephone establishment or office thereof; place of amusement; express or transportation or public utility business; common carrier; public or private institution or office thereof. <sup>1</sup> <i>Exceptions:</i> Graduate nurses; operators for a telephone company in an agency in a private residence or place of business other than an exclusive telephone establishment.	8 (SEE Night-work.)	48		In other than mercantile establishments, 9 hours may be worked on 1 day a week if weekly hours do not exceed 48.
<i>Ibid.</i> , sec. 8a-8c, 8h.	Men and women— Factory, <sup>2</sup> mercantile establishment; transportation or public service company; hotel, apartment hotel, restaurant, hospital, laundry, telephone or telegraph establishment; banking institution, brokerage business, theater, freight or passenger elevator, or any employer engaged as a contractor to furnish labor upon contract to any person, municipality, or county institution, or any office thereof. <i>Exceptions:</i> Janitors, watchmen, superintendents, or foremen; employees engaged for not more than 3 hours on Sunday setting sponges in bakeries, caring for live animals, maintaining fires or electrical current, or necessary repairs to boilers, machinery, equipment, or power. <sup>3</sup>			6 (24 consecutive hours of rest in each calendar week).	
<b>INDIANA:</b> Stat. Annotated (Burns, 1952), with 1957 supp., as amended by ch. 51 (L. 1959), vol. 8, Pt. 1, sec. 40-1007.	Men and women— Manufacturing or mercantile establishment; mine, quarry, laundry, renovating works, bakery, or printing office.				
<b>IOWA:</b> No law					

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In mercantile establishments during 4 weeks in calendar year, 9 hours a day, 54 hours a week, permitted.</p> <p>In canneries between June 1 and October 15 10 hours a day, 60 hours a week, permitted.</p> <p>In public emergencies, employment necessary to furnish essential public services such as communication, sewage disposal, water supply, light, gas, and transportation are exempt from provisions of hour law for a period not to exceed 48 hours.</p> <p>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.</p> <p>SPECIAL PROVISION FOR DEFENSE EMERGENCY</p>				<p>Telegraph or telephone operators may be employed not more than 10 hours between 7:30 p.m. and 8 a.m., if sleeping facilities are provided and operator is allowed at least 4 hours of sleep.</p>
	<p>60 minutes for noonday meal. In special cases and for good cause, chief inspector may issue permits for shorter meal time.</p>			

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
KANSAS: 1 Industrial Welfare Order No. 1 (1939).	Women and minors..... <i>Laundry Occupations</i> , i.e., laundries, dyeing, drycleaning, and pressing establishments.	9 (in 10 consecutive hours, except in 12 hours in case of breakdown of machinery).	49½		
Ibid., No. 2 (1939).	Women and minors..... <i>Manufacturing</i> , i.e., all processes in the production of commodities; work performed in florists' shops, candymaking departments of confectionery stores and bakeries, millinery workrooms, dressmaking establishments, hemstitching and button shops, alteration, drapery and upholstery departments. (Such departments in mercantile establishment may be granted permission to operate under the mercantile order.	9	49½	6	
Ibid., No. 3 (1939).	Women and minors..... <i>Mercantile Occupations</i> , i.e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, receiving, marking, and stockroom employees, sheet-music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase, and disposition of goods, wares, and merchandise. <i>Exception:</i> Regularly registered pharmacists.	9 (in 10 consecutive hours.)	54	6	10 hours in 13 consecutive hours permitted 1 day of each week, provided maximum hours (54) are not exceeded.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
An additional 2½ hours a week may be worked, provided daily maximum is not exceeded.	1 hour, after not more than 6 hours of work, except ½ hour, upon application to Labor Department if both employer and employee prefer shorter period.	-----	9 p.m. to 6 a.m..	
Overtime of 4½ hours a week allowed in cases of emergency. In seasonal industries handling perishable food products, such as canneries, creameries, condenseries, and poultry houses, the full amount of overtime is allowed for 6 weeks during their peak season or for 2 periods a year not to exceed 3 weeks each. Cream testers may work 6½ days a week between May 1 and September 1, if weekly hours do not exceed 54. In a poultry dressing and packing business, during the season from October 15 to December 24, 11 hours a day and 53 hours a week are permitted for 4 of the 6 weeks' peak season, and 11 hours a day and 60 hours a week for the remaining 2 weeks, provided 1 of these latter weeks falls between November 1 and Thanksgiving Day, and the other between Thanksgiving Day and Christmas.	45 minutes, after 5 hours of work except, upon application, Labor Department may grant shorter lunch period. 30 minutes when industry is operated on 8-hour basis.	-----	do-----	
-----	1 hour after no more than 5 hours of work, except 45 minutes, upon application to Labor Department, if both employer and employee prefer shorter period.	-----	After 9 p.m., except after 10 p.m. one day of the week, by temporary order, in such communities as the agricultural trade may demand.	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>KANSAS—Con.</b> Industrial Welfare Order No. 4 (1939). Ibid., No. 5 (1939).	Women and minors..... <i>Public Housekeeping Occupations.</i> (SEE Appendix I.)	8-----	48-----		
	Women and minors..... <i>Telephone Exchange or Office.</i> <i>Exceptions:</i> Small exchanges requiring not more than 2 operators on duty at one time; exchanges in residences operated by members of household.	<sup>3</sup> 8 (in 2 shifts or "tours," one of which shall not exceed 5 hours).	48-----	( <sup>3</sup> )	
<b>KENTUCKY:</b> Rev. Stat. (1958), sec. 337.350. Ibid., sec. 337.365. Ibid., secs. 337.370, 339.210. Minimum-Wage Orders, as amended by ch. 36 (L. 1958). Ibid.....	Females..... Laundry, bakery, factory, workshop, store, or mercantile, manufacturing, or mechanical establishment, or hotel, restaurant, telephone exchange, or telegraph office.	10-----	60-----	( <sup>1</sup> )	
	Females..... Any employment.				
	Females under 21 (18 to 21). Any gainful occupation. <i>Exceptions:</i> Domestic service, nursing, farmwork, casual domestic employment, delivery of newspapers on regularly scheduled routes.	10-----	60-----	( <sup>1</sup> )	
	Women and minors..... <i>All Industries and Occupations</i> (May 27, 1947); <i>Hotel and Restaurant Industry</i> (July 15, 1954). (SEE Appendix I.)			( <sup>1</sup> )	
	Women and minors..... <i>Laundry, Dry Cleaning, and Dyeing Industry</i> (Apr. 1, 1942). (SEE Appendix I.)			( <sup>1</sup> )	
<b>LOUISIANA:</b> Rev. Stat. Annotated (West's, 1950), with 1959 supp., vol. 16, secs. 23:291, 23:331-333, 23:337.	Females, 18 and over..... In communities of 6,000 population or more, manufacturing, mechanical, or mercantile establishment; laundry, hotel, theater, restaurant, telegraph or telephone establishment; transportation company; or operator of a freight or passenger elevator. <i>Exceptions:</i> Females employed in agriculture, domestic service, or in an executive capacity; processing, packing, and canning of fish, seafood, fruits, and	8-----	48-----	16-----	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
Provisions do not apply in cases where, because of emergencies, restrictions of hours of work would result in interruption or impairment of service to the public.	20 minutes for each meal after no more than 5 hours of work.		(2)	For operators employed after 11 p.m., total work time, plus rest and sleep time, must be performed within 12 consecutive hours.
	(SEE Rest Period.)	10-minute paid period after 4 hours of work, optional with employees, in addition to lunch period.		
(1½ times minimum-wage rate must be paid for hours over 48 a week, except occupations regulated under Federal Fair Labor Standards Act. Weekly maximum for females, 60 hours.)	(SEE Rest Period.)	10-minute paid period after 4 hours of work in addition to lunch period.		
(1½ times minimum-wage rate must be paid for hours over 44 a week in Zones 1 and 2; over 48 a week in Zones 3 and 4. Weekly maximum for females, 60 hours.)	do	do		
	In establishments in which 3 or more females are employed, at least 30 minutes after 6 continuous hours of work; except 6½ hours, if employment ends and employee is dismissed for day.			

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>LOUISIANA—Con.</b> Rev. Stat.— Continued</p> <p>Ibid., secs. 23: 291, 23:311-313.</p>	<p>vegetables; fishing industry; processing of sugarcane or sorghum into sugar, molasses, or syrup; stenographic, bookkeeping or other office or clerical work except when such work is performed for laundries, hotels, or restaurants; file, route, or information clerks; multiplex, teleprinter, telephone, telegraph, or switchboard operators.<sup>2</sup> Females, 18 and over—</p> <p>Mine, packinghouse, bowling alley, bootblack establishment; distribution of merchandise; place of amusement where intoxicating liquors are made or sold;<sup>3</sup> or any other occupation not covered by the 8-48-hour law. <i>Exceptions:</i> Females employed in agriculture, domestic service, or in an executive capacity.</p>	9	54		
<p><b>MAINE:</b> Rev. Stat. 1954, with 1959, supp., vol. 1, ch. 30, secs. 30-36, 39.</p>	<p>Females, 16 and over.</p> <p>1. Workshop; factory; manufacturing, mechanical establishment (SEE 9-50-hour maximum for production workers); mercantile establishment, beauty parlor, hotel, commercial place of amusement, restaurant, dairy, bakery, laundry, drycleaning establishment, telegraph office, telephone exchange with more than 750 stations, express or transportation company.</p> <p>2. Production workers in any workshop, factory, manufacturing, or mechanical establishment. <i>Exceptions:</i> Manufacturing establishment or business, the materials and products of which are perishable and require immediate labor thereon; any females working in an executive, administrative, professional, or supervisory capacity, or their personal office assistants who receive an annual salary of more than \$1,560, and those employed in offices of common carriers subject to the Federal Railway Labor Act.</p>	9	54		10 hours in any 1 day may be worked to make a shorter day's work for 1 day of the week.
		9	50		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>During emergencies, 10-hour day and 60-hour week permitted in packing plants, canning plants and factories handling fruits, seafoods, vegetables, and perishable foods.</p>	<p>30 minutes each day for a meal; not to be counted as hours worked.</p>			
<p>Relaxation of hours may be made, on written employer-employee agreement approved by Commissioner, for not more than 15 days, singularly or consecutively, in calendar year, on proof of necessity, extraordinary requirements or emergencies.</p> <p>Public service employees are exempt from hour provisions, in cases of emergency involving danger to property, life, public safety or public health or in cases of extraordinary public requirement.</p> <p>54-hour weekly maximum inapplicable (1) between Dec. 17 and Dec. 24, inclusive, for mercantile establishments, beauty parlors, hotels, commercial places of amusement, restaurants, dairies, bakeries, laundries, drycleaning establishments, telegraph offices, telephone exchanges with more than 750 stations, express or transportation company; and (2) 8 days prior to Easter Sunday in millinery shops or stores.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.</b></p>	<p>30-minute consecutive rest period after 6½ hours of work in establishments with 3 or more female employees, except telephone exchange for night operator who may sleep during major part of night. By permit from Commissioner, shorter rest periods may be fixed in manufacturing establishment if necessary due to continuous nature of processes or special circumstances affecting such manufacturing establishment, if shorter rest periods will not be injurious to health of females affected thereby.</p>	(SEE Meal Period.)		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>MARYLAND:</b> Annotated Code 1957, with 1959 supp., vol. 8, art. 100, sec. 52.</p>	<p>Females, 18 and over. Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment.<sup>2</sup> <i>Exceptions:</i> Canning or preserving, or preparing for canning or preserving of perishable fruits and vegetables.</p>	<p>10----- (SEE Night-work.)</p>	<p>60-----</p>	<p>(2)</p>	<p>Up to 12 hours may be worked on Saturdays, Christmas Eve, and 5 working days preceding Christmas Eve in retail mercantile establishments outside City of Baltimore, provided 2 rest periods of not less than 1 hour each are granted on each of such days and workday during remainder of calendar year does not exceed 9 hours.</p>
<p><b>MASSACHUSETTS:</b> General Laws Annotated (1953), with 1959 supp., vol. 22, ch. 149, secs. 1, 56, 58, 59, 66, 68, 99-101; ch. 85 (L. 1960).</p>	<p>Women and minors, 16 to 18. Factory or workshop, or any manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), hospital (non-professional personnel), telegraph office or telephone exchange (including switchboard operator in a private exchange), express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manicuring or hairdressing establishment, motion-picture or other place of amusement, garage, elevator operators in such establishments or in any building occupied in whole or in part by any such establishment, or in any office building. <i>Exceptions:</i> Persons declared by Commissioner to be employed in a supervisory capacity or persons serving exclusively as personal secretaries.</p>	<p>9 (in 10) 1--</p>	<p>48-----</p>	<p>Overtime permitted to make up time lost on a previous day of the same week due to stoppage of machinery on which worker is dependent, provided stoppage is not less than 30 consecutive minutes. Department must be notified within 48 hours. Office workers may be permitted by Commissioner to exceed 9 hours a day but not 48 hours a week. In manufacturing establishments and hotels where employment is determined by Department of Labor and Industries to be seasonal, 52 hours a week allowed if average for year does not exceed 48 a week, except that in fish processing 52 hours a week permitted only during months of June through October.</p>	
<p>Ibid., secs. 60, 66 and 67.</p>	<p>Girls between 16 and 21; boys between 16 and 18. Barber shop, bootblack stand or establishment, stable (elsewhere than on a farm), garage, brick or lumber yard, construction or repair of buildings, or radio broadcasting station, except as talent.</p>	<p>9 (in 10)---</p>	<p>48-----</p>	<p>6-----</p>	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	<p>In establishments with 3 or more female employees, ½-hour interval after 6 continuous hours of work, except 6½ hours if not permitted to work during remainder of day. (SEE entry under PERMITTED VARIATIONS.)</p>			<p>If any part of work is done before 6 a.m. or after 10 p.m. of said day, not more than 8 hours in any 1 day permitted.</p>
<p>Nonprofessional hospital employees in emergencies may work overtime, if Commissioner authorizes such overtime.</p> <p>In extraordinary emergencies, overtime allowed in public service or other businesses requiring shifts, Department of Labor must be notified.</p> <p><b>ALSO SPECIAL PROVISION FOR EMERGENCY OR CONDITION OF HARDSHIP.²</b></p>	<p>After 6 hours of employment; 45 minutes in mercantile establishments; 30 minutes in factory, manufacturing or mechanical establishment, or workshop.</p> <p><i>Exceptions:</i> Iron and glass works, papermills, letterpress establishments, print, bleaching and dyeing works. Commissioner of Labor and Industries may exempt a mechanical establishment, factory or a workshop from statute's meal-period provisions, if he determines that continuous nature of plant's processes or special circumstances affecting a plant warrant such dispensation. He must be satisfied that employee's health will not suffer.</p>		<p>11 p.m. to 6 a.m. for females employed in any capacity in manufacturing or mechanical establishments; and for girls under 21 in regular service telephone exchanges or telegraph offices.</p> <p>10 p.m. to 6 a.m. for girls between 16 and 21, boys between 16 and 18 in mercantile establishments.</p> <p>10 p.m. to 5 a.m. for minors under 21 as messengers for telegraph, telephone, or messenger company, except delivery of messages directly connected with conducting or publishing of newspapers to or between newspaper offices.</p>	
<p><b>SPECIAL PROVISION FOR EMERGENCY OR CONDITIONS OF HARDSHIP.³</b></p>			<p>10 p.m. to 6 a.m.</p>	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>MASSACHUSETTS</b>—Con. General Laws Annotated—Con., secs. 48, 49, 50, 51A.</p>	<p>Men and women.----- Workshop, or manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel); watchmen (including guards in banks); employees maintaining fires; also women and minor elevator operators in the establishments covered by this law. <i>Exceptions:</i> Manufacture or distribution of gas, electricity, milk, or water; hotels, drug-stores, livery stables or garages; the transportation of food, or the sale, or delivery of food by establishments other than restaurants; janitors, employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) caring for machinery; the preparation, printing, publication, sale, or delivery of newspapers; farm or personal service.</p>			24 consecutive hours of rest in every 7 days. <sup>3</sup>	Commissioner may grant exemptions under conditions as he deems necessary for a period not exceeding 60 days.
<p><b>MICHIGAN:</b> Stat. Annotated 1950, with 1959 supp., Rev. vol. 12, sec. 17.19.</p>	<p>Females, and males under 18. Factory, mill, warehouse, workshop, quarry; clothing, dressmaking, or millinery establishment; any place where the manufacture of goods is carried on, or where goods are prepared for manufacturing; laundry, store, shop,<sup>2</sup> or other mercantile establishment, office,<sup>3</sup> restaurant, theater, concert hall, music hall, hotel, hospital, street or electric railway; elevator operator. <i>Exceptions:</i> Fruit and vegetable canning or fruit-packing establishments engaged in preserving and shipping perishable goods; student and graduate nurses in hospitals or nurses in fraternal or charitable homes. (Excepted employments must be approved by Labor Department as not being injurious to worker's health.)</p>	9 (average, 10 maximum).	54		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
12-hour day permitted female floral designers employed in flower shops or greenhouses for the 3 days preceding the holidays of Valentine's Day, Easter, Mother's Day, and Christmas, with approval of the Commission.		(1)		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>MICHIGAN—Con.</b> Department of Labor Regulations Affecting Employment of Adult Females and Minors for the Canning Season.	Females, 18 and over— Canning season. <sup>4</sup>	12	70		In emergencies, adult females may be employed up to a maximum of 14 hours a day, not to exceed 70 hours a week.
<b>MINNESOTA:</b> Stat. Annotated (1945), with 1959 supp., vol. 13, sec. 181.18.	Females, 16 and over— Public housekeeping, manufacturing, mechanical, mercantile, or laundry occupation, or telephone operator. <sup>2</sup> <i>Exceptions:</i> Employees engaged in the seasonal occupation of preserving perishable fruits, grains, or vegetables if such employment does not continue for more than 75 days in year; telephone operators in towns under 1,500 population; night employees who are at their place of employment for not more than 12 hours and have opportunity for at least 4 hours of sleep.		54	(1)	
<b>MISSISSIPPI:</b> Code Annotated 1942, with 1958 supp., recom-piled vol. 5A, sec. 6993. <sup>3</sup>	Females— Laundry, millinery, dressmaking, store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation not here enumerated. <i>Exception:</i> Domestic servants.	10	60	(2)	
<b>MISSOURI:</b> Annotated Stat. (Vernon's, 1949), with 1959 supp., vol. 15, sec. 290.040.	Females, 16 and over— Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, place of amusement, stenographic or clerical work of any kind in the above industries, express, transportation, or public-utility business, common carrier, or public institution. <i>Exception:</i> Telephone company.	9	54	(1)	
<b>MONTANA:</b> <sup>1</sup> Revised Codes 1947, Annotated, replacement vol. 3, with 1959 supp., sec. 41-1118.	Females— Manufacturing, mechanical, or mercantile establishment, telephone exchange room or office, or telegraph office, laundry, hotel, or restaurant.	8		(2)	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In emergency periods not exceeding 4 weeks' aggregate in calendar year, Industrial Commission may allow overtime and prescribe rules therefor.</p> <p>Hour provisions do not apply in cases of emergency which may affect the safety, health, morals, or welfare of the public. On application of employer, Industrial Commission may, for cause shown, exempt employer or class of employers from provisions of the Act.</p>				
<p>Hour provisions inapplicable in case of emergency or public necessity.</p>				
<p>Establishments canning or packing perishable farm products, located in rural communities or in cities of less than 10,000 population, are exempt from hour provisions for a period not to exceed 90 days of year.</p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>MONTANA—Con.</b> Revised Codes 1947—Con., sec. 41-1131.	Men and women..... Restaurants, cafes, lunch counters and other commercial eating establishments.	8 (in 12)---	48-----	(2)	-----
Ibid., secs. 41-1113, 41-1115.	Men and women..... Retail store, leased business controlled by lessor including delivery personnel; wholesale warehouse supplying goods to retail establishment, including delivery personnel. <i>Exceptions:</i> Registered pharmacists and assistant pharmacists.	8-----	48-----	(2)	-----
<b>NEBRASKA:</b> Rev. Stat. 1943, 1955 cum. supp., with 1957 pocket part, sec. 48-203.	Females, 16 and over --- Employment (a) in any manufacturing, mechanical or mercantile establishment; laundry, hotel, restaurant, or office, <sup>1</sup> in metropolitan, primary, or first class city <sup>2</sup> or (b) for any employer of 25 or more people within the State. <sup>3</sup> <i>Exception:</i> Public service corporations.	9-----	54-----		-----
Ibid., sec. 48-212.	Men and women..... Assembling plant, workshop, or mechanical establishment. <sup>4</sup> <i>Exception:</i> Establishments operating in three 8-hour shifts.	-----	-----		-----
<b>NEVADA:</b> Rev. Stat. (1959), vol. 5, secs. 609.020, 609.110, 609.120.	Females..... Private employment. <i>Exceptions:</i> Domestic service; agriculture; State, county, city, or town employment; executives or supervisors who consent to work beyond the maximum hours permitted.	8 (in 13)---	48-----	16-----	-----

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
Hour provisions inap- plicable to person working over 8-48- hour week, when re- lieving another em- ployee in case of sick- ness, or where health of public is imperiled, or life and property is in imminent danger, or other unforeseen cause or causes.				
In emergency periods, manufacturing plants processing seasonal agricultural products may employ women 11 hours a day, not to exceed 20 days at any one time. Permit must be obtained from Labor Commis- sioner.			1 a.m. to 6 a.m. <i>Exceptions:</i> Manufacturing, mechan- ical, or mercantile estab- lishment, laundry, hotel or restaurant, when em- ployer obtains permit from Labor Com- missioner.	
	30 consecutive minutes be- tween 12 noon and 1 p.m. or during any other suitable hour for lunch. Employees must be free to leave work premises during such time.			
In event of illness of employer or other employees or an un- foreseen temporary increase in employ- er's business, if no additional persons are available, any female may be em- ployed not more than 12 hours a day, 56 hours in any 1 week of 7 days, provided that time and a half employee's regular rate is paid for each additional hour over 8 a day in 13-hour period, or 48 a week.	1/2-hour period after the 3d hour and before the end of 6 hours' work. No period of less than 30 minutes is deemed to in- terrupt work period. <sup>2</sup> <i>Ex- ception:</i> Com- munications industry.	Two 10-minute periods, 1 in 1st 4-hour work period, 1 in last 4 hours of work. <sup>3</sup> <i>Excep- tion:</i> Com- munications in- dustry.		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>NEW HAMPSHIRE:</b> Rev. Stat. Annotated 1955, with 1959 supp., vol. 3, secs. 275:15, 275:17, 275:21.</p>	<p>Females and minors under 18. Manual or mechanical labor in any manufacturing establishment.</p>	10 (SEE Night-work.)	48		
<p>Ibid., secs. 275:15, 275:17, 275:18, 275:20, 275:21.</p>	<p>Females and minors under 18. Manual or mechanical labor in any employment other than manufacturing. <i>Exceptions:</i> Household labor and nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith and incidental thereto; boarding-house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.</p>	10 $\frac{1}{4}$ (SEE Night-work.)	54		Regular employees in mercantile establishments, for the 7-day period immediately preceding Christmas Day, are exempt from the night-work regulation but total hours shall not exceed 54 a week for the full year.
<p>Ibid., secs. 275:32-35.</p>	<p>Men and women. Any occupation. <i>Exceptions:</i> Establishments used for manufacture or distribution of gas, electricity, milk, or water; transportation, sale, or delivery of food; janitors, watchmen, firemen employed at stationary plants, or caretakers; employees whose duties on Sunday include only setting sponges in bakeries, caring for live animals, or caring for machinery and plant equipment; preparation, printing, publication, sale, or delivery of newspapers or periodicals with definite on-sale newsstand dates; farm or personal service; labor due to an emergency that could not reasonably have been anticipated; work connected with retail stores in resort areas, cabins and inns, and in theaters, motion-picture houses, hotels and restaurants; employees engaged in canning of perishable goods and in telegraph and telephone offices.</p>			6 (1 day of rest).	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>During 8 weeks in any 6-month period, 10¼ hours a day and 54 hours a week permitted if Labor Commissioner, after a hearing, grants a special license, copy of which must be posted in workroom.</p> <p>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.</p> <p>Workers in laundries may be employed, for 3 months of the year, up to 60 hours a week if, following a hearing, special license is granted by Labor Commissioner. Daily hours may not be exceeded. Copy of license must be posted in rooms where females are employed.</p> <p>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.</p>				<p>When females are employed or permitted to work for any time between 8 p.m. and 6 a.m. on more than 2 nights a week, it is considered nightwork, and such work may not exceed 8 hours in any 24 nor 48 hours in any week.</p> <p>Do.</p>

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>NEW JERSEY:</b> Stat. Annotated (1937), with 1959 supp., secs. 34:2-24, 34:2-28.	Females, 18 and over... Manufacturing or mercantile establishments, bakery, laundry, or restaurant. <i>Exception:</i> Canneries engaged in packing perishable products such as fruits or vegetables.	10	54	6	If daily working hours do not exceed 8 in hotels or other establishments of a continuing business nature, hour provisions do not apply.
<i>Ibid.</i> , sec. 34:6-63.	Men and women... Factory, workshop, mill, mine, or place where goods are manufactured.				
<b>NEW MEXICO:</b> Stat. Annotated 1953, with 1959 supp., vol. 9, secs. 59-5-1,-2,-4,-5,-7.	Females, 16 and over... Industrial or mercantile establishment <sup>2</sup> hotel, restaurant, cafe or eating house, laundry, office (as stenographer, bookkeeper, clerk, or in other clerical work), place of amusement, public utility business. <i>Exceptions:</i> Interstate commerce where working hours are regulated by act of the Congress of the United States; hospitals or sanitariums, registered or practical nurses, midwives, domestic servants. <sup>4</sup>	8 (in not more than 3 shifts).	48	(1)	
<i>Ibid.</i> , secs. 59-5-4, 59-5-6.	Females, 16 and over... Telephone or telegraph office. <i>Exceptions:</i> Establishments employing 5 or fewer females; interstate commerce where working hours are regulated by act of the Congress of the United States.	8 (SEE Night-work.)	48	(1)	
<i>Ibid.</i> , secs. 59-5-13, -14 and -15. <sup>6</sup>	Females, 16 and over... Transportation. <sup>5</sup> <i>Exception:</i> Interstate commerce where working hours are regulated by an act of Congress of the United States.	9	56		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
			12 midnight to 7 a.m. in manufacturing establishments, bakeries, or laundries. <i>Exceptions:</i> Canneries engaged in packing perishable products such as fruits or vegetables; glass manufacturing establishments. ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY.	Upon application, by special order, Commissioner of Labor and Industry may authorize employment of females over 21, in manufacturing establishment or bakery primarily engaged in manufacturing biscuits and crackers, if he finds working conditions, including safety and transportation facilities, adequate to protect health and safety of workers.
	½ hour for mid-day meal, after 6 consecutive hours of work on any workday except Saturday.			
	If any such place is operated at night or in 8-hour shifts, the meal period shall be fixed with regard to mutual interest of employer and employee.			
In emergencies, 2 hours of overtime a week may be worked if time and one-half is paid for such hours. <sup>3</sup>	30 minutes, not included as part of working time.			
Hour provisions do not apply in cases of extreme emergencies resulting from fire, flood, storm, epidemic of sickness, or other like cause.	½ hour, not part of working day.			When hours of work are between 10 p.m. and 7 a.m., 54 hours a week permitted.
In emergency, 60 hours a week may be worked; work over 56 hours a week must be paid for at time and one-half.				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>NEW YORK:</b> Consolidated Laws Annotated (McKinney's 1948), with 1950 supp., Book 30, secs. 2, 172, 173, 173-a; and ch. 50 (L. 1960).</p> <p>Ibid., sec. 181; and ch. 85 (L. 1960).</p> <p>Ibid., sec. 182; and ch. 85 (L. 1960).</p>	<p>Females over 16..... Factory, i.e., mill, workshop, or other manufacturing establishment. (Manufacturing to include making, altering, repairing, finishing, bottling, canning, cleaning, or laundering any article or thing in whole or in part, except: (1) Drydock plants repairing ships; (2) power-houses, generating plants, or other structures owned or operated by a public-service corporation or a municipal corporation other than construction or repair shops, subject to the jurisdiction of the public-service commission; and (3) structures operated as refrigerated warehouses for the handling, packing, refrigeration, and storage of fruits and vegetables and which are subject to the jurisdiction of, or licensed by, the department of agriculture and markets; structures used in celery cleaning or packing.)<sup>2</sup></p>	18.....	48.....	6.....	<p>In order to make a shorter workday, workdays, or a holiday, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other 4 days may be up to 9 hours each, total weekly hours not to exceed 48.</p> <p>In order to make a shorter workday or workdays, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other 4 days may be up to 9 hours each, total weekly hours not to exceed 48.</p> <p>6 <i>Except:</i> Female writers or reporters employed in newspaper offices, duly licensed pharmacists, and female employees of duly recognized florists on day before Easter Sunday, Easter Sunday morning, and Dec. 23 of each year.</p> <p>In order to make a shorter workday, workdays, or a holiday, 10 hours may be worked on any 1 day of the week. If the shorter workday is not more than 4½ hours, the other</p>
	<p>Females over 16..... Mercantile establishment; beauty parlor. <i>Exceptions:</i> Beauty parlors in cities and villages under 15,000 population.</p>	18.....	48.....	6 <i>Except:</i>	
	<p>Females over 16..... Hotel or restaurant (including females over 18 having the care, custody, or operation of a freight or passenger elevator in these industries). <i>Exceptions:</i> Those employed solely as singers and performers; resort or seasonal<sup>3</sup> hotel and restaurant</p>	8.....	48.....	6.....	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>Females over 18: Up to 10 hours a day, 60 hours a week permitted in sauerkraut canneries between September 1 and December 1. Up to 10 hours a day, 60 hours a week permitted in establishments canning or preserving perishable products between June 15 and October 15; Industrial Commissioner may grant permits allowing 12 hours a day, 66 hours a week between June 25 and August 1, if the needs of the industry require such overtime and the health of the women so employed will not be injured.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.</b></p>	See page 47-----		<p>10 p.m. to 6 a.m., except midnight to 6 a.m. in plants on multiple shifts, for females over 21. <i>Exceptions:</i> Proofreaders, linotypists, monotypists and bindery workers in newspaper, publishing or commercial printing establishments or in book binderies or pamphlet binderies.</p> <p>9 p.m. to 6 a.m., for females under 21.</p>	<p>Employment between midnight and 6 a.m. allowed in multiple shift plants on permits from Industrial Commissioner, if he finds that satisfactory conditions exist including transportation and safeguards for protecting the health and welfare of such females.</p>
<p>From Dec. 18 to Dec. 24, inclusive, and for 2 additional periods a year for inventory, overtime permitted; no period may be of more than 1 week's duration; under the 8-48 schedule, the additional hours may not exceed 6, and under the permitted variation schedule, 5 hours; employment may not be later than 10 p.m.</p> <p>In lieu of Dec. 18-24 period, employer may select any 7 consecutive days (for permitted overtime) during period from Dec. 4 through following Dec. 23, by filing written notice of days selected with Industrial Commissioner.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.</b></p>	See page 47-----		<p>10 p.m. to 7 a.m. for females over 16; except midnight to 7 a.m. for females in mercantile establishments.</p> <p><i>Exceptions:</i> Writers and reporters employed in newspaper offices, duly licensed pharmacists, and employees of duly recognized florists on the day before Easter Sunday, Easter Sunday morning, and Dec. 23 of each year.</p>	
<p><b>SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.</b></p>	See page 47-----		<p>Midnight to 6 a.m., for females 21 and over employed in restaurants.</p> <p><i>Exceptions:</i> Hatcheck girls, cigarette girls, or flower girls, attendants in</p>	<p>Upon application, Commissioner may permit such employment in dining rooms and kitchens of restaurants if he finds that satisfactory conditions exist, including</p>

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>NEW YORK—Con.</b> Consolidated Laws Annotated.—Con.	employees in rural communities and in cities and villages of less than 15,000 population, excluding that portion of the population of a 3d-class city residing outside of its corporation tax district where such city embraces the entire area of a former township.				4 days may be up to 9 hours each, total weekly hours not to exceed 48.
Ibid., sec. 183; and ch. 85 (L. 1960).	Females over 18. <sup>4</sup> ----- Care, custody, or operation of a freight or passenger elevator. <i>Exceptions:</i> Elevator employees in hotels or restaurants. (See preceding entry.)	8-----	48-----	6-----	
Ibid., secs. 162, 184; and ch. 85 (L. 1960).	Females over 21. <sup>5</sup> ----- Conductor or guard on any street surface, electric, subway, or elevated railroad car or train.	8-----	48-----	6-----	
Ibid., sec. 185, and ch. 85 (L. 1960).	Females over 21. <sup>5</sup> ----- Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.		48-----	6-----	
Ibid., sec. 161, and ch. 85 (L. 1960).	Men and women----- Factory, mercantile establishment, hotel, restaurant, freight or passenger elevator in any building or place; projectionist or operator of motion-picture machine; engineer and fireman in place where motion pictures are shown; place in which legitimate theater productions, such as dramatic and musical productions, are shown or exhibited (other than motion pictures, vaudeville or incidental stage presentations regularly given throughout the week as established policy), including performers, engineers, and firemen; building watchmen, janitors, superintendents, supervisors, managers, engineers and firemen. <i>Exceptions:</i> Foreman in charge; employees in dairies, creameries, milk condenseries, milk-powder factories, milk-sugar factories, milk-shipping station, butter and cheese factories, ice cream-manufacturing plants and milk-bottling plants, having 7 or less			*6-----	If practical difficulties or unnecessary hardship would ensue, board of standards and appeals may make a variation from law's provisions if the spirit of the act be observed and substantial justice done.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
			ladies' cloak-rooms and parlors; females employed in or in connection with the dining rooms and kitchens of hotels. 10 p.m. to 6 a.m., for females under 21 in hotels and restaurants.	adequate transportation and safeguards for protecting the health and welfare of such females.
SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.			10 p.m. to 7 a.m. If elevator is used in connection with a business or industry in which women may be employed before 7 a.m., operators may begin work at 6 a.m.	
do	60 minutes shall be allowed for noontime meal.		10 p.m. to 6 a.m.	
do			10 p.m. to 7 a.m.	
do				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
NEW YORK—Con. Consolidated Laws Annotated.—Con.	employees; employees (if board of standards and appeals approves), engaged in an industrial or manufacturing process necessarily continuous, in which no employee is permitted to work more than 8 hours in any calendar day; certain specified employees working not more than 3 hours on Sunday; resort or seasonal hotel and restaurant employees in rural communities and in cities and villages of less than 15,000 population, excluding that portion of the population of a 3d-class city residing outside its corporation tax district where such city embraces the entire area of a former township; employees in drydock plants engaged in making repairs to ships.				
Ibid., sec. 162, and ch. 85 (L. 1960).	Men and women..... Any factory, mercantile or other establishment or other occupation covered by labor law.				
Ibid., sec. 203-a, and ch. 85 (L. 1960).	Men and women..... Operators of passenger elevators, not equipped with seats, operated and maintained for use by the public. <i>Exception:</i> Factory building or any other building having only 1 passenger elevator.				

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	<p>60 minutes in factories and 45 minutes in mercantile or other establishment or occupation for the noonday meal, or midway during a shift of more than 6 hours starting between 1 p.m. and 6 a.m. If shift starts before noon and continues after 7 p.m., an additional meal period of at least 20 minutes shall be allowed between 5 p.m. and 7 p.m. Commissioner may grant written permit for a shorter meal period, such permit to be conspicuously posted at main entrance of establishment.</p> <p><b>ALSO SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.</b></p>			
	<p>45 minutes (SEE Rest Period.)</p>	<p>15-minute recess period every 3 hours in addition to a 45-minute lunch period.</p> <p><b>SPECIAL PROVISION FOR DEFENSE EMERGENCY UNTIL JULY 1, 1961.</b></p>		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>NORTH CAROLINA:</b> General Stat. (Replacement 1958) with 1959 supp., vol. 2C, sec. 95-17.	Females, 18 and over. . . . Any occupation or industry. <i>Exceptions:</i> Employers of 8 persons or fewer in each place of business; agricultural occupations; ice plants; cotton gins and cottonseed-oil mills; domestic service in private homes and boarding houses; work of persons over 18 in bona fide office, foremanship, clerical, or supervisory capacity, executive positions, learned professions, commercial travelers, motion-picture theaters, seasonal hotels and clubhouses, commercial fishing or tobacco-drying plants, tobacco warehouses, charitable institutions; hospitals; railroads, common carriers, and public utilities subject to jurisdiction of Interstate Commerce Commission or North Carolina Utilities Commission, and utilities operated by municipalities or transportation agencies regulated by the Federal Government; State or municipal employees; hotels, and outside salesmen on commission basis.	9 (in 12 consecutive hours.) <sup>1</sup>	48	6	
	Ibid., sec. 95-26. . . . Women over 16. <sup>2</sup> . . . . Laundry, drycleaning establishment, pressing club; workshop, factory, manufacturing establishment, or mill. <i>Exceptions:</i> Seasonal industries in the process of conditioning and preserving perishable or semiperishable commodities; agricultural work.	11	55		
	Ibid., sec. 95-27. . . . Females, 18 and over. <sup>2</sup> . . . . Retail or wholesale mercantile establishment or other business employing females for the purpose of serving the public as clerks, with 3 or more employees at any one time, salesladies, or waitresses, and other employees of public eating places. <i>Exceptions:</i> Bookkeepers, cashiers, office assistants; establishments employing fewer than 3 or more than 8 persons.	10	55		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In mercantile establishments 10 hours a day may be worked from Dec. 18 to 24, inclusive, and during two 1-week inventory periods annually.</p> <p>Longer hours may be worked by florists and employees of florists 1 week prior to and including Christmas Day, Easter, and Mother's Day.</p> <p>In seasonal industries in the process of conditioning and preserving perishable and semiperishable commodities, 10 hours a day, 55 a week permitted.</p> <p>In laundry and dry-cleaning establishment, employees permitted 55 hours a week.</p>				
<p>Longer hours may be worked by florists and employees of florists, 1 week prior to and including Christmas Day, Easter, and Mother's Day.</p>				
	<p>½ hour must be allowed after 6 consecutive hours. Period of 6½ hours may be worked if terms of employment do not call for a day longer than this.</p>			

## STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions				
		Daily	Weekly	Days per week	Permitted variations	
<b>NORTH DAKOTA:</b> Rev. Code 1943, vol. 4, sec. 34-0606.  Department of Agriculture and Labor, Minimum-Wage Order No. 2, Sept. 1, 1949.  Minimum-Wage Order No. 5, July 7, 1953.  Ibid., Order No. 1, Aug. 16, 1956.	Females, 18 and over.... Manufacturing, mechanical, or mercantile establishment; hotel or restaurant, telephone or telegraph establishment or office, or express or transportation company. <i>Exceptions:</i> Villages or towns of less than 500 population (see entries from Minimum-Wage Orders 1 and 3); rural telephone exchanges; small telephone exchanges and telegraph offices, if Commissioner after a hearing determines that work is too light to justify application of the Act.	8½-----	48-----	6-----	10 hours in any 1 day, and work on 7 days in any 1 week permitted in emergencies, provided weekly hour limit is not exceeded. Emergency deemed to exist: (1) in the case of sickness of more than 1 female employee, when doctor's certificate must be furnished showing it will not be dangerous to human life to continue employment in the establishment involved; (2) employment required in connection with a banquet, convention, celebration, or because the legislative assembly is in session; (3) employment as reporter in any of the courts of the State. <sup>1</sup>	
	Women, 18 and over.... <i>Manufacturing Occupation.<sup>2</sup></i> (SEE Appendix I.)					
	Women, 18 and over.... <i>Telephone Occupations—all Telephone Exchanges.</i>					
	Women, 18 and over.... <i>Public Housekeeping Occupation.<sup>3</sup></i> (Establishments in towns of less than 500 population.) (SEE Appendix I.)	8½-----	48-----	6-----		
		9-----	54-----	(4)		

See footnotes at end of table.



STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>NORTH DAKOTA—Con.</b> Department of Agriculture and Labor, Minimum-Wage Order No. 3, Mar. 6, 1957.  Ibid., Order No. 4, Mar. 12, 1959.	Women, 18 and over... <i>Mercantile Occupation.</i> (Establishments in towns of less than 500 population.) (SEE Appendix I.)	9	54		
	Women, 18 and over... <i>Laundry, Cleaning and Dyeing Occupation.</i> (SEE Appendix I.)				
<b>OHIO:</b> Rev. Code Annotated (Page's, 1953), with 1959 supp., title 41, secs. 4107.43, 4107.45, 4107.46.	Females, 18 and over... Any employment. <sup>3</sup> SEE next entries for manufacturing, cases not otherwise covered, and financial institutions. <i>Exceptions:</i> Agricultural field occupations, domestic service in private homes, females over 21 in mercantile establishments and communications companies in cities under 5,000 population; females over 21 earning at least \$45 a week in executive, professional, supervisory, or administrative positions requiring a certain amount of discretion; women in the professions of medicine, registered nursing, pharmacy, law, teaching, and social work; professional employees in hospitals, such as graduate and student nurses, aesthetists, technicians, graduate and student dietitians, and interns.	2 8 (in 10)	48	6	In mercantile establishments, 10 hours on 1 day of the calendar week permitted females over 18, and 10 hours within 12 consecutive hours on days preceding May 30, July 4, Thanksgiving Day, Dec. 25, and Jan. 1; provided weekly maximum and 8 hours on other days of week are not exceeded. In laundry and dry cleaning establishments, 9 hours on any 2 days of the calendar week permitted; provided maximum of 48 hours is not exceeded. In an office, 10 hours, within 12 consecutive hours, on any 1 day of a calendar week permitted females over 18. In public transportation companies females over 21 may be employed to operate street cars, trackless trolleys, or motor coaches for same hours and periods as males, provided maximum 48-hour week is not exceeded.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	<p>½ hour must be allowed for the noon meal.                      No woman shall be employed for more than 4 hours of continuous labor without a rest period.                      Adequate time and provision at reasonable hours must be given to employees for meals.</p>			
<p>In mercantile establishments, 10 hours in any 1 day and 50 hours in week permitted 1 week in first 6 months of year, and 2 weeks in last 6 months of year.</p> <p>In laundry and dry cleaning establishments, 9 hours on any 2 days of the week and 50 hours a week may be worked in the weeks preceding or including New Year's, Good Friday, Memorial Day, July 4, Labor Day, Thanksgiving, and Christmas.</p> <p>During periods of emergency caused by fire, flood, epidemic, or other disaster, hour provisions not applicable to public utility company, and carrier subject to Part I of Interstate Commerce Act, or a communications company.</p>	<p>½-hour period after 5 consecutive hours of work, except females over 21 employed by public transportation company. (Periods of less than ½ hour not deemed interruption to continuous work.)</p>		<p>9 p.m. to 6 a.m., for female taxi drivers.</p>	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>OHIO</b> —Continued Revised Code Annotated, sec. 4107.46—Con.	Females, 18 and over— Manufacturing establishments and cases not otherwise covered. <sup>4</sup>	9	48	6	
Ibid., sec. 4107.47.	Females— Financial institutions, including Federal Reserve banks and home loan banks.	9	48	6	10 hours a day may be worked on any 1 day of the week by females over 18, provided work is divided into 2 or more periods which fall within 12 consecutive hours.
Ibid., sec. 4107.42.	Females— Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment.				
<b>OKLAHOMA:</b> Stat. Annotated (1954), with 1959 supp., title 40, secs. 81, 82.	Females, 16 and over— Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel, restaurant, office building, warehouse, telegraph or telephone establishment or office, printing establishment, bookbinding, theater, showhouse, place of amusement, or any other establishment. <sup>1</sup> <i>Exceptions:</i> Registered pharmacists, nurses; agricultural or domestic service; establishments employing fewer than 5 females in places of less than 5,000 population.	9	54		
<b>OREGON:</b> Rev. Stat. (1957), vol. 5, secs. 653.255, 653.265.	Females— Any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company.	10	160		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In canning establishments preparing agricultural or horticultural perishable foods during the grower's harvest season, hours restrictions inapplicable to females over 21 engaged in canning farmer's perishable products.</p> <p>During periods of extraordinary conditions caused by preparation of reports for any department of the State or the Federal Government, the daily maximum of 9 hours shall not apply to those actually engaged in report preparation.</p>	<p>At least ½-hour period after 5 consecutive hours of work. (Period of less than ½ hour not deemed interruption to continuous work.)</p>			
	<p>½-hour period after 5 consecutive hours of work. (Period of less than ½ hour not deemed interruption to continuous work.)</p>			
	<p>½ hour for meal-time in establishments providing lunchrooms; if suitable lunchroom is not provided, 1-hour period during which time employees may leave establishment.</p>			
<p>Telephone operators in time of great disaster or calamity or epidemic may be employed over the maximum hours, if consent of employees is secured and double time paid.</p> <p>Hotel and restaurant employees in emergencies may work maximum of 10 hours a day, if consent of employees is secured and double time is paid for such extra time.</p>				
<p>Provisions inapplicable to females employed in harvesting, packing, curing, canning, and drying of perishable fruits, vegetables, or fish, provided employees are paid 1½ times regular rate for hours over 10 when employed in canneries or drying or packing plants.</p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
OREGON—Con. Wage and Hour Commission Order No. 17, July 22, 1941. Ibid., No. 3, Jan. 7, 1951.	Women and minors ----- Student nurses in places such as hospitals and sanitariums.		48		
	Women and minors under 18. <i>Hospitals, Sanitariums, Convalescent and Old Peoples' Homes.</i> (SEE Appendix I.)	8-----	44	6-----	
Ibid., No. 9, May 6, 1952.	Women and minors under 18. <i>Mercantile.</i> (SEE Appendix I.)	8-----	44	6-----	
Ibid., No. 6, Feb. 10, 1953.	Women and minors under 18. <i>Preparing Poultry, Rabbits, Fish, or Eggs for Distribution.</i> (SEE Appendix I.)	8-----	44		
Ibid., No. 12, Oct 13, 1953.	Women and minors under 18. <i>Office.</i> (SEE Appendix I.)	8-----	44	6-----	Employee wanting greater number of consecutive days off may work 10 days without a day off, if agreeable to employer and other employees in the department.
Ibid., No. 1, Aug. 10, 1954.	Women and minors under 18. <i>Beauty Operators and Manicurists.</i> (SEE Appendix I.)				
	Female beauticians----- Other employees-----	10----- 8-----	44----- 44	6----- 6	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In case of emergency, overtime permitted, provided 1½ times the regular rate is paid for such overtime.</p> <p>In event of disaster within the community, hours regulations not applicable.</p> <p>In emergencies, Commission may grant special overtime permit; issued only on condition the applicable minimum overtime rate specified in order (1½ times the minimum) is paid.</p>	<p>30 minutes after 5 consecutive hours of work. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p>45 minutes after 5 consecutive hours of work. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p>	<p>10 minute paid period for each 4 hours' working time, or major fraction thereof, insofar as practicable in middle of work period.</p> <p>10-minute paid period, for each 4 hours' working time, or major fraction thereof, insofar as practicable in middle of work period. If forenoon work period is less than 2¾ hours, no rest period need be given, if agreeable to employee and employer; 20-minute period must be given in afternoon.</p>		
<p>In emergencies, Commission may grant special overtime permit for hours over 8 and 44; 1½ times regular rate must be paid for hours over 40 a week.</p>	<p>30 minutes after 4 consecutive hours of work, except on 5-hour day. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. Exemption by Commission may be authorized.</p>	<p>10-minute paid period for each 4 hours' working time, or major fraction thereof; insofar as practicable in middle of work period. Exemption by Commission may be authorized.</p>		<p>No woman shall be required to report for, or be dismissed from, work between 10 p.m. and 6 a.m., unless suitable transportation is available.</p> <p>If meal period occurs between these hours, facilities for hot food and drink must be available.</p>
<p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all time in excess of regular hours.</p>	<p>30 minutes after 5 consecutive hours of work, except on 6-hour day. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked. Exemption by Commission may be authorized.</p>	<p>do</p>		
<p>do</p>	<p>30 minutes after 4 consecutive hours of work, except on 5-hour workday.</p>	<p>10-minute paid period for each 4 hours of working time or major fraction thereof; insofar as practicable in middle of work period.</p>		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>OREGON—Con.</b> Wage and Hour Commission Order No. 4, Mar. 10, 1956.	Women and minors under 18. <i>Amusement and Recreation.</i> (SEE Appendix I.)	8-----	44-----	6-----	-----
Ibid., No. 13, Mar. 10, 1956.	Women and minors under 18. <i>Personal Service.</i> (SEE Appendix I.)	8-----	44-----	6-----	-----
Ibid., No. 18, Aug. 4, 1956.	Women and minors under 18. <i>Telephone, Telegraph, or Similar Communications Occupations.</i> <i>Exceptions:</i> Women employed in administrative, executive or professional capacities, as defined.	8-----	44-----	6-----	Employment on 7th day permitted for employees who work 6 hours or less a day.
Ibid., No. 14, Nov 9, 1956.	Women and minors under 18. <i>Public Housekeeping.</i> (SEE Appendix I.)	8-----	44-----	6-----	-----
Ibid., No. 10, May 10, 1957.	Minors under 18. Industries for which the State Wage and Hour Commission has not established by individual or special order a different wage. <i>Exceptions:</i> Minors employed at domestic work and at chores in or about private residences; newspaper carriers and newspaper vendors.	8-----	44-----	6-----	-----

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all time in excess of regular hours. Employees have right of appeal to the Wage and Hour Commission if they feel they are being required to work overtime too frequently or unnecessarily.</p> <p>do</p>	<p>30 minutes after 5 consecutive hours of work.</p> <p>do</p>	<p>10-minute paid period for each 4 hours of working time or major fraction thereof; insofar as practicable in middle of work period.</p> <p>do</p>	(*)	
<p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all time in excess of regular hours. Telephone or telegraph establishments not demanding uninterrupted attention of operator may be granted a special license for different hours by the Commission.</p>	<p>30 minutes after 5 consecutive hours of work, except on 6-hour workday.</p>	<p>Two 10-minute periods in 8-hour workday; insofar as practicable in middle of each work period.</p>		
<p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all time in excess of regular hours. Employees may appeal to the Wage and Hour Commission if they feel they are being required to work overtime too frequently or unnecessarily.</p>	<p>30 minutes after 5 consecutive hours of work. "On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p>	<p>10-minute paid period for each 4 hours of working time or major fraction thereof; insofar as practicable in middle of work period.</p>	(*)	
	<p>30 minutes after 5 consecutive hours of work, except minors under 16.</p> <p>30 minutes at noon; not to be counted as working time.</p>	<p>10-minute paid period as nearly as possible in the middle of each 4-hour work period.</p>	(*)	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>OREGON</b> —Con. Wage and Hour Commission Order No. 3, July 9, 1957.	Women and minors under 18. <i>Organized Youth Camps.</i> (SEE Appendix I.)	8.....	.....	6.....	In lieu of 24 consecutive hours free time each week, camp may allow 48 consecutive hours free time for each 2-week period.
Ibid., No. 7, Jan. 3, 1958.	Women and minors under 18. <i>Laundry, Cleaning and Dyeing.</i> (SEE Appendix I.)	8.....	44.....	* 5½.....	
Ibid., No. 8, Mar. 15, 1959.	Women and minors under 18. <i>Manufacturing.</i> (SEE Appendix I.)	8.....	44.....	6.....	
Ibid., No. 2, Oct. 12, 1959.	Women and minors under 18. <i>Canning, Freezing, and Processing.</i> (SEE Appendix I.)	10 (for minors).	.....	.....	
<b>PENNSYLVANIA:</b> Stat. Annotated (Purdon's 1952), with 1953 supp., title 43, secs. 103, 104, 107; and Department of Labor and Industry Regulations (as indicated) Governing the Hours Provisions of the Women's Law and Regu-	Females, 18 and over. Any establishment, i.e., any place where work is done for compensation of any sort to whomsoever payable. <i>Exceptions:</i> Agricultural field occupations; domestic service in private homes; nurses in hospitals; executives * over 21 years of age earning at least \$36 a week. By regulation: Secretaries to execu-	1 10..... By regulation: * 10 (in 12). (G-2).	48..... By regulation: 48..... (G-2).	6..... By regulation: 6..... (G-2).	(SEE Overtime.) By regulation: Office employees having a regular schedule of 40 hours a week or less, on an annual salary basis and not laid off in slack periods, may be employed 10 hours in any day, 54

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all overtime worked. Employees may appeal to Wage and Hour Commission if they feel they are being required to work overtime too frequently or unnecessarily.</p> <p>In emergencies, (1) ½ hour overtime a day permitted, provided 1½ times regular rate is paid for hours over 8 a day, 44 a week; and (2) Commission may grant a special overtime permit for hours over 8½ a day, 44 a week. 1½ times regular rate must be paid for hours over 8 up to 10 a day, over 44 up to 50 a week. Employees may appeal to Wage and Hour Commission, if they feel they are being required to work overtime too frequently or unnecessarily.</p> <p>In emergencies, Commission may grant special overtime permit. 1½ times regular rate must be paid for all overtime worked.</p>	-----	<p>2 hours off duty between 7 a.m. and 7 p.m. each day for every volunteer or counselor.</p>	(?)	
<p>No maximum-hour provision for women. However, women and minors working (1) over 10 hours a day must be paid 1½ times regular rate for all overtime worked; (2) on 7th consecutive day in regularly scheduled workweek must be paid 1½ times regular rate for the first 8 hours, double time for hours in excess of 8.</p>	<p>45 minutes after 5 consecutive hours of work. "On-duty" meal period, if nature of work prevents employee from being relieved of all duty, to be counted as time worked.</p>	<p>10-minute paid period for each 4 hours of working time or major fraction thereof; insofar as practicable in middle of work period.</p>	(?)	
	<p>30 minutes after 5 consecutive hours of work. "On-duty" meal period permitted if nature of work prevents relief from all duty; to be counted as time worked.</p>	-----do-----		
	<p>30 consecutive minutes after 5 hours of work; except on 6-hour workday.</p>	<p>15-minute paid period after 3 consecutive hours of work.</p>		
<p>If strict application of law imposes unnecessary hardship, Department of Labor and Industry, with approval of industrial board, may make general and special rules prescribing variations. By regulation: In emergencies, defined as a situation resulting from fire, flood, storm, epidemic, act of God,</p>	<p>½-hour meal or rest period must be granted after 5 consecutive hours of work. (Interval of less than ½ hour not to be deemed interruption of work period.) Employees shall not be required to remain in workroom dur-</p>	<p>(SEE Meal Period.) By regulation: 15-minute period after 3 hours of work for female operators of elevators, unless seats are provided. (W-4.)</p>		<p>Females may be employed in manufacturing establishments, provided there is compliance with the law and with regulations of the industrial board. Application for employment on 2- or 3-shift basis must be made to Department of</p>

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>PENNSYLVANIA</b>—Continued            lations Affecting Employment of Women, 1948 edition, as amended.</p>	<p>tives (exempt from provisions of labor law) are not subject to the hour provisions of such laws, provided they earn at least \$35 a week. (G-5.)</p>				<p>hours in any week, if employment in quarterly period of 13 consecutive weeks does not exceed 520 hours. (G-7.)            If ½ hour or more is lost because of breakdown of machinery on which employee is engaged and dependent for employment, maximum hours may be extended 2 hours a day to make up time lost. Week may not exceed 48 hours. Written report must be sent to Department of Labor. (G-8.)</p>

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>public disaster, or Government order which requires labor longer than 10 hours a day or 48 hours a week to preserve life, property, health, or the public service, employees whose duties are directly connected with such emergencies may be permitted to work more than the daily and weekly maximums prescribed. If emergency exists for more than 24 hours, permission for overtime must be obtained from the Secretary of Labor, who shall determine the duration of the emergency. (G-2.)</p> <p>In canning, processing or packing perishable fruits or vegetables during canning season, employment beyond hours specified permitted provided approval of Labor Department is obtained before establishment puts into effect any schedule of hours at variance with the strict provisions of the statute. (S-1.)</p> <p>Outside representatives may be permitted to work in excess of 10 hours a day and 48 hours and 6 days a week. (G-10.)</p> <p>Maximum-hour provisions may be waived for night service in telephone exchanges in contract employment located in bona fide home, provided: (a) business may be cared for by members of contracting family or bona fide household; (b) no definite assignment of hours is necessary; and (c) employee has a general average of at least 6 hours of rest during the night. (W-7.)</p>	<p>ing meal or rest period.</p> <p>By regulation: 6 consecutive hours may be worked by employee then dismissed for day, provided 15-minute rest period is allowed. (G-11.)</p> <p>The regularly scheduled meal or rest period may be eliminated, provided approval of Labor Department has been obtained and employees are permitted to eat and rest at such intervals as not to endanger their health in industries where manufacturing processes involve continuous operation or, where processes once begun must be completed, to avoid spoilage, or where an employee's duties require her to be away from the factory, office, or depot. (G-6.)</p> <p>1 hour after 6 continuous hours of work for regular employees in retail trade. (S-3.)</p> <p>Maximum of 6 consecutive hours without ½-hour period in canning, processing and packaging fruits or vegetables during the canning season. (S-1.)</p> <p>A total of 2 hours' inactivity is considered equivalent to 1-hour meal or rest period in small telephone office with one operator on duty from 10 p.m. to 7 a.m. (S-5.)</p>		<p>Labor and Industry.</p> <p>By regulation: Employers of females on 2- or 3-shift basis must: (a) Comply with all applicable laws; (b) provide responsible management and supervision during working hours; (c) arrange adequate transportation, if prompt public transportation is not available or worker does not have regular private transportation; and (d) obtain permit for such employment of females from Department of Labor and Industry for a period not to exceed 2 years. (S-6.)</p>	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>PENNSYLVANIA—</b> Continued					
Stat. Annotated (Purdon's 1952), with 1958 supp., title 43, secs. 41, 47, 48.	Females under 21. Distributing or selling newspapers, magazines, periodicals, publications or articles of merchandise; and Minors under 21. Messenger service for telephone, telegraph, or messenger companies.				
Ibid., sec. 481.	Men and women. Motion picture theater.			6.	
<b>PUERTO RICO:</b> Laws Annotated (1953), with 1959 supp., title 29, secs. 289, 295, 296, 298, 299, and title 33, sec. 2201.	Men and women. Any commercial or industrial establishment, enterprise, or lucrative business not subject to sec. 2201 of the Penal Code, <sup>2</sup> i.e., shops for the repair of machinery of any industry; shops giving service or facilities to any industry; printeries, editorials, newspaper enterprises, garages, filling stations and gasoline distributing establishments; public market places (not including establishments or stands for the sale of provisions and merchandise); establishments where refreshments and coffee are sold—restaurants, cafes, hotels, inns; confectionery and pastry stores; stands selling only candy, matches, tobacco, newspapers; flashlights and accessories; bulbs for domestic use; plug fuses and fuses; casinos; billiard rooms; ice depots; meat stands; milk depots; slaughterhouses; dairies; livery stables; piers or docks; undertaking establishments; public and quasipublic utilities; theaters, racetracks, and other places devoted exclusively to amusement of charity; pharmacies; commercial establishments operating within airports; commercial or service establishments operating within hotels which constitute a part of facilities offered to guests or visitors. <i>Exceptions:</i> Occasional or piecemeal; and professionals, executives and administrators.	(1)	(1)	26.	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
			8 p.m. to 6 a.m.	
<p>By permit from the Secretary of Labor, emergency work necessary to prevent danger and considerable financial loss may be performed on days establishment must remain closed to the public. Employees employed or permitted to work on day of rest shall be paid double the salary rate for regular working hours.</p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>PUERTO RICO—</b> Continued Laws Annotated— Con., title 29, secs. 289, 457, 458, 465.	Females Any lucrative occupation, i.e., work in any factory, mill, centrale, machine shop or establishment or place of any kind where a factory or mechanical enterprise exists; storehouse, store, establishment or place of any kind where mercantile transactions are carried on; farms, plantations, rural properties or places of any kind where agricultural, horticultural, or pasturing pursuits are followed; mining and fishing undertakings.				
	Men and women <i>Alcoholic Beverages and Industrial Alcohol Industry, No. 30, Oct. 8, 1959; Food and Related Products Industry, No. 33, Jan. 15, 1960; Retail</i>	(1)	(1)		

See footnotes at end of table.

FOR WOMEN—Continued

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	<p>1 hour; work period may not exceed 4 consecutive hours. <i>Exception:</i> Textile factories. <math>\frac{1}{2}</math> hour in textile factories between the 2 periods in 8-hour shifts, provided factory establishes a cafeteria on its premises where workers may, if desired, take their meals at reasonable prices.</p>		<p>10 p.m. to 6 a.m. <i>Exceptions:</i> Women over 18 employed as telephone operators, telegraphers, artists, nurses, and houseworkers; in tourist or commercial hotels. SEE also Nightwork Regulated.</p>	<p>Employment of women 18 and over permitted between 10 p.m. and 6 a.m., provided woman is not pregnant; does not work more than a total of 8 hours in the 24-hour period preceding 6 a.m.; and work shift is rotated so that no woman shall work consecutively on night shift more than 3 weeks: (1) In the textile industry and in the packing, canning, or refrigeration of fruits or vegetables; (2) in cases of emergency or necessity, for the purpose of permitting employers or owners to complete urgent or necessary works which must be finished within a determined time in shops, factories, or any other commercial or industrial establishment, by permit from Secretary of Labor. Compensation to be paid for according to statute.<sup>1</sup> Employer must provide transportation facilities from factory to bus stops for women who work at night in textile factory located in district distant from bus and public vehicle stops.</p>
<p>No maximum-hour provisions. However, twice the regular rate must be paid for hours worked over 8 a day and 48 a week, and on day of rest.</p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>PUERTO RICO—</b> Continued. Minimum-Wage Board Orders—Continued Note: Working conditions from applicable orders numbered 1 to 24, issued prior to Act 96 of June 26, 1956 (which changed the minimum-wage rates), remain in full force and effect.  Ibid., see Note.	<i>Trade Industry, No. 42, May 10, 1958; Hospitals, Clinics, and Sanatoria Industry, No. 41, July 10, 1958; Hotel Industry, No. 46, Aug. 5, 1958; Restaurant, Bar and Soda Fountain Industry, No. 47, Aug. 28, 1958; Coffee Industry in Its Agricultural Phase, No. 58, Oct. 3, 1959; Dairy Industry, No. 27, Apr. 9, 1960; Laundry and Dry Cleaning Industry, No. 37, May 1, 1960.</i> (SEE Appendix I.) Men and women	(1)	(1)	-----	
	<i>Paper and Paper Products, Printing and Publishing Industry, No. 31, June 17, 1960.</i> (SEE Appendix I.)			-----	
	Men and women	(1)	(1)	-----	
	<i>Wholesaling and Warehousing Industry, No. 34, Oct. 30, 1957.</i> (SEE Appendix I.)			-----	
	Men and women	(1)	(1)	-----	
	<i>Transportation Industry, No. 38, Aug. 16, 1960.</i> (SEE Appendix I.)			-----	
Ibid., see Note.	Men and women <i>Construction Industry, No. 44, June 15, 1958.</i> (SEE Appendix I.)	(1)	(1)	-----	
Ibid., see Note.	Men and women <i>Theater and Cinema Industry, No. 48, Sept. 12, 1958.</i> (SEE Appendix I.)	(1)	(1)	-----	
<b>RHODE ISLAND:</b> General Laws 1956, with 1959 supp., vol. 5, secs. 28-3-11, 28-3-16.	Women and minors, 16 to 18. Factory, or manufacturing, mechanical, business, or mercantile establishment. <i>Exception:</i> Women working by shifts during different periods or parts of the day, in the employ of a public utility.	9-----	48-----	-----	If a 5-day week is worked, daily hours may be 9 3/5.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>No maximum-hour provisions. However, twice the regular rate must be paid for hours worked over 8 a day and 44 a week, and on day of rest.</p>	<p>1 hour of rest for meals during 4, or part of 4, consecutive hours of work. <i>Exceptions:</i> Newspaper, magazine and photoengraving phase, provided twice the earned wage is paid employee for work during said rest period.</p>			
<p>do</p>				
<p>No maximum-hour provisions. However, twice the regular rate must be paid for 9th hour worked on any day; 1½ times for hours over 9 a day and on day of rest.</p>				
<p>No maximum-hour provisions. However, twice the regular rate must be paid for hours worked over 8 a day and 44 a week, and on day of rest.</p>	<p>1 hour of rest not later than noon for lunch period. Twice the wage rate must be paid employee required or permitted to work during said rest period.</p>	<p>15-minute paid period for light meal after first 2 hours of work.</p>		
<p>No maximum-hour provisions. However, twice the regular rate must be paid for hours worked over 8 a day and 40 a week, and on day of rest.</p>				
			(c)	

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>RHODE ISLAND</b> —Con. General Laws 1956—Con., secs. 28-3-13, 28-3-14, 28-3-16.	Women and minors..... Factory, workshop, mechanical, or mercantile establishment. <i>Exceptions:</i> Women working by shifts during different periods or parts of the day in the employ of a public utility; telephone exchange where operator during the night is not required to operate at the switchboard continuously but may sleep during a considerable part of the night.				
Ibid., sec. 28-3-17.	Persons under 21..... Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages.				
Ibid., vol. 4, sec. 25-1-6.	Men and women..... Gainful activities in any store, mill or factory; any commercial occupation; work of transportation, communication, or industrial process. <i>Exception:</i> Work which is both absolutely necessary and can lawfully be performed on Sunday.			6	
Minimum-Wage Order, 5-R-2, Jan. 1, 1954.	Men and women..... <i>Restaurant and Hotel Restaurant Occupations.</i> (See Appendix I.)	9	48		If a 5-day week is worked, daily hours may be 9 3/4.
Minimum-Wage Administrative Regulations. Oct. 1, 1957.	Men and women..... <i>Restaurant, Hotel Restaurant and Public House-keeping Occupations.</i> (See Appendix I.)				

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	20 minutes after <sup>6</sup> consecutive hours of employment, except on; (1) 6½-hour workday which ends not later than 1 p.m.; (2) 7½-hour workday which ends not later than 2 p.m., provided worker is allowed sufficient opportunity for "On-duty" meal. <sup>2</sup>			
			10 p.m. to 5 a.m.	
Upon written application, with a sworn statement of necessity for work and of economic hardship which would prevail, at least 10 days previous to the Sunday or holiday referred to, Director of Labor may grant a permit for employment on such days. Employees working Sundays and holidays, under such permit, must receive at least 1½ times employee's regular rate for work so performed. Provision inapplicable to persons employed at properly licensed athletic contests and events. (5)				
			(1)	Transportation must be provided women going off duty between 11 p.m. and 6 a.m., unless employee has own means of transportation. Time spent waiting for such transportation to be counted and paid for, as working time. Do. (Applicable to women employed in hotel and hotel restaurant occupations.)

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>RHODE ISLAND—Con.</b> Minimum-Wage Order, 4-R-3, July 1, 1958.	Men and women <i>Retail Trade Occupations.</i> (SEE Appendix I.)	9	48	(9)	If a 5-day week is worked, daily hours may be 9%. <sup>4</sup>
	Men and women <i>Retail Trade Occupations.</i> (SEE Appendix I.)			(9)	
Minimum-Wage Administrative Regulation, Oct. 1, 1957.	Men and women <i>Retail Trade Occupations.</i> (SEE Appendix I.)			(9)	
<b>SOUTH CAROLINA:</b> Code of Laws 1952, with 1959 supp. vol. 4, secs. 40-61, 40-62.	All operatives and employees. Cotton and woolen manufacturing establishments engaged in manufacture of merchandise. <i>Exceptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.	10	55	(1)	Over 10 hours a day or over 55 hours a week may be worked to make up time lost by accident or other unavoidable cause, up to 60 hours in calendar year. Such time lost must be made up within 3 months after it was incurred.
	Women Mercantile establishments.	12	60	(1)	
Ibid., sec. 40-81	Women Mercantile establishments.	12	60	(1)	
Ibid., vol. 6, secs. 64-5, 64-6.	Women and children Manufacturing establishment, i.e., any plant or place of business engaged in manufacturing; mercantile establishment, i.e., any place where goods or wares are offered or exposed for sale, not including, however, a cafeteria or restaurant. <i>Exceptions:</i> Manufacturing establishments involving chemical manufacturing processes requiring continued and uninterrupted operation for normal production.			6	
Ibid., vol. 4, secs. 40-51, 40-52, 40-53.	Men and women Cotton, rayon, silk, or woolen textile mills. <i>Exceptions:</i> Office and supervisory staff, engineers, firemen, watchmen, shipping and outside crews, repair shop crews, carpenters, mechanics, and electricians.	(2)	(2)	5 (in 7 consecutive days).	
Ibid., vol. 6, secs. 64-4, 64-4.1, 64-5.1.	Regular employees, i.e., those who usually work 8 hours or more a week (men and women.) Textile manufacturing, finishing, dyeing, printing, or processing. <i>Exceptions:</i> Watchmen, firemen, and other maintenance and custodial employees, establishments in any city having exact population of 5,140, provided no work is performed before 10 p.m. on Sunday.			6	

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
			(1)	
			After 10 p.m.	
SPECIAL NATIONAL EMERGENCY PROVISION.				
Sunday employment permitted if: (1) "of absolute necessity or emergency"; or (2) voluntary work, in certain departments, essential to offset or eliminate a processing bottleneck or to restore a balance in processing operations and to maintain a normal production schedule. 1½ times the usual average daily wage or salary must be paid for such employment. ALSO SPECIAL NATIONAL EMERGENCY PROVISION.				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>SOUTH DAKOTA:</b> Code 1939, with 1956 supp., vol. 1, sec. 17.0601.	Females and minors under 16. Any occupation. <i>Exceptions:</i> Farm laborers, domestic servants, telegraph or telephone operators, persons engaged in the care of livestock.	10	54		
	Females, 18 and over Workshops or factories, i.e., manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments; printing, telegraph and telephone offices (see second maximum-hour entry); department stores; or any kind of establishment wherein labor is employed or machinery used. <i>Exceptions:</i> Domestic service, agricultural pursuits, fruit and vegetable canning factories. Telegraph and/or telephone offices.	10	50		
<b>TENNESSEE:</b> Code Annotated (1953), with 1959 supp., vol. 9, secs. 50-718, 50-719.	Females, 15 and over Factory (see second maximum-hour entry), mine, mill, workshop, mechanical or mercantile establishment; laundry, cleaning, and pressing establishment; hotel, restaurant, roominghouse, theater, moving-picture show, barbershop, beauty shop, roadside drink- or food-vending establishment; telegraph, telephone, or other office; express or transportation company; State institution, or any other establishment, institution, or enterprise where females are employed. <sup>2</sup>	9 <sup>1</sup>	54		In laundries and cleaning and pressing establishments, 11 hours' work permitted on any day if weekly maximum is not exceeded and double the regular rate is paid for hours over 9 a day. In banks, 12 hours' work permitted in any 1 day, if weekly maximum is not exceeded and double time is paid for hours over 9 a day. <sup>3</sup>
	Factory manufacturing woolen, worsted, and cotton goods or articles out of cotton goods. <i>Exceptions:</i> Stenographers and pharmacists; <sup>4</sup> mercantile establishments and telephone and telegraph companies in rural districts and in towns of less than 3,000 population; superintendents, matrons, nurses, and attendants employed by, in, or about such orphans' homes as are charitable institutions not run for profit and not operated by the State; and employees engaged in the first processing of, or in canning or packing,	10 (double the regular rate must be paid for hours over 9 a day).	60		
<b>TEXAS:</b> Civil Stat. (Ver-non's, 1947), with 1959 supp., vol. 15, Article 5172a, secs. 1, 2, 3, 5, 6, 9, 11.					

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>12 hours a day permitted on the 5 days preceding Christmas.</p> <p>Employees in cities of less than 3,000 population are exempt from 54-hour weekly limitation, provided 10 hours are not exceeded in any one day.</p> <p>In seasonal employment, 54 hours may be worked in any 8 weeks of the calendar year.<sup>1</sup></p> <p>In cases of emergency affecting the operation of common carriers, public utility companies, and other industries which affect the health and well-being of State citizens, provisions of the hour law may be suspended for the duration of such emergency.</p> <p><b>ALSO SPECIAL NATIONAL EMERGENCY PROVISION.</b></p> <p>In cases of extraordinary emergencies, such as great calamities, or when necessary for the protection of human life or property, longer hours may be worked, but for such hours double time must be paid to female employees who work more than 40 hours a week.</p> <p><b>ALSO SPECIAL NATIONAL EMERGENCY PROVISION.</b></p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
TEXAS—Con. Civil Stat.—Con.	perishable or seasonal fresh fruits or vegetables; bank employees. (SEE permitted variations for bank employees.)				
UTAH: Code Annotated, 1953, with 1959 supp., vol. 4, sec. 34-4-3; and Industrial Commission Welfare Regulations for any occupation, trade or industry, effective Sept. 14, 1937, as amended April 20, 1948; and Administrative Regulations for the issuance of emergency work permits, approved May 12, 1939.	Females, 18 and over—Any industry, trade, or occupation. <i>Exceptions:</i> Domestic service and executive positions.	8 (in 12 consecutive hours). <sup>1</sup>	48-----	-----	-----
Industrial Commission Minimum-Wage Order, No. 1, Sept. 1, 1960. <sup>3</sup>	Women and minors under 18. <sup>2</sup> <i>Retail Trade Occupations.</i> (SEE Appendix I.)	8 (in 12).	48-----	6-----	-----
Ibid., No. 2, Oct. 1, 1960. <sup>3</sup>	Women and minors under 18. <sup>5</sup> <i>Restaurant Occupation.</i> (SEE Appendix I.)	4 8 (7½ in 12, on split shift). <sup>1</sup>	48-----	6-----	-----
Ibid., No. 4, Sept. 1, 1960. <sup>3</sup>	Women and minors under 18. <sup>5</sup> <i>Laundry and Cleaning, Dyeing and Pressing Industries.</i> (SEE Appendix I.)	8-----	48-----	6-----	-----
Ibid., No. 3, Sept. 1, 1960. <sup>3</sup>	Women and minors under 18. <sup>5</sup> <i>Public Housekeeping Industry.</i> (SEE Appendix I.)	8-----	48-----	6-----	-----

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>Hour provisions are not applicable to packing or canning of perishable fruits or vegetables or to manufacturing of containers for such industry, during the packing season or to picking, cleaning, processing, or packing of fowls.</p> <p>If life or property is in imminent danger, overtime permitted.</p> <p>In emergencies or peak periods in the business of an employer, Industrial Commission may permit longer hours.</p> <p>By regulation: For overtime in emergency or peak period, emergency-work permits must be obtained from Industrial Commission; employment for more than 4 extra hours on 3 days in a calendar week prohibited.</p>	<p>By regulation: ½ hour for adult women; employment prohibited for more than 5 hours without rest and food.</p>	<p>By regulation: 10 minutes in each 4 hours or fraction thereof, period to be made available to employee after no more than 2½ consecutive hours of work.</p>		
	<p>30 minutes, 5 hours after starting work, not to be deducted from hours worked, if employee is not relieved of all duties and permitted to leave premises. Maximum period of 1 hour may be allowed.</p>	<p>10-minute paid period in each 4 hours or fraction thereof, for employees required to work more than 2½ consecutive hours.</p>	<p>Between 12 midnight and 6 a.m., no employee shall be required to take interval separating work periods.</p>	<p>Between 10 p.m. and 6 a.m. no woman may be required to report for work or be dismissed unless the following are made available: (1) suitable transportation at no extra cost; (2) suitable facilities for securing or making hot food and drink.</p>
	<p>30-minute paid period, 4 5 hours after starting work. Maximum period of 1 hour may be allowed.</p>	<p>do</p>	<p>After midnight, no female shall be required to work split shift.</p>	<p>For females reporting for work or whose shift terminates between midnight and 6 a.m., see Regulated (1) and (2) under Order No. 1.</p>
<p>Unless special permission is secured from Industrial Commission, women may not be required to work for a period exceeding maximum hours.</p>	<p>See Meal Period under Order No. 1.</p>	<p>do</p>	<p>See prohibited under Order No. 1.</p>	<p>Do.</p>
<p>In emergency, female over 21 may be required to work on 7th consecutive day or over 8 hours in one day, if employer has obtained permission for such work from Industrial Commission.</p>	<p>do</p>	<p>do</p>	<p>do</p>	<p>Do.</p>

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>VERMONT:</b> Stat. Annotated (1959 Revision), with 1959 supp., vol. 7, title 21, secs. 6, 440, 441, 443, 452.</p>	<p>Women and minors, 16 to 18. Labor in mine or quarry, manufacturing or mechanical establishment. <i>Exceptions:</i> Telephone exchange where hours of actual labor of operator do not exceed the hours herein provided, or where operator during the night is not required to operate at the switchboard continuously but is able to sleep the major part of the night.<sup>1</sup></p>	9-----	50-----	-----	Employment over the maximum is not a violation, if such employment makes up time lost (more than 30 minutes) on a previous day of the same week, due to stoppage of machinery upon which a woman or minor is employed or dependent for employment.
<p><b>VIRGINIA:</b> Code 1950 (1953 Replacement vol.), with 1960 supp., vol. 6, secs. 40-34, 40-35, 40-39; and chs. 232 and 321 (L. 1960).</p>	<p>Females, 18 and over.... Factory, workshop,<sup>2</sup> laundry, restaurant, mercantile, or manufacturing establishment. <i>Exceptions:</i> Bookkeepers, stenographers, office assistants or cashiers, buyers, managers, or assistant managers, office executives; mercantile establishments in towns of less than 2,000 inhabitants or in country districts.</p>	9 (in 14 <sup>3</sup> )--	48-----	(1)	Manufacturing establishments, with a rotating-shift schedule, operating continuously 24 hours each day, may employ females 8 hours a day on 7 consecutive days; such 7 consecutive days to occur not oftener than once in 14 consecutive days.

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>In cases of emergency or where seasonal or peak demand places unusual and temporary burden on a manufacturing or mechanical establishment, 10 hours a day, 60 hours a week, may be worked, if Commissioner of Industrial Relations is notified and grants permission in advance for such overtime, the period of which may not exceed 10 weeks in any 1 year.</p> <p>In a manufacturing establishment or business, the materials and products of which are perishable and require immediate labor to prevent decay or damage, any provision of the statute regulating employment of women and minors may be suspended for a period not to exceed 2 months in year, by Commissioner of Industrial Relations with approval of the Governor.</p> <p>In cases of extraordinary emergency or extraordinary public requirements, employer engaged in public service<sup>2</sup> may be exempted.</p> <p><b>ALSO SPECIAL PROVISIONS IN CASE OF WAR.</b></p> <p>During fruit and vegetable seasons, hour provisions do not apply to factories engaged exclusively in canning, processing, or packing of fruits or vegetables.</p> <p>10 hours a day may be worked for a period of 90 days annually in the (1) handling or redrying of leaf tobacco during the tobacco market seasons, (2) shelling and/or cleaning of peanuts, (3) shucking and packing of oysters, (4) dressing and processing of poultry.</p> <p>In florist shops and greenhouses women may be employed 10 hours a day on the 3 days preceding and on Valentine's Day, Christmas Day, Easter Sunday, and Mother's Day.</p>				

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
VIRGINIA—Con. Code 1950—Con.					
WASHINGTON: Revised Code Annotated (1951), with 1953 and 1955 supp., vol. 7, title 49, secs. 49.28.070, 49.28.080.	Females, 18 and over— Mechanical or mercantile establishment, laundry, hotel, or restaurant. <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying of perishable fruits or vegetables; canning fish or shellfish.	8			
Ibid., sec. 49.28.080.	Males and females— Household or domestic employees.		60		
Industrial Welfare Committee Minimum-Wage Order, No. 43, Apr. 1, 1949, as amended by ch. 294 (L. 1959), effective June 11, 1959.	Women and minors under 18. <i>Office Workers.</i> (SEE Appendix I.)	(*)			
Ibid., No. 44, June 6, 1949, as amended by ch. 294 (L. 1959), effective June 11, 1959.	Women and minors under 18. <i>Mercantile Industry, Wholesale and Retail.</i> (SEE Appendix I.)	(*)			
Ibid., No. 45, and 45A, Nov. 23, 1949, as amended by ch. 294, (L. 1959), effective June 11, 1959.	Women and minors under 18. <i>Theatrical, Amusement and Recreation Industry; and General Amusement and Recreation Industry.</i> (SEE Appendix I.)	(*)			

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Night work	
			Prohibited	Regulated
<p>In developing and printing of amateur photographic film, women may be employed 10 hours a day for 3 working days following Dec. 25, Jan. 1, Easter Sunday, July 4th and Labor Day.</p> <p>In hospitals, hour provisions do not apply, in an emergency situation when strict compliance might reasonably be calculated to jeopardize lives or health of persons relying on such hospitals for care or treatment.</p> <p><b>ALSO SPECIAL WARTIME PROVISIONS.</b></p> <p>(1) <b>SPECIAL PROVISIONS FOR PERIOD OF NATIONAL EMERGENCY.</b></p> <p>In cases of emergency, employment may be for "a longer period."</p>				
	30-minutes in each and every 8-hour shift.	10 minutes in every 4-hour work period.		
	30-minutes in each regularly scheduled full-time shift.	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 paid period in afternoon shift.		
30-minutes 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.	10-minute paid period in each 4-hour work period, insofar as practicable in middle of each work period.			

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>WASHINGTON—</b> Continued Industrial Welfare Committee Minimum-Wage Order No. 46, Jan. 23, 1950, as amended by ch. 294 (L. 1959), effective June 11, 1959.  Ibid., No. 47, Feb. 13, 1950, as amended by ch. 294 (L. 1959), effective June 11, 1959.  Ibid., No. 48, June 5, 1950, as amended by ch. 294 (L. 1959), effective June 11, 1959.  Ibid., No. 49, July 10, 1950, as amended by ch. 294 (L. 1959), effective June 11, 1959. Ibid., No. 50, July 17, 1950, as amended by ch. 294 (L. 1959), effective June 11, 1959.  Ibid., No. 51, Mar. 12, 1951, as amended by ch. 294 (L. 1959), effective June 11, 1959.  Ibid., No. 52, Apr. 16, 1951, as amended by ch. 294 (L. 1959), effective June 11, 1959.	Women and minors under 18. <i>Public Housekeeping Industry.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----
	Women licensed by the State to practice beauty culture. <i>Beauty Culture Industry.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----
	Women and minors under 18. <i>Laundry, Dry Cleaning and Dye Works Industry.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----
	Minors under 18 (SEE Appendix I.)	48	-----	6	-----
	Women and minors under 18. <i>Manufacturing and General Working Conditions.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----
	Women and minors under 18. <i>Food Processing Industry.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----
	Women <i>Fresh Fruit and Vegetable Packing Industry.</i> (SEE Appendix I.)	( <sup>3</sup> )	-----	-----	-----

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	30 minutes in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a lunch period. Provision not applicable to nurses' aides on a shift from 11 p.m. to 7 a.m.	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.	After 12 midnight for women elevator operators.	
	1/2 hour, and on request, a maximum of 1 hour, in every regular full-time shift.			
	30 minutes in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a meal period.	10-minute paid period in each 4-hour work period.		
	30 minutes; prohibits work for more than 5 hours without a meal period.	do	(9)	
	30 minutes in each regularly scheduled full-time shift; prohibits work for more than 5 consecutive hours without a lunch period. Shorter lunch period may be authorized by supervisor of women and minors in industry, if application is made and good cause shown.	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.		
	30 minutes; prohibits work for more than 5 consecutive hours without a lunch period. Shorter lunch period may be authorized by supervisor of women and minors in industry, if application is made and good cause shown.	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.		
	do	do		

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<p><b>WASHINGTON—</b> Continued Industrial Welfare Committee Minimum-Wage Order No. 53, May 1, 1951, as amended by ch. 294 (L. 1959), effective June 11, 1959.</p>	<p>Women and minors under 18.<sup>4</sup> <i>Telephone and Telegraph Industry.</i> (SEE Appendix I.)</p>	(9)			
<p><b>WEST VIRGINIA:</b> Department of Labor Regulations for the Protection and Preservation of Life, Health, and Safety of Women in Industry (1943).</p>	<p>Females— Any industry.</p>			(1)	
<p><b>WISCONSIN:</b> Stat. Annotated (West's, 1957), with 1959 supp., vol. 17, secs. 103.01, 103.02; and Administrative Code, Rules of Industrial Commission, sec. Ind 74.</p>	<p>Females, 18 and over.<sup>1</sup>— Any trade, occupation, or process of manufacture, or any method of carrying on such trade or occupation, or any place of employment.<sup>3</sup> See also Hotels and Telephone Operators. <i>Exceptions:</i> (By Administrative Code) from hour restrictions of sections 103.01 and 103.02 Wis. Stats. and Orders of Industrial Commission: Women, 21 years or over who are executives, professional women,<sup>4</sup> registered pharmacists, doctors, dentists, or registered nurses; office employees of factories, laundries, and mercantile establish-</p>	9 (in 15 <sup>2</sup> ) (SEE Night-work.)	50		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
	<p>30 minutes in each 8-hour shift; prohibits work, by employee on 8-hour shift, for more than 5 hours without a meal period. <i>Exception:</i> 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>"On-duty" meal and rest periods, counted as time worked, permitted where only one employee on duty or nature of work prevents relief from all duties.</p>	<p>10-minute paid period in each continuous 4-hour period of employment. Paid waiting time considered as satisfying the rest-period requirement. SEE "On-duty" meal and rest period under meal period.</p>	(9)	
	<p>½ hour must be allowed as a lunch period.</p>	(2)		
<p>10 hours a day, 55 hours a week, may be worked during emergency periods, not to exceed 4 weeks in year, if 1½ times regular rate is paid for excess time. Industrial Commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety, or welfare of women workers. Until such orders have been issued by the Commission, the hours specified in the statute prevail.</p>	<p>Less than 1 hour during each day or night for dinner or other meals. (By Administrative Code.) At least 30 minutes close to usual meal period time or at such other time deemed reasonable by Commission. Prohibits employment of women for more than 6 hours without a meal period.</p>		<p>(By Administrative Code.) In factories and laundries on shifts starting or stopping between 1 a.m. and 6 a.m.; between 12 midnight and 1 a.m., when adequate public or private transportation is not available.</p>	<p>Employment between 8 p.m. and 6 a.m. more than 1 night a week may not exceed 8 hours a night, 48 hours a week. (By Administrative Code.) Maximum hours: 8 a day, 48 a week. (SEE also Hotels and Telephone Operators.) Night shift means work between 6 p.m. and 6 a.m. in factories and laundries; 6:30 p.m. and 6 a.m., except for 1 night a week, in mercantile or mechanical estab-</p>

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>WISCONSIN—</b> Continued Stat. Annotated and Administrative Code— Continued	ments, if office is separate from such establishment and work does not require office workers to enter factory, laundry or mercantile establishment.				
	Hotels <sup>5</sup> .....	10.....	55.....		
	(By Administrative Code):				
	Telephone operators in exchanges having:				
	1,500 telephones and over.	9.....	50.....		
	600 to 1,499 telephones.	10.....	50.....		
400 to 599 telephones.	10.....	54.....			
200 to 399 telephones.	10.....	54.....			
Under 200 telephones.	10.....	60.....			
Administrative Code, Rules of Industrial Commission, sec. Ind 73.	Women and minors, 16 and 17. <sup>7</sup> <i>Canning or First Processing Fresh Fruits or Vegetables</i> , during season of actual canning of product. <i>Exceptions:</i> Factories engaged in dehydrating fruits and vegetables, which are covered by general factory regulations.	9.....	54.....		

See footnotes at end of table.

**FOR WOMEN—Continued**

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>(By Administrative Code.) Hours in excess of day or night work maximums may be worked not more than 4 weeks in year, in emergency or peak periods, provided: Industrial Commission is notified of such overtime within 24 hours, and time and one-half the regular rate is paid for the excess hours. (<sup>6</sup>)</p>				<p>lishments, confectionery stores, telegraph offices, telephone offices and exchanges, express and transportation establishments; 8 p.m. to 6 a.m., except for 1 night a week, in restaurants and beauty parlors.</p>
	30 minutes free for each meal.			<p>Employment between 9 p.m. and 6 a.m., may not exceed 9 hours a night, 54 hours a week.</p>
<p>In emergencies occasioned by breakdowns, climatic conditions or unusual peakloads, women and minors, 16 years and over, may work 11 hours a day, 60 hours a week, for not more than 12 days, in canneries which have complied with safety and sanitation orders of the Industrial Commission. Time and one half the regular rate must be paid for hours over 9 a day, 54 a week.</p>	30 minutes at usual time for meals, viz, at or about 12 noon, 6 p.m. and midnight. Stretch of work between meal periods may not exceed 6 hours.			

STATE HOUR LAWS

State	Employee coverage; occupation or industry coverage	Maximum-hour provisions			
		Daily	Weekly	Days per week	Permitted variations
<b>WISCONSIN—</b> Continued Stat. Annotated (West's, 1957), with 1959 supp., vol. 17, sec. 103.85; and Administrative Code, Rules of Industrial Commission sec. Ind 75.  Stat. Annotated (West's, 1957), with 1959 supp., vol. 17, sec. 103.69.	Men and women..... Factory or mercantile establishment. <i>Exceptions:</i> Janitors, watchmen; manufacture of butter, cheese, or other dairy products; distribution of milk or cream; canneries, bakeries, flour and feed mills; hotels and restaurants; employees whose duties require no work on Sunday other than caring for live animals or maintaining fires; any labor called for by an emergency that could not reasonably have been anticipated; and (By Administrative Code) specified male employees in paper and pulp mills, viz. superintendents and department heads whose work is supervisory and not manual; millwrights, electricians, pipefitters and other employees whose duties include not more than 5 hours of essential work on Sunday, making necessary repairs to boilers, piping, wiring or machinery.			24 consecutive hours of rest in every 7 consecutive days. <sup>1</sup>	
	Minors under 21..... Messengers for telegraph or messenger company in the distribution, transmission, or delivery of messages or goods, in cities of 1st, 2d, and 3d class.				
<b>WYOMING:</b> Stat. 1957, with 1959 supp., vol. 7, secs. 27-218, 27-220.	Females, 16 years and over. Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging-house, apartment house, place of amusement, or restaurant. <sup>2</sup>	18 (in 12)	148		

See footnotes on next page.

Overtime	Meal period	Rest period	Nightwork	
			Prohibited	Regulated
<p>Work on 7th day permitted in case of breakdown of machinery or equipment, or other emergency requiring immediate services of experienced and competent labor to prevent serious injury to person, damage to property, or suspension of necessary operations when such labor is not otherwise immediately available. Industrial Commission may by general or special order make reasonable exceptions or modifications to the law if it determines that the carrying out of the statute's provisions causes practical difficulties or unnecessary hardships, and that "life, health, safety, and welfare of employees shall not be sacrificed or endangered thereby."</p>				
<p>Over 8 hours a day in a 12-hour period may be worked, provided time and one-half is paid for each and every hour of overtime in any 1 day for each day during which such overtime is worked.<sup>1</sup></p> <p>In an emergency, females may be employed overtime if time and a half is paid for hours over 8 a day. An Executive order or proclamation of the President of the United States declaring an emergency is to be construed as an emergency within the purview of this act.<sup>4</sup></p>		<p>2 rest periods of not less than 15 minutes each, 1 before and 1 after the lunch hour,<sup>3</sup> for females who are required to be on their feet continuously.</p>	<p>8 p.m. to 6 a.m.<sup>2</sup></p>	

## FOOTNOTES

### ALABAMA:

<sup>1</sup> The penal code imposes a fine on any person who "compels his child, apprentice or servant to perform any labor on Sunday," with exceptions. (Code 1940, with 1955 supp., vol. 4, title 14, ch. 16, sec. 420.)

### ALASKA:

<sup>1</sup> Alaska has no maximum hours law. The "Alaska Wage and Hour Act" H.B. 101, L. 1959, effective May 4, 1959, requires employer in commerce, other business, or production of goods or materials to pay employees, male and female, not acting in a supervisory capacity, one and one-half times the employee's regular rate for hours over 8 a day, 40 a week, with specified exceptions.

### ARKANSAS:

<sup>1</sup> Labor Commissioner may grant exemptions to meal period provisions on such terms and conditions as he, in his discretion, may prescribe.

<sup>2</sup> Females employed in executive or managerial capacity defined as persons who exercise real supervision and managerial authority entirely different from that of regular salaried employees, and who receive at least \$35 a week exclusive of commissions and bonuses.

### CALIFORNIA:

<sup>1</sup> Applicable to employment by one or more employers in enumerated occupations and industries.

<sup>2</sup> Hours of work permitted per day shall be consecutive, except on Sundays, holidays and time for meals; provision does not apply to hospitals employing only one person to compound physicians' prescriptions.

<sup>3</sup> Not more than 12 days may be worked in any 2 consecutive weeks. The employer shall apportion the periods of rest to be taken by an employee so that the employee will have the complete day of rest during each week.

<sup>4</sup> Women pharmacists may work the same hours as men because their hours of work are governed by the laws regulating hours of work of pharmacies. (Op. Atty. Gen., June 22, 1956.)

<sup>5</sup> Employer may declare an unpaid rest of one-half hour or more, provided (a) employee is notified of time to report back, and is permitted to leave the premises, and (b) there are not more than 2 such periods within one shift and total duration does not exceed 3 hours.

### COLORADO:

<sup>1</sup> Beauty shops come within the term mercantile establishment, (Op. Atty. Gen., Apr. 13, 1939); section does not apply to women in cleaning and dyeing establishments, (Op. Atty. Gen., Oct. 20, 1939); women employed in drug stores who do not sell drugs and medicines at retail, or compound physicians' prescriptions, are subject to this section. (Op. Atty. Gen., Feb. 27, 1939.)

<sup>2</sup> Periods of rest to be taken by the employee must be so apportioned that the employee is entitled to 2 half-days or 1 complete day of rest during each week; 108 hours to be worked on not more than 13 days in 2 consecutive weeks.

<sup>3</sup> Law applies only to those who actually sell drugs and medicines at retail or who compound physicians' prescriptions. Any other women in drug stores are subject to sec. 80-7-13. (Op. Atty. Gen., Feb. 27, 1939.)

### CONNECTICUT:

<sup>1</sup> Nightwork provisions are applicable to females employed in any manufacturing, mechanical or mercantile establishment, or in any public laundry, public restaurant, cafe, dining room, barbershop, hair-dressing or manicuring establishment, or photograph gallery. Provisions inapplicable to physicians, surgeons, nurses, pharmacists, attorneys at law, and teachers, or to women engaged in social work, or to display workers whose chief or sole duty is the arranging and displaying of merchandise for advertising purposes in accordance with designs created by themselves, and who receive at least \$150 a month.

<sup>2</sup> In lieu of adequate public transportation, transportation shall be available to the worker, either by use of a personally owned automobile or through facilities satisfactory to the Commissioner of Labor, providing for transportation by the employer or by means of an approved car-pool arrangement.

<sup>3</sup> The provisions of the law regulating hours of women employees apply to employment of women prescription pharmacists. (Op. Atty. Gen., Mar. 18, 1937.)

<sup>4</sup> Public laundry regarded as a manufacturing establishment. (General Statutes (Revision 1958), vol. 6, sec. 31-43.)

<sup>5</sup> No person shall require or permit any employee engaged in any commercial occupation or in the work of any industrial process to do any work of his occupation on Sunday unless such employee shall be relieved from work for 1 full regular working day during the following 6 days.

### DELAWARE:

<sup>1</sup> When employed by more than one concern or employer in covered establishments or occupations, the total time of employment shall not exceed that allowed per day or week in a single establishment or occupation. (Code Annotated (1953), with 1958 supp., vol. 10, title 19, sec. 303.)

### FLORIDA:

<sup>1</sup> Whoever employs his apprentice or servant in labor or other business on Sunday, unless it be in the ordinary household business of daily necessity, or other work of necessity or charity, shall be fined not more than \$10 for each offense. (Statutes Annotated (1944), with 1959 supp., vol. 22, title 44, sec. 855.03.)

### HAWAII:

<sup>1</sup> The Hawaii wage and hour law, applicable to employees in private employment, with exceptions, places no limit on hours of employment, but requires payment of 1½ times a worker's regular rate for hours over 40 a week, except for specified agricultural employees who are permitted, during 20 weeks of the year, to work up to 48 hours a week at the regular rate, with payment of 1½ times such employee's regular rate for hours over 48 a week. Prohibits split shifts unless all shifts fall within 14 hours, except in case of extraordinary emergency. (Revised Laws of Hawaii, 1955, vol. 1, sec. 94.4.)

### IDAHO:

<sup>1</sup> Railroads in interstate commerce and telegraphers and printer operators for railroads in interstate commerce not restricted by State hour regulation. (Ops. Atty. Gen., Mar. 22, and Oct. 7, 1941.)

### ILLINOIS:

<sup>1</sup> By interpretations of the Attorney General, the scope of the 8-hour law may be summarized as follows: Newspaper publishers are not subject to the act (Aug. 26, 1937). Included under coverage are females employed in any office of enumerated industries and at the county poor farm (Aug. 26, 1937); in dyeing and cleaning establishments and as accountants in mercantile establishments (Jan. 5, 1940); in charitable institutions (Nov. 18, 1942); and in commercial hatcheries (Apr. 29, 1943). Excluded from coverage are females employed in insurance companies, real estate agencies, finance companies, fraternity houses and radio stations (Jan. 5, 1940); in "Currency exchanges" (June 19, 1947); and in banks (Aug. 30, 1949).

## ILLINOIS—Continued

<sup>1</sup> Factory includes a mill, workshop or other manufacturing establishment, and all buildings, sheds structures or other places used for, or in connection therewith, where one or more persons are employed at manufacturing, including making, altering, repairing, finishing, refining, bottling, canning, cleaning or laundering any article or thing.

<sup>2</sup> Opinions of the Attorney General re the scope of the 6-day-week law indicate that the following employees are not included in the coverage: Employees of undertaking establishments, radio stations, fraternity houses, charitable institutions (Jan. 8, 1940); workers employed by cemetery associations (Dec. 7, 1946).

## KANSAS:

<sup>1</sup> Orders have been promulgated by the Kansas Labor Department, pursuant to the authority vested in it by the State legislature, to "establish such standards of wages, hours, and conditions of labor for women . . . and minors . . . as shall be held hereunder to be reasonable and not detrimental to health and welfare." (General Statutes Annotated 1949, with 1955 supp. (Corrick's) secs. 44-601, 44-601a). The Labor Department of Kansas reports that under this same authority permits are issued granting permission to employ women in war production in excess of the hours established by Industrial Welfare Order No. 2.

<sup>2</sup> Employment between 12 midnight and 5 a.m. prohibited for females under 18 years.

<sup>3</sup> Eight hours a day and 6 days a week constitute a basic workweek for all women and minor telephone operators.

## KENTUCKY:

<sup>1</sup> No day-of-rest provision. By statute, every employer who requires or permits any employee to work 7 days in any 1 workweek shall pay such employee at the rate of time and one half for the time worked on the 7th day, except employee not permitted to work more than 40 hours during the workweek. Exempt from overtime provisions are: Supervisors, telephone exchanges with less than 500 subscribers, stenographers, bookkeepers, technical assistants of licensed professionals, employees subject to Federal Railway Labor Act; seamen, persons icing railroad cars, common carriers under Division of Motor Transportation; employees and employers subject to F.S.A.A., F.R.M.A., I.C.C., Ky. P.S.C.; hospitals and charitable institutions; employees of the State, United States or any political subdivision; farming; work performed in homes, residences, restaurants, hotels, and apartment houses, such as cleaning, waiting on tables, etc.; and general house, restaurant or hotel work. (Revised Statutes (1958), secs. 337.010 and 337.050.) Another statute prohibits Sunday employment, with exceptions. (Sec. 436.160 (1-3).)

## LOUISIANA:

<sup>1</sup> Where female employee works 6 days for one employer and works for another employer at another job on the 7th day of the week, thereby working 7 consecutive days, neither employer is guilty of any violation. (Op. Atty. Gen., Apr. 18, 1955.)

<sup>2</sup> By interpretation, beauty shops are covered by law as mechanical establishments (Op. Atty. Gen., May 12, 1943), and radio stations as telegraph establishments (Op. Atty. Gen., June 11, 1945). Exempted by interpretation are registered nurses in manufacturing establishments (Op. Atty. Gen., Oct. 17, 1945), employees of boardinghouses (Op. Atty. Gen., Sept. 28, 1945), and females employed entirely in clerical work or growing of plants in florist shops, also inapplicable in communities of less than 6,000 (Op. Atty. Gen., Sept. 18, 1944).

<sup>3</sup> By interpretation, section 311 is applicable to females employed in barrooms (Op. Atty. Gen., Sept. 29 1953.)

## MAINE:

<sup>1</sup> Statute prohibits females from knowingly being employed or accepting employment for more than maximum hours in one or more establishments.

## MARYLAND:

<sup>1</sup> An act of 1888 (amended in 1943) limits to 10 hours the workday of employees in the service or under the control of corporations or manufacturing companies engaged in manufacturing cotton or woolen yarns, fabrics, or domestics of any kind. Certain exemptions applicable to males over 21 years of age are in the act. (Annotated Code 1957, with 1959 supp., vol. 8, Art. 100, secs. 1-3.)

<sup>2</sup> Statute prohibits any person "having servants or children" to "command or suffer any of them to do any manner of work or labor on Sunday," with exceptions. (Annotated Code 1957, with 1959 supp., vol. 3, Art. 27, sec. 492.)

<sup>3</sup> By interpretation statute does not apply to office work in the establishments covered by the law. (Op. Atty. Gen., Oct. 23, 1941.)

## MASSACHUSETTS:

<sup>1</sup> Exceptions to 10-hour overall spread: (1) Transportation or telephone companies, hotels, private clubs and places of amusement where the employment is determined by the department to be seasonal, and to hotels where meals are served during 3 separate periods totaling not more than 7 hours in 1 day and the employment is connected with serving of meals; (2) in mercantile establishments, spread of 11½ consecutive hours permitted during a total of not more than 7 days in any calendar year, of which 6 shall be weekdays within 4 weeks immediately preceding Christmas, and the 7th, the Saturday immediately preceding Easter; (3) in any place of employment where the principal source of income of certain employees is in tips or gratuities, upon written petition of not less than 60 percent of such employees, the Commissioner may allow a spread of 12 hours; (4) hospitals if Commissioner finds an emergency exists requiring such action.

<sup>2</sup> The current expiration date is July 1, 1961; this regulation has, for a number of years, been extended annually by the legislature.

<sup>3</sup> In addition, employment on Sunday in a number of occupations is prohibited, with specified exceptions and variations.

## MICHIGAN:

<sup>1</sup> Commissioner of Labor recommends: "There be rest periods of 15 minutes duration morning and afternoon or like employment periods, such as swing shifts."

<sup>2</sup> By interpretation, includes beauty shops. (Op. Atty. Gen., Apr. 7, 1931.)

<sup>3</sup> By interpretation, includes telephone office. (Op. Atty. Gen., Mar. 19, 1914.)

<sup>4</sup> The extension of hours (during the canning season) is granted only when the employer has exhausted all sources of additional employees.

## MINNESOTA:

<sup>1</sup> Statute provides that "all trades, manufactures and mechanical employments" are prohibited on Sunday, with exceptions. (Statutes Annotated (1945) with 1959 supp., vol. 40, sec. 614.29.)

<sup>2</sup> Applicable in sanatoriums to chambermaids, janitresses, kitchen workers, elevator operators and telephone operators, but not to nurses or other employees. (Op. Atty. Gen., June 11, 1941.)

## MISSISSIPPI:

<sup>1</sup> The factory inspector recommends that all places of business operating 7 instead of 6 days per week and employing females, should give all female employees 1 day off in every 7 days, or reduce the daily working period on 7-day week employment to 8½ hours a day in order to stay within the legally prescribed 60-hour week schedule.

<sup>2</sup> Under the criminal laws, it is unlawful for any person "to employ another person to work on Sunday," with specified exceptions. (Code Annotated 1942, with 1958 supp., Recompiled, vol. 2A, sec. 2368.)

<sup>3</sup> Employment of persons over 16 limited to 10 hours a day in any mill, cannery (except fruit or vegetable), workshop, factory, or manufacturing establishment, except that on first 5 days of week an additional ½ hour a day may be worked, such additional time to be deducted from the last day of the week; and except that persons employed at night only, may work 11¼ hours on first 5 nights of week and 3¾ hours on Saturday night, but 60 hours shall constitute a full week's work for such employees. (Code Annotated 1942, with 1958 supp., Recompiled, vol. 5A, secs. 6996 and 6992.)

## MISSOURI:

<sup>1</sup> Under the penal law, it is a misdemeanor for anyone to "compel or permit an apprentice, servant or any other person under his charge or control, to labor or perform any work" on Sunday, with specified exceptions. (Annotated Stat. (Vernon's 1949) with 1959 supp., vol. 41, sec. 563.690.)

## MONTANA:

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

In addition to the statutory provisions shown, various other provisions also require that 8 hours shall constitute a day's work for persons (men and women) employed in specified industries and occupations, including public amusements; mines, mills, and smelters; railway employees; sugar refineries; and others. Some provide also that 48 hours shall constitute a week's work.

<sup>2</sup> By law, every Sunday is considered a legal holiday in the State of Montana. (Montana Revised Codes 1947, Replacement vol. 2 with 1959 supp., Sec. 19-107.)

## NEBRASKA:

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

<sup>2</sup> The legislature has classified cities with more than 5,000 but not more than 40,000 population as first class; with more than 40,000 but less than 150,000 population, as primary; and with 150,000 population or more, as metropolitan. (Revised Statutes 1943, with Cumulative supp., secs. 16-101, 15-101 and 14-101.)

<sup>3</sup> Hour law applicable to all females, including supervisors employed in establishments mentioned in the statute; limitation cannot be escaped by having female supervisors complete their work at home. (Op. Atty. Gen., Dec. 11, 1957.)

<sup>4</sup> The "lunch hour" statute does not apply to a retail store, since such a place is not an assembling plant, workshop, or mechanical establishment. (Op. Atty. Gen., Dec. 11, 1957.)

## NEVADA:

<sup>1</sup> Seven-day week is prohibited by statute even though total hours do not exceed 48. (Op. Atty. Gen., Mar. 30, 1955.)

<sup>2</sup> Meal and rest periods must be included in the 8 hours of work per day to which women are limited. (Op. Atty. Gen., May 11, 1947.)

## NEW JERSEY:

<sup>1</sup> Day means any 24-hour period; it does not refer to a calendar day. (Op. Atty. Gen., Sept. 10, 1959.)

## NEW MEXICO:

<sup>1</sup> No day-of-rest provision; law provides that not more than 48 hours may be worked in any 1 week of 7 days. However, according to the following decision, "any hotel, restaurant or cafe which requires a female employee to work more than 48 hours in any 1 week of 7 days, without a rest period of at least 1 day per week (not 1 day per 2 weeks) is violating the law . . . and the intention of the legislature that every female employee should get at least 1 day of rest each week." (Op. Atty. Gen., Oct. 19, 1954.)

<sup>2</sup> Dry cleaning establishments are mercantile establishments within the meaning of the law. (Op. Atty. Gen., June 17, 1955.)

<sup>3</sup> A woman employee working over 8 hours a day but not over 48 hours a week is not entitled to overtime pay. However, she should not be permitted to work over 8 hours a day, except as provided by the emergency clause. (Op. Atty. Gen., July 21, 1952.) A cleaning establishment, being a mercantile establishment, may work its women employees in excess of 8 hours per day in emergency cases, but for all excess work over 48 hours in any 1 week of 7 days, will have to pay on a time and one-half basis. (Op. Atty. Gen., Oct. 19, 1954.)

<sup>4</sup> The scope of the exemptions has been interpreted to exempt from coverage all female employees in a telephone or telegraph office where 5 or less are employed (Op. Atty. Gen., 3937); of hospitals and sanitariums, including clerks, cleaning women, etc. (Op. Atty. Gen., Mar. 17, 1953); female dental assistants whose duties are not entirely clerical and stenographic (Op. Atty. Gen., Apr. 24, 1953); and to exclude from coverage State employees whose hours of labor may be fixed by the Governor, subject to approval of the State board of finance (Op. Atty. Gen., Mar. 16, 1953).

<sup>5</sup> Female taxicab drivers must be employed in accordance with laws pertaining to hours of employment of females (Op. Atty. Gen., Sept. 25, 1952).

<sup>6</sup> For women employed in transportation, ch. 180, Laws of 1921 (repealed by Women's 8-Hour Law of 1933, as amended in 1939) is still in force. (Op. Atty. Gen., Oct. 4, 1933.)

## NEW YORK:

<sup>1</sup> Where a female or male minor is employed in two or more factories or mercantile establishments in the same day or week, the total time of employment shall not exceed that allowed per day or week in a single factory or mercantile establishment. (Consolidated Laws Annotated (McKinney's 1948) with 1959 supp., Book 30, sec. 174.)

<sup>2</sup> Provisions inapplicable to women office workers 16 years of age and over, even if duties are partly performed in a manufacturing or mercantile establishment. (Op. Atty. Gen., Mar. 20, 1928.)

<sup>3</sup> The term "Resort" applies to establishments which operate for not more than 4 calendar months and 15 days in each year. The term "Seasonal" applies to establishments in which the number of employees is increased by at least 100 percent from the slack to the busiest season.

<sup>4</sup> Under 18 years, employment prohibited.

<sup>5</sup> Under 21 years, employment prohibited.

<sup>6</sup> Statute reads that employers shall allow employees "at least 24 consecutive hours of rest in any calendar week."

## NORTH CAROLINA:

<sup>1</sup> Employees of motion picture theaters, restaurants, dining rooms and public eating places permitted overall spread of 14 consecutive hours.

<sup>2</sup> For hours law applicable to establishments employing 9 or more persons in many of these industries, see first entry in coverage column.

## NORTH DAKOTA:

<sup>1</sup> Work in manufacturing, mechanical, mercantile, laundry, express or transportation company not within emergency exemptions. (Op. Atty. Gen., Jan. 10, 1944.)

<sup>2</sup> All existing State wage and hour laws applying to women workers shall apply to all manufacturing industries and establishments.

<sup>3</sup> Hospitals are not subject to regulations as public housekeeping establishments with respect to hours of employment required of female kitchen workers, according to decision of the State Supreme Court. (*Page v. Trinity Hospital Association* (1942), 72 N.D. 262; 6 N.W. 2d 392.)

<sup>4</sup> Women may not be employed more than 26 days a month.

## OHIO:

<sup>1</sup> Title 41, sec. 4109.22 of the Ohio Revised Code, as amended, Sept. 30, 1955, regulates hours of employment for females under 18 years of age.

<sup>2</sup> If workday is not continuous, overall work period may not exceed 10 hours, except 12 hours in nonprofit hospitals, hotels, and restaurants; 13 hours in communications companies.

<sup>3</sup> A female may be employed in more than one place of employment, provided the aggregate number of hours employed do not exceed 8 a day, 48 a week.

<sup>4</sup> Ohio State Regulation of Hours of Employment of Females 18 and Over sets maximum workweek of 8 hours a day, 48 hours a week for retail store, office, laundry or dry cleaning; of 9 hours a day, 48 hours a week for factory, restaurant, hotel, drive-in, bar, hospital, financial institution, and other types of work. (Ohio Department of Industrial Relations: *A Working Woman's Guide*, Feb. 1958.)

## OKLAHOMA:

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

## OREGON:

<sup>1</sup> More restrictive hours of employment of women and minors, provided for in Wage and Hour Commission's orders, take precedence over longer hours permitted under statute. *Letter ruling of Commissioner of Bureau of Labor*, Sept. 14, 1959. Maximum hour provisions which prevail under these orders are listed in chronological order following statute citation in chart.

<sup>2</sup> Order No. 4 specifies night work prohibited for minors.

<sup>3</sup> Order provides that "Every woman and minor shall have at least 1½ days rest in seven."

## PENNSYLVANIA:

<sup>1</sup> Applicable to work in one or more establishments.

<sup>2</sup> By interpretation, manufacturing establishments include bakeshops. (Department of Labor and Industry, Mar. 25, 1925.)

<sup>3</sup> From Department of Labor and Industry Regulations: Spread of hours limited to 2 hours more than the maximum working hours permitted by law or regulation. (G-4). In cases of change of shift, schedule must provide 12 hours between tours of duty. (G-9). In hotels and restaurants, the spread of hours may not exceed 13 in a day, except that for front-office employees working split shifts, the daily spread shall be determined by averaging over a 2-day period. (S-2). In transportation industry, employees must have 12 hours between tours of duty, 10 in emergencies. (S-4). In telephone industry, 10 hours may be worked within 13 consecutive hours in 1 day. (S-5).

<sup>4</sup> By interpretation, executives include industrial nurses earning at least \$35 a week. (Department of Labor and Industry, Aug. 4, 1941.)

## PUERTO RICO:

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

Government employees are also exempted "excepting such agencies and instrumentalities as are devoted to agricultural, industrial, commercial, or public service enterprises." (Laws Annotated (1953) with 1959 supp., title 29, secs. 271-280, 285, 288, 457.)

<sup>2</sup> Title 33, sec. 2201, laws Annotated 1953 with 1959 supp., (Penal Code) is a Sunday closing law applicable to all commercial establishments except those specifically exempted. A second Sunday law, sec. 2204 of the Penal Code, applies to barbershops—except those in rural districts.

<sup>3</sup> Order provides that no employer can divide the workday into more than two shifts; nor can he establish a larger span than 8 hours between the end of the first shift and the beginning of the second. The hours worked during a third or during successive shifts in a day, or the hours worked in any shift that starts 8 hours after the first ended, shall be compensated for at a rate of one and one-half times the wage rate the employee is then earning.

## RHODE ISLAND:

<sup>1</sup> Employment of minors under 18 prohibited between 11 p.m. and 6 a.m.

<sup>2</sup> In factories employing 5 or more women and children, such employees must be allowed their mealtimes at the same hour, except those beginning work at a later hour than the other employees, may have mealtimes at a different hour. No such person shall be employed during the meal hour in tending the machines or doing work of other women and children in addition to their own.

## RHODE ISLAND—Continued

<sup>3</sup> Work and employment prohibited on Sundays and specified holidays, except for work that is absolutely necessary and can lawfully be performed on Sunday. Law provides for enforcement by Department of Labor and, on conviction, payment of fine of \$25 for each employee involved and each separate offense committed but in no event shall fine be less than \$200.

<sup>4</sup> Maximum-hour law for women and minors.

<sup>5</sup> One and one-half times the basic hourly rate must be paid for hours worked over 45 a week, except over 48 hours in resort hotels.

<sup>6</sup> At least 24 consecutive hours of rest in each period of 7 consecutive days should be scheduled for all employees; \$1.25 an hour must be paid for all hours worked on 7th consecutive day.

## SOUTH CAROLINA:

<sup>1</sup> It is unlawful for any person "to employ, require or permit the employment of women or children to work or labor in any mercantile or manufacturing establishment, on the Sabbath Day . . . . The Commissioner of Labor and factory inspectors are hereby charged with the enforcement of this section, as well as all other laws now in force relating to labor." Conviction for violation is punishable by a fine of \$25 to \$100, or imprisonment, not to exceed 30 days, for each offense. (Code of Laws 1952, with 1959 supp., vol. 6, secs. 64-5 and 6.)

<sup>2</sup> Law establishes an 8-hour day, 40-hour, and 5-day week, but provides that employment over 8 hours a day and 40 hours a week is permitted when the provisions of the Federal Fair Labor Standards Act have been complied with. It further provides that work periods shall fall within 12 consecutive hours on any day work is not continuous but is divided into 2 or more periods.

<sup>3</sup> The Commissioner of Labor is charged with the enforcement of this statute.

## TENNESSEE:

<sup>1</sup> By interpretation, seasonal employment applies exclusively to those types of work which can be performed only at one time of the year, such as the handling and processing of perishable fruits and vegetables. (Letter, dated Mar. 14, 1957, from Chief Inspector, Division of Workshops, Factories and Elevators.)

## TEXAS:

<sup>1</sup> The law limiting hours of employment of females to 9 hours in a calendar day or in a day of 24 hours means 9 hours in any period of 24 consecutive hours. (Op. Atty. Gen., Feb. 17, 1958.)

<sup>2</sup> Hospital employees and employees in interstate railroads engaged in office work are included in coverage. (Ops. Atty. Gen., July 31, 1943 and Oct. 2, 1942.)

<sup>3</sup> By interpretation, female bank employees are subject to overtime rates after 9 hours a day, provided they have worked 40 hours in the week.

<sup>4</sup> The statute limiting hours of work to not more than 9 a day or 54 a week does not apply to stenographers and pharmacists. Women who work in mercantile establishments or telephone and telegraph companies are also exempted from the statute, if the city, town, village or rural district in which they work has less than 3,000 inhabitants. (Op. Atty. Gen., July 8, 1957.)

## UTAH:

<sup>1</sup> Hours must be worked in not more than 2 working periods. (Twelve hours must elapse between end of 1 workday and beginning of another, except when there is a change in working schedule—Retail Trade Order.)

<sup>2</sup> Persons under 18 years of age limited to 8 hours a day, 44 hours and 6 days a week. Employment prohibited between 9 p.m. and 6 a.m., in retail trade occupations.

<sup>3</sup> Order No. 5 supplements Provisions of Orders Nos. 1, 2, 3, and 4.

<sup>4</sup> Eight consecutive hours include one-half hour meal period paid for and allowed by the employer as paid time.

<sup>5</sup> Employment of girls under 18 years of age and boys under 16 years of age prohibited in the public house-keeping industry, and after 10 p.m. in restaurant occupations and laundry and drycleaning industry. Minors (see footnote 3) must be certified by the school superintendent or local issuing officer before entering employment.

## VERMONT:

<sup>1</sup> By interpretation, a beauty parlor is not a mechanical establishment (Op. Atty. Gen., Apr. 27, 1939); office workers in manufacturing establishments are exempt from coverage of the law (Op. Atty. Gen., July 25, 1940).

<sup>2</sup> Laundries are not engaged in public service. (Op. Atty. Gen., July 19, 1940.)

## VIRGINIA:

<sup>1</sup> It is a misdemeanor for a person to employ "his apprentices or servants in labor or other business" on Sunday, with exceptions. (Code 1950, with 1960 supp., sec. 18-329.)

<sup>2</sup> By interpretation, workshops include beauty shops. (Op. Atty. Gen., July 14, 1938.)

<sup>3</sup> Law prohibits employment of females more than 9 hours in any one day of 24 hours without an unbroken rest period of 10 consecutive hours, except an unbroken rest period of 8 hours once in any workweek in connection with shift changes.

## WASHINGTON:

<sup>1</sup> The "Washington Minimum Wage and Hour Act" (Ch. 294, Laws of 1959) requires overtime pay of one and one-half times the regular rate of pay for hours worked in excess of 8 in any workday or 40 in any workweek for male and female employees covered by the Act. The Washington State Supreme Court ruled that provisions of the Washington Minimum-Wage Law relating to authority to issue regulations and set daily overtime payments of time and one-half were invalid. (*Peterson et al. v. Hagan*, Apr. 14, 1960.)

<sup>2</sup> Time employed includes minutes or hours when employee has to remain subject to employer's call and is not free to follow his or her own inclinations.

<sup>3</sup> Order provides that the hours of employment of women and minors shall be subject to any applicable statute of the State of Washington.

<sup>4</sup> Minors 16 and 17 years of age shall not be employed more than 8 hours in any 1 day or 6 days in any 1 week, except in seasonal industries or in cases of emergency.

<sup>5</sup> Employment of minors 14 and 15 years of age prohibited between 7 p.m. and 6 a.m., unless authorized by order or special permit.

<sup>6</sup> Employment of minors 16 and 17 years old prohibited between 10 p.m. and 6 a.m., when not attending school; between 9 p.m. and 7 a.m., when attending school.

#### WEST VIRGINIA:

<sup>1</sup> The statute provides that "it is unlawful to labor or to employ any person on Sunday," with specified exceptions. (Code Annotated 1955, with 1959 supp., vol. 2, secs. 6072 and 6073.)

<sup>2</sup> A 10-minute rest period during each 4-hour shift is recommended by the State Labor Department.

#### WISCONSIN:

<sup>1</sup> The total daily and weekly hours of women employed in regulated industries by 2 or more employers may not exceed those permitted by law. (Administrative Code sec. Ind 74.08.)

<sup>2</sup> Women employed in regulated trades and occupations must have at least 9 consecutive hours of rest from the end of one workday to the beginning of next.

<sup>3</sup> Any place of employment defined as any manufactory, mechanical, or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment.

<sup>4</sup> Executive and professional women are those engaged in work predominately intellectual, managerial or creative, requiring exercise of discretion and independent judgment for which remuneration is not less than \$350 a month.

<sup>5</sup> Industrial Commission does not have the power to change the maximum daily and weekly hours prescribed by statute for women employed in hotels.

<sup>6</sup> Before and after the actual canning of the product, the hours of work of women 18 years of age and over must be kept within the regular factory limits, except that, women employed in canteens and eating houses operated by canning factories to feed their workers may work between 6 p.m. of one day and 6 a.m. of the following day. (Administrative Code sec. Ind 73.01 (2).)

<sup>7</sup> Under specified conditions, regulations may be waived for boys 16 and 17 years of age.

<sup>8</sup> Twenty-four consecutive hours of rest in each calendar week is deemed compliance with section 103.85, Wis. Stat. (Administrative Code sec. Ind 75.)

<sup>9</sup> Industrial Commission is authorized to issue orders altering or supplementing standards set in statute

#### WYOMING:

<sup>1</sup> By interpretation, in industries within coverage of the women's 8-hour law, there are no positive restrictions on hours in excess of 8 a day or 48 a week, except that an employer must pay time and one-half for each hour of overtime by the day or week. The overtime-pay penalty is the only method used to protect women workers from unreasonable hours of employment. (Op. Atty. Gen., Nov. 6, 1959.)

<sup>2</sup> By interpretation, also included are employees in drycleaning establishments, clerical workers in interstate commerce also covered by FLSA, manual labor in railroad shops, and eating places in private clubs. (Ops. Atty. Gen., May 19, 1939; Dec. 11, 1947; Sept. 15, 1948; and June 27, 1950.) Not covered are beauty operators, canvassers, and employees of railroad telegraph and telephone offices. (Ops. Atty. Gen., Mar. 6, 1941; Aug. 11, 1941; and Sept. 15, 1948.)

<sup>3</sup> Required rest periods included in hours worked. (Op. Atty. Gen., Aug. 9, 1951.)

<sup>4</sup> War conditions do not themselves warrant emergency employment of women for overtime hours; in emergencies overtime employment is optional with employers. (Op. Atty. Gen., May 5, 1947.)

## APPENDIX I

### Industries and Occupations Covered by State Industrial Commission, Minimum Wage, and Welfare Orders With Hour Provisions

#### ARIZONA:

Laundry and Dry Cleaning Industry

(1) Cleaning, dyeing, pressing, processing, or any other work incidental thereto, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; (2) the collection, sale, resale, or distribution at retail or wholesale of these services; (3) the producing of such services on their own behalf, by establishments, businesses, institutions, clubs, or hospitals which services may be incidental to their present business; (4) self-service laundries, automatic laundries, help-yourself laundries, you-do-laundries, and any type of rental laundries. *Exception:* Worker under 21 whose chief occupation is that of a student actually attending public or private school.

#### CALIFORNIA:

Amusement and Recreation Industry

Any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to theaters, night clubs, dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, amusement parks, athletic fields, swimming pools, gymnasiums, golf courses, tennis courts, carnivals, and wired music studios. *Exceptions:* Performers whose activities involve the exercise of artistic talent or athletic proficiency; women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Broadcasting Industry

Any industry, business, or establishment operated for the purpose of broadcasting programs through the medium of radio or television. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Canning, Freezing and Preserving Industry

Any industry, business, or establishment operated for the purpose of canning soups; or of cooking, canning, curing, freezing, pickling, salting, bottling, preserving, or otherwise processing any fruits or vegetables; seafood, meat, poultry or rabbit products, when the purpose of such processing is the preservation of the product; and includes all operations incidental thereto. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Industries Handling Products After Harvest

Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking, pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product for distribution, and includes all operations incidental thereto. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry

Any industry, business, or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, storing, fumigating, moth-proofing, waterproofing, or other processes incidental thereto, on articles or fabrics of any kind; includes but not limited to clothing, hats, drapery, rugs, curtains, linens, household furnishings, textiles, furs, or leather goods; and includes self-service laundries and the collection, distribution, storage, sale or resale at retail or wholesale of the foregoing services. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under the State Division of Apprenticeship Standards.

Manufacturing Industry

Any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. *Exceptions:* Such activities covered by orders in the canning, preserving and freezing industries; in industries handling products after harvest; in the motion picture industry; women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Mercantile Industry

Any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods, or commodities at wholesale or retail; or for the purpose of renting goods or commodities. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Motion Picture Industry

Any industry, business, or establishment operated for the purpose of motion picture or television film production, including but not limited to motion pictures for entertainment, commercial, religious, or educational purposes; including all extra players. *Exceptions:* Professional actors and actresses; women employed in executive, administrative or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

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

**CALIFORNIA—Con.**  
Personal Service Industry

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

Professional, Technical, Clerical, and Similar Occupations

Includes professional, semiprofessional, managerial, supervisory, laboratory, research, technical, clerical and office work; includes but is not limited to, accountants; accounting clerks; appraisers; board markers; bookkeepers; canvassers; cashiers; checkroom attendants; checkers; circulation clerks; claim adjusters; classified advertising saleswomen; clerks; collectors; compilers; computers; copy-readers; copywriters; demonstrators; instructors; interviewers; investigative shoppers; librarians and their assistants; messengers; office machine operators; physicians' and dentists' assistants and attendants; research, X-ray, medical, or dental laboratory technicians and their assistants; secretaries; social workers; statisticians; stenographers; teachers; telephone, teletype and telegraph operators; telephone solicitors; tellers; ticket agents; tracers; typists; and other related occupations listed as professional, semiprofessional, clerical, and kindred occupations. *Exceptions:* Professional, technical, clerical, and similar occupations performed in an industry covered by another minimum-wage order; the exchange operator of a telephone company having less than 150 stations operated under the jurisdiction of the Public Utilities Commission and where employee's duties as operator are incidental to other duties; women employed in administrative, executive or professional capacities where work is predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment and for which remuneration is not less than \$350 per month; or those licensed or certified by the State to practice law, dentistry, architecture, engineering, teaching, or accounting; apprentices regularly indentured under State Division of Apprenticeship Standards.

Public Housekeeping Industry

Any industry, business, or establishment which provides meals, housing, or maintenance services whether operated as a primary business or when incidental to other operations in an establishment not covered by another minimum-wage order; includes but not limited to restaurants, nightclubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boarding houses, clubs, and all similar establishments where food in either solid or liquid form is prepared and served to be consumed on the premises; catering, banquet, box-lunch service, and similar food for consumption on or off premises; hotels, motels, apartment houses, rooming-houses, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business or commercial quarters; hospitals, sanitariums, rest homes, child nurseries, childcare institutions, homes for the aged, and similar establishments offering board or lodging in addition to medical, surgical, nursing, convalescent, aged or child care; private schools, colleges, or universities, and similar establishments which provide board or lodging in addition to educational facilities; establishments contracting for maintenance or cleaning of commercial or living quarters; establishments providing veterinary or other animal care service. *Exceptions:* Student nurses in schools accredited by State Board of Nurse Examiners or by Board of Vocational Nurses Examiners or in schools exempt by law (religious nursing schools); women employed in executive, administrative or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

Transportation Industry

Any industry, business, or establishment operated for the purpose of conveying persons or property from one place to another whether by rail, highway, air, or water, and all operations or services in connection therewith; includes storage or warehousing of goods or property, and the repairing, parking, rental, maintenance, or cleaning of vehicles. *Exceptions:* Women employed in administrative, executive or professional capacities (as defined); apprentices regularly indentured under State Division of Apprenticeship Standards.

**COLORADO:**

Beauty Service Occupations

All services or operations used or useful in the care, cleansing or beautification of the skin, nails, or hair, or in the enhancement of personal appearance and also services or operations incidental thereto, including the service of maids, cashiers, reception or appointment clerks.

Laundry Industry

Any trade, business, industry, club, institution, or branch thereof engaged in (1) washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; (2) the collecting, sale, resale or distribution at retail or wholesale of laundry services; (3) the producing of laundry service for their own use by business establishments, hospitals, clubs, or profitmaking institutions; (4) self-service laundries; including work performed in connection with plant maintenance, and by office workers, clerks, curb service employees, errand and delivery boys. *Exceptions:* Laundries in charitable institutions which pay no wages and in which only inmates are employed; drycleaning departments in laundries.

Public Housekeeping Industry

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

Public Housekeeping Occupation defined as performance of any and every type of work concerned with or incidental to the Public Housekeeping Industry, including office personnel. *Exceptions:* Registered nurses, student nurses, female internes, dietitians, laboratory technicians; student employees in sororities, fraternities, college clubs, or dormitories.

**COLORADO—Con.**  
Retail Trade Industry

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

**KANSAS:**  
Public Housekeeping Occupations

The work of waitresses in restaurants, hotel dining rooms, and boardinghouses; attendants in ice-cream parlors, soda fountains, light-lunch stands; steam table or counterwork in cafeterias and delicatessens where freshly cooked foods are served; confectionery stores where lunches are served; chambermaids in hotels, lodging and boardinghouses, and hospitals; janitresses; car cleaners; kitchen workers in hotels, restaurants, and hospitals; women elevator operators and cigarstand and cashier girls connected with such establishments.

**KENTUCKY:**  
All Industries and Occupations

All occupations. *Exceptions:* Labor on a farm; domestic service in home of employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum-wage orders are currently in effect: Hotel and Restaurant Order and Laundry, Dry Cleaning, and Dyeing Order.)

Hotel and Restaurant Industry

All establishments offering lodging accommodations for hire to the general public; and establishments preparing and offering for sale food for consumption. *Exception:* Hotels having no more than 10 guest rooms, none of which are for transient guests.

Laundry, Dry Cleaning and Dyeing Industry

All places where persons are engaged in washing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly connected with such place of business; all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials.

**NORTH DAKOTA:**  
Laundry, Cleaning and Dyeing Occupation

Any establishment where clothes are washed, cleaned or dyed by any process, by any person, firm, institution, corporation, or association; and such work shall include all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials, including work performed in laundry departments in hotels and factories.

Manufacturing Occupation

All processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops; drapery and furniture covering workshops, and garment alteration, art, needlework, fur-garment making, and millinery workrooms in mercantile stores; employees of creameries and produce houses, and the candy-making departments of retail candy stores and of restaurants, bakery and biscuit manufacturing establishments, candy manufacturing, and bookbinding and job-pressfeeding establishments.

Mercantile Occupation

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

Public Housekeeping Occupation

Includes waitresses in restaurants, hotel dining rooms, boarding houses, bars and taverns; all attendants employed at ice-cream, light-lunch, and refreshment stands; steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served; chambermaids in hotels, lodging houses, and boarding houses; janitresses, car cleaners, elevator operators; kitchen workers in hotels and restaurants.

**OREGON:**  
Amusement and Recreation

Studio operators in wired music services, assistants in radio broadcasting and television studios, cashiers, ushers and checkroom attendants in theaters and other places of amusement, including but not limited to such occupations in dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, racetracks, amusement parks, athletic fields, public swimming pools, private and all amusement establishments, golf courses, tennis courts, carnivals, concessions in any and all similar occupations. *Exceptions:* Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

Beauty Operators and Manicurists

Services or operations used or useful in the care, cleansing or beautification of the skin, scalp, nails or hair, or in the enhancement of personal appearance, and all services or operations incidental thereto, including services of maids, cashiers, reception or appointment clerks. *Exceptions:* Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

Canning, Freezing and Processing

Any industry, business or establishment, operated for the purpose of canning, packing, preserving, barreling, freezing, dehydrating, or any other processing of fresh fruit, berries, vegetables, meat, fish, shellfish or crustacea. *Exceptions:* Farmer who processes only the product of his own farm; women employed in administrative, executive or professional capacities, as defined.

Hospitals, Sanitariums, Convalescent and Old People's Homes

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

Laundry, Cleaning and Dyeing

The process of receiving, marking, washing, cleaning, dyeing, finishing and distributing clothing and materials. *Exceptions:* Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

**OREGON—Con.**  
Manufacturing

Includes any industry, business or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. *Exceptions:* Such activity covered by other orders, including the order in the canning, packing, preserving, freezing or other processing operation; women employed in administrative, executive or professional capacities, defined as: (1) Work predominantly intellectual, managerial, or creative which requires exercise of discretion and independent judgment, and for which remuneration is not less than \$300 a month; or (2) employees licensed or certified by the State who are engaged in the practice of any of the recognized professions.

Mercantile

Any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.

Office

Includes stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all types of clerical work not covered by other orders of the Commission. *Exceptions:* Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

Organized Youth  
Camps

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

Includes counselor, such as head counselor, assistant, specialist counselor or instructor, camp mother, teacher, supervisor, group or division leader, senior or junior assistant and trainee counselor, cocounselor and counselor aide; and cook, kitchen assistant, maintenance worker or other person working primarily for financial remuneration in an organized youth camp. *Exceptions:* Camp director; camper who receives all or a portion of his camping or remuneration in addition to his camping for the performance of routine tasks in connection with the camp; any bona fide volunteer, as defined, under specified conditions.

Personal Service

Masseurs, doctor and dental and laboratory assistants, mortuary attendants, taxi drivers, bus drivers, chauffeurs and dispatchers, and all similar occupations. *Exceptions:* Women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

Preparing Poultry,  
Rabbits, Fish or  
Eggs for Distribu-  
tion

Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, packing, candling, separating, slaughtering, plucking, or otherwise preparing poultry, rabbits, fish or eggs for distribution. Order not applicable to the canning of fresh fruits, vegetables, fish, shellfish or crustacea, or to the barreling or preserving of fresh fruit and berries, or to operations on a farm incident to production or preparation for market in their raw, live, or natural state of products of that farm.

Public Housekeep-  
ing

Waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, chambermaids, housekeepers, barmaids, linen room girls, cleaners, janitresses and janitors, charwomen and housemen, checkroom attendants, matrons, elevator operators, and all others employed in hotels, motels, trailer parks, restaurants, boardinghouses, rooming-houses, apartment houses, catering, banquet or box-lunch services, cafeterias, light lunch stands, ice-cream and soft-drink stands, beer taverns, cocktail lounges, clubs (public and private), private schools, colleges, or universities, and similar establishments which provide board or lodging in addition to educational facilities; establishments contracting for maintenance or cleaning of commercial or living quarters, as well as matrons, car cleaners in transportation industries, and other work of like nature. *Exceptions:* Domestic help in private homes, enrolled students employed by educational institutions, and persons who, for religious, charitable, fraternal or similar reasons, voluntarily donate services to such educational institutions; women employed in administrative, executive or professional capacities, as defined, and for which remuneration is not less than \$250 a month.

**PUERTO RICO:**

Alcoholic Beverages  
and Industrial Alco-  
hol Industry

The manufacture, including, but without limitation, distilling, rectifying, blending or bottling of rum, gin, vodka, whiskey, brandy, cordials, liquors, wines, ale, beer and similar malt beverages with or without alcohol, and other alcoholic beverages; industrial alcohol; acetone, antifreeze and any related byproducts. *Exceptions:* Managers, executives, and professionals; bona fide traveling salesmen.

Coffee Industry in  
its Agricultural  
Phase

Comprises the planting and replanting of coffee trees (including preparation of the soil), its cultivation and harvesting; removal of pulp from coffee beans, washing, drying, crushing and packing of the beans, whether these activities are carried on at the farms or their dependencies; conditioning of shade trees; and any work or service necessary or related to the activities mentioned.

Construction Indus-  
try

Comprises, without limitation, every act, process, operation, work or service necessary or incidental, or related to the designing, project, fabrication, reconstruction, alteration, repair, conservation, or maintenance of buildings, works or constructions; assembling or installation at construction site of machinery or device; dismantling, wrecking or demolition of said works, constructions or buildings; removal of devices or machinery installed in these. *Exceptions:* Managers, executives and professionals; works, buildings or constructions made by force account for purely agricultural purposes; those covered by another mandatory order; or by the Federal Fair Labor Standards Act.

**PUERTO RICO—Con.**

Dairy Industry  
(Order revised in  
1960 to Dairy and  
Cattle Industry).

Includes, both in its agricultural as in its industrial phase, every work, process and service necessary or related to the production of fresh milk and to the handling, bottling, pasteurizing, homogenizing or processing of same; as well as transportation performed in vehicles owned, managed, or operated by any employer in said industry. *Exceptions:* Managers, executives, and professionals; production of milk for consumption by farmer or his family; retail sale at any milk stand, store, or establishment.

Food and Related  
Products Industry

Canning, preserving (including freezing, drying, dehydrating, curing, pickling and similar processes) or any other manufacturing or processing and the packaging in conjunction therewith, of foods; ice; ices, ice cream and similar frozen products; refreshing beverages, such as soft drinks; and including, but without limitation, meat animals and meat animal products; poultry and poultry products; fish and seafood products; fruits, vegetables, and their products; grains and grain products; candy, confectionery, and related products; miscellaneous foods and food products; handling, grading, packing or preparing in their raw or natural state of fresh vegetables, fresh fruits or nuts. *Exceptions:* Managers, executives, and professionals and other specified occupations and industries; bona fide traveling salesmen, work or service covered by the Federal Fair Labor Standards Act.

Hospitals, Clinics  
and Sanatoria In-  
dustry

Comprises every establishment where medical-help is provided or where sick persons are hospitalized; every independent employer (not operating said establishment) providing ambulance services or services such as the administration of oxygen, anesthesia or serum to a person or the care and attendance of sick persons; includes any work or service necessary or related to the above activities. *Exceptions:* Managers, executives, and professionals; hospitals, clinics, or sanatoria operated by the State government, the Government of the Capital or by the municipal governments; student nurses in schools recognized by the Government.

Hotel Industry

Every establishment open to the public wholly or partially engaged in furnishing, for or without profit, lodging or room, with or without board, to permanent or transient guests; activities operated jointly or in connection with the hotel industry by hotel or independent employers, such as gambling houses, ballrooms, bathing beaches, swimming pools, tennis courts, golf links, barbershops, bars, restaurants and soda fountains. *Exceptions:* Managers, executives and professionals; establishments with 5 or less rooms accommodating not more than 8 guests; establishments, not open to the public, furnishing lodging or rooms for educational, religious or medical help and to students; beauty parlors and retail stores operated in hotels; services a laundry and dry cleaning plant renders hotel industry.

Laundry and Dry  
Cleaning Industry

Every act, process, operation, service or work performed in relation to washing, cleaning, starching, pressing and dyeing of clothes or fabrics of any kind whatsoever; includes, but without limitation, the fixing, preparation, wrapping, collection, delivery, return, transportation and distribution of said clothes or fabrics. *Exceptions:* Managers, executives, and professionals.

Paper, Paper Prod-  
ucts, Printing and  
Publishing Industry

The manufacture of pulp from wood, rags and other fibers; the conversions of such pulp into paper or paperboard; the manufacture of building board from baggages or similar materials; the manufacture of paper, paperboard, and pulp into bags, boxes, containers, tags, cards, envelopes, pressed and molded pulp goods, and all other converted paper products; the printing performed on any of the foregoing products; and the printing or publishing of books, newspapers, periodicals, maps, music, and all other products or services of typesetters, advertising typographers, electrotypers, stereotypers, photoengravers, steel and copper plates engravers, commercial printers, lithographers, gravure printers, private printing plants of concerns engaged in other business, binderies, and news syndicates; including office work, repair, maintenance, conservation, distribution or transportation of manufactured or printed products. *Exceptions:* Managers, executives, and professionals.

Restaurant, Bar,  
and Soda Fountain  
Industry

Comprises every establishment open to the public where foods, coffee, alcoholic beverages, soft drinks, ices, and sweets or any of said articles are served or sold with or without profit; any establishment, without being open to the public, serves or sells to its members and guests any of the foregoing articles; any work or service necessary or related to above activities. *Exceptions:* Managers, executives and professionals; establishments exclusively devoted to educational, religious, or medical purposes, which operate on force account any activities of the industry, activities comprised in the hotel industry as defined by the Minimum Wage Board; private homes serving meals to domicile or having not more than ten guests for board.

Retail Trade Indus-  
try

Comprises, but not as a limitation, every act, process, operation, work or service necessary, incidental or related to the sale or transfer to consumers, for or without profit, of any kind of merchandise or goods, carried out at any establishment or place; also comprises establishments engaged in retail and wholesale trade using, part of the time, not more than two employees in wholesale activities. *Exceptions:* Managers, executives and professionals; soda fountains, restaurants, bars, hotels; traveling salesmen.

Theater and Cinema  
Industry

Comprises every establishment or place where, for profit, motion pictures are exhibited or shown or art productions are presented by actors, musicians or singers; any work or service necessary or related to the above activities. *Exceptions:* Managers, executives, or professionals.

Transportation In-  
dustry

Comprises, but without limitation, every act, process, operation, work or service necessary, incidental, or related to transportation or conveyance of persons or things by or in any kind of motor vehicles including those run by rails. *Exceptions:* Managers, executives, and professionals; transportation of any agricultural products by any farmer in his own vehicles; transportation, if another mandatory order is applicable.

**PUERTO RICO—Con.**

Wholesaling and Warehousing Industry

Includes, but without limitation, the wholesaling, warehousing and other distribution activities of jobbers, importers and exporters, manufacturers' sales branches and offices established for wholesale distribution of their products, industrial distributors, mail-order establishments, brokers and agents, and public warehouses. *Exceptions:* Managers, executives, and professionals; industrial wholesaling and warehousing of products manufactured in Puerto Rico; other specified occupations and industries.

**RHODE ISLAND:**

Restaurant and Hotel Restaurant Occupations

Restaurant and hotel restaurant occupations include any activity connected with the preparation or offering of food and/or beverage for remuneration, for human consumption, either on the employer's premises or elsewhere by such services as catering, banquet, box-lunch or curb service whether such service is operated as the principal business of the employer or as a unit of another business, to the public, to employees or members or guests of members, or to paying guests (applicable to employers of 3 or less employees).

Restaurant, Hotel Restaurant and Public Housekeeping Occupations

For coverage of restaurant and hotel restaurant occupations see preceding entry. Public housekeeping occupations mean all employment connected directly or indirectly with the offering or furnishing of rooms and/or lodging for remuneration to the public; to employees; to members or guests of members; to paying guests, students or others; whether such service is operated as the principal business of the employer, or as a unit of another business; including such occupations as chambermaid, parlormaid, cashier, clerical worker; such as room and desk clerk, coat-room attendant, matron, charwoman, telephone operator, cleaner, janitor, bellboy, porter, doorman and all workers properly classified in this occupation in any establishment furnishing rooms and/or lodging for remuneration. *Exceptions:* Employment on a farm; domestic service in a private home, unless operated as a rooming house; student workers employed on a part-time basis (22 hours or less a week); employees of employers of 3 or less persons.

Retail Trade Occupations

All employment in or for any industry or business selling or offering for sale any type of merchandise, wares, goods, articles or commodities to the consumer; all work connected with the soliciting of sales or opportunities for sales, and/or the distributing of such merchandise, wares, goods, articles or commodities and the rendering of services incidental to the sale, use or upkeep of the same whether performed on the employer's premises or elsewhere. Order No. 4-R-3, July 1, 1958, is applicable to establishments and occupations exempt from coverage of Administrative Regulations, Oct. 1, 1957, *except* home delivery of newspapers. *Exceptions for Administrative Regulations:* Home delivery of newspapers; student workers employed on part-time basis (22 hours or less a week); employees of employers of 3 or less persons.

**UTAH:**

Laundry and Cleaning, Dyeing and Pressing Industries

Includes any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is conducted; and those places or divisions of establishments where the cleaning or dyeing or pressing of particular fabrics and all processes incidental thereto are conducted as a process aside from usual laundry practices.

Public Housekeeping Industry

Hotels, boardinghouses, roominghouses, motels, apartment houses, resort hotels, hospitals, institutions, building space to rent for business, manufacturing, commercial enterprises, and other public service. Includes linen-room girls, maids, cleaners, elevator operators, other female or minor employees connected with the establishment unless or until their specific occupation is governed by another minimum-wage order. *Exceptions:* Registered nurses, licensed practical nurses, and resident managers.

Restaurant Occupation

All places selling food or beverages in solid or liquid form to be consumed on the premises. *Exceptions:* Retail ice cream or retail soft drink (nonalcoholic) establishments where 90 percent or more of the business volume is from ice cream or soft drink sales.

Retail Trade Occupations

Any industry or business, operated for the purpose of selling, offering for sale, or distributing goods, wares, and merchandise at retail, to selected individuals or to the general public, and rendering services incidental to such operations.

**WASHINGTON:**

Beauty Culture Industry

Includes hairdressing; hair coloring and bleaching; manieuring; hair manufacturing; massage; marcel or permanent waving; cosmetology; haircutting; body massage and weight reducing; selling and demonstrating or applying beauty preparations, cosmetics, and supplies either to the demonstrator or to other persons; instructing students in any of the foregoing occupations, and all services or operations incidental to such occupations, including the services of instructors in beauty schools.

Food Processing Industry

Any industry, business or establishment operated for the purpose of processing by canning, freezing, cooking or otherwise of food for human or other consumption, including the processing of fruit, vegetables, fish, shellfish, dog food, or any other products for the purpose of preserving them for food purposes, for human or other consumption. *Exceptions:* Same as the three last exceptions listed under Manufacturing Order.

Fresh Fruit and Vegetable Packing Industry

Any industry, business, establishment, person, firm, association or corporation engaged in handling, packing, packaging, grading, storing or delivering to storage or to market or to a carrier for transportation to market, any agricultural or horticultural commodity in its raw or natural state as an incident to the preparation of such products for market. *Exceptions:* Employees specifically covered by another minimum-wage order; women engaged in vocational education, work experience or apprentice training program, under conditions specified in order; and two last exceptions listed under Manufacturing Order.

**WASHINGTON—Con.**

Laundry, Dry Cleaning and Dye Works Industry	Includes, but is not confined to: (1) The marking, sorting, washing, cleaning, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or renovating in any capacity directly concerned with sale or distribution at retail or wholesale of any laundry or drycleaning service; (2) the work performed by clerical workers and telephone operators (not employed directly by a telephone company) in connector with the production and furnishing of these services; (3) the production of laundry, drycleaning or dyeing services by any establishment, which services may be incidental to its principal business; (4) the cleaning, pressing, finishing, refreshing, dyeing, or processing of any article of wearing apparel, including hats, household furnishings, rugs, textiles, fur, leather (including shoes), or any fabrics whatsoever, when such activity is not performed in the original process of manufacture. <i>Exceptions:</i> Same as those shown for the Theatrical Amusement and Recreation Industry Order; and minors engaged in vocational education, work experience or apprentice training program, when such program is properly supervised by school personnel or in accordance with written agreements or approved training schedules.
Manufacturing and General Working Conditions	Any industry, business or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing or fashioning by preparing and combining materials by nature or machinery, or producing goods, wares and merchandise by some industrial process, including but not being confined to work performed in dressmaking, millinery, drapery and furniture-covering houses, garment, art, needlework, furmaking operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuitmaking and bookbinding establishments. <i>Exceptions:</i> (1) Processing by canning, freezing or otherwise of fruits and vegetables, fish or marine or other agricultural products; (2) any industry or occupation specifically covered by another minimum-wage order; (3) women and minors covered by Office Workers Order; (4) nurses, student nurses, female internes, dietitians, and laboratorians; (5) newspaper vendors and newspaper carriers; (6) minors engaged in vocational education, work experience or apprentice training program under conditions specified in order; (7) telephone or telegraph operators employed directly by a telephone or telegraph company; (8) employees of common carrier railroads, sleeping-car companies and freight or express companies subject to regulation of Federal Law.
Mercantile Industry, Wholesale and Retail	Any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail. <i>Exceptions:</i> Employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal Law; nurses, nurses' aides and telephone operators employed directly by a telephone company, who are not engaged in purchasing, selling or distributing goods or commodities at wholesale or retail; occupations in an industry covered by another minimum-wage order.
Minors	Any industry or establishment not expressly covered by a special Industrial Welfare Order. <i>Exceptions:</i> Agricultural labor; domestic work or chores performed in or about private residences; minors employed directly by a telephone or telegraph company; newspaper vendors and newspaper carriers; and two last exceptions listed under Manufacturing Order.
Office Workers	Includes but is not limited to all types of clerical work, general office workers, typists, stenographers, secretaries, any and all office-machine operators, bookkeepers (hand and machine), accountants, accounting clerks, statisticians, tellers, cashiers, collectors, telegraph and teletype operators, PBX and office telephone operators, office messengers, ticket agents, appraisers, librarians and their assistants, physicians' and dentists' assistants and attendants, research, X-ray medical or dental laboratory technicians and their assistants, office checkers, invoicers, and similar occupations. <i>Exceptions:</i> Employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal Law; nurses and nurses' aides not engaged in office work; telephone operators employed directly by a telephone company who are not engaged in office work; occupations in an industry covered by another minimum-wage order.
Public House-keeping Industry	Any industry, business or establishment operated for public housekeeping, including restaurants, lunch counters, cafeterias, catering, banquet, or box-lunch service; curb service; boardinghouses; all other establishments where food in either solid or liquid form is prepared for and served to the public to be consumed on the premises; hotels and motels; apartment houses; rooming houses; camps; clubs (public and private); hospitals, sanitariums, rest homes, or maternity homes; building or housecleaning or maintenance services. <i>Exceptions:</i> Same as those shown for Theatrical Amusement and Recreation Industry Order; and nurses, student nurses, female internes, dietitians, and laboratorians.
Telephone and Telegraph Industry	Includes any business or establishment operated primarily for the purpose of transmitting messages for the public by telephone or telegraph for hire.
Theatrical Amusement and Recreation Industry and General Amusement and Recreation Industry	Amusement and recreation orders include any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public: Theatrical Amusement and Recreation Industry includes both moving-picture and legitimate theaters and food and drink dispensaries operated in connection therewith; and General Amusement and Recreation Industry includes, but is not limited to, dance halls, theaters, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, race tracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, wired-music studios, and concessions in any and all amusement establishments, but excluding the Theatrical Amusement and Recreation Industry. <i>Exceptions:</i> Occupations specifically covered by another wage order; cashiers (covered by the Office Workers' Order); employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal Law; telephone operators employed directly by a telephone company.

## APPENDIX II

### Types of Labor Laws by State <sup>1</sup>

#### ALABAMA: <sup>1</sup>

Seats  
Toilets  
Occupational limitations

#### ALASKA:

Minimum wage  
Equal pay  
Seats  
Rest period <sup>2</sup>  
Lunchroom  
Restroom  
Washroom  
Toilets  
Weight lifting  
Occupational limitations

#### ARIZONA:

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Rest period  
Nightwork <sup>3</sup>  
Seats  
Occupational limitations

#### ARKANSAS:

Minimum wage  
Equal pay  
Daily hours  
Day of rest  
Meal period  
Rest period  
Seats  
Lunchroom  
Toilets  
Occupational limitations

#### CALIFORNIA:

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Nightwork  
See footnotes on p. 105.

#### CALIFORNIA—Continued

Seats  
Dressing room  
Restroom  
Washroom  
Toilets  
Industrial homework  
Weight lifting  
Occupational limitations

#### COLORADO:

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Seats  
Dressing room  
Toilets  
Occupational limitations

#### CONNECTICUT:

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Nightwork  
Seats  
Dressing room  
Restroom  
Washroom  
Toilets  
Industrial homework  
Occupational limitations  
Maternity

#### DELAWARE:

Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Lunchroom  
Dressing room

#### DELAWARE—Continued

Washroom  
Toilets  
Occupational limitations <sup>3</sup>

#### DISTRICT OF COLUMBIA:

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork <sup>3</sup>  
Seats  
Toilets

#### FLORIDA: <sup>1</sup>

Seats  
Occupational limitations <sup>3</sup>

#### GEORGIA:

Daily hours  
Weekly hours  
Seats  
Occupational limitations

#### HAWAII:

Minimum wage  
Equal pay  
Industrial homework

#### IDAHO:

Minimum wage  
Daily hours  
Seats

#### ILLINOIS:

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Nightwork  
Lunchroom  
Restroom  
Washroom  
Toilets  
Occupational limitations  
Industrial homework

#### INDIANA:

Meal period  
Seats  
Dressing room <sup>4</sup>  
Toilets  
Industrial homework  
Occupational limitations

#### IOWA:

Seats  
Dressing room  
Toilets  
Occupational limitations <sup>3</sup>

#### KANSAS:

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Lunchroom  
Dressing room  
Toilets

#### KENTUCKY:

Minimum wage  
Daily hours  
Weekly hours  
Day of rest <sup>5</sup>  
Rest period  
Seats  
Dressing room  
Toilets and washroom  
Occupational limitations

#### LOUISIANA:

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Seats

#### MAINE:

Minimum wage

#### MAINE—Continued

Equal pay  
Daily hours  
Weekly hours  
Meal period  
Seats  
Toilets  
Occupational limitations <sup>3</sup>

#### MARYLAND: <sup>1</sup>

Daily hours  
Weekly hours  
Meal period  
Nightwork  
Dressing and washroom  
Toilets  
Industrial homework  
Weight lifting  
Occupational limitations <sup>3</sup>

#### MASSACHUSETTS:

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Dressing room  
Toilets  
Industrial homework  
Weight lifting  
Occupational limitations  
Maternity

#### MICHIGAN:

Equal pay  
Daily hours  
Weekly hours  
Seats  
Dressing room  
Toilets  
Industrial homework  
Weight lifting  
Occupational limitations

**MINNESOTA:**<sup>1</sup>

Minimum wage  
Weekly hours  
Seats  
Lunchroom  
Dressing room  
Toilets  
Weight lifting  
Occupational limitations

**MISSISSIPPI:**<sup>1</sup>

Daily hours  
Weekly hours  
Lunchroom  
Rest and dressing room  
Toilets  
Washroom

**MISSOURI:**<sup>1</sup>

Daily hours  
Weekly hours  
Seats  
Wash and dressing room  
Toilets  
Industrial homework  
Occupational limitations  
Maternity

**MONTANA:**<sup>1</sup>

Equal pay  
Daily hours  
Weekly hours  
Seats  
Occupational limitations<sup>3</sup>

**NEBRASKA:**

Daily hours  
Weekly hours  
Meal period  
Nightwork  
Seats  
Dressing room<sup>4</sup>  
Toilets

**NEVADA:**

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Seats  
Toilets

See footnotes on p. 105.

**NEW HAMPSHIRE:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Nightwork  
Seats  
Toilets

**NEW JERSEY:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Lunchroom  
Dressing room  
Restroom  
Toilets  
Industrial homework

**NEW MEXICO:**

Minimum wage  
Daily hours  
Weekly hours  
Meal period  
Nightwork  
Seats  
Occupational limitations<sup>3</sup>

**NEW YORK:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Nightwork  
Seats  
Lunchroom  
Restroom  
Dressing room  
Washroom  
Toilets  
Industrial homework  
Weight lifting  
Occupational limitations  
Maternity

**NORTH CAROLINA:**

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Seats  
Toilets  
Occupational limitations<sup>3</sup>

**NORTH DAKOTA:**

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Dressing room  
Restroom  
Toilets  
Washroom

**OHIO:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Nightwork  
Seats  
Lunchroom  
Dressing room  
Toilets and washroom  
Industrial homework  
Weight lifting  
Occupational limitations

**OKLAHOMA:**

Minimum wage  
Daily hours  
Weekly hours  
Seats  
Washroom  
Toilets  
Occupational limitations

**OREGON:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours

**OREGON—Continued**

Day of rest  
Meal period  
Rest period  
Nightwork  
Seats  
Dressing room  
Restroom  
Washroom  
Toilets  
Industrial homework  
Weight lifting

**PENNSYLVANIA:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Nightwork  
Seats  
Lunchroom  
Dressing room  
Restroom  
Toilets and washroom  
Industrial homework  
Occupational limitations

**PUERTO RICO:**

Minimum wage  
Day of rest<sup>4</sup>  
Meal period  
Nightwork  
Seats  
Toilets  
Washroom  
Dressing room  
Industrial homework  
Maternity

**RHODE ISLAND:**

Minimum wage  
Equal pay  
Daily hours  
Weekly hours  
Day of rest<sup>3</sup>  
Meal period  
Nightwork<sup>3</sup>  
Seats  
Dressing room<sup>4</sup>  
Toilets

**RHODE ISLAND—Continued**

Industrial homework  
Occupational limitations  
Maternity

**SOUTH CAROLINA:**

Daily hours  
Weekly hours  
Day of rest  
Nightwork  
Seats  
Toilets  
Occupational limitations<sup>3</sup>

**SOUTH DAKOTA:**

Minimum wage  
Daily hours  
Weekly hours  
Seats  
Dressing room  
Toilets

**TENNESSEE:**

Daily hours  
Weekly hours  
Seats  
Dressing room  
Toilets  
Industrial homework

**TEXAS:**

Daily hours  
Weekly hours  
Seats  
Toilets  
Industrial homework  
Occupational limitations<sup>3</sup>

**UTAH:**

Minimum wage  
Daily hours  
Weekly hours  
Day of rest  
Meal period  
Rest period  
Nightwork  
Seats  
Restroom  
Dressing room  
Washroom  
Toilets  
Weight lifting  
Occupational limitations

**VERMONT:**

Minimum wage  
 Daily hours  
 Weekly hours  
 Seats  
 Toilets  
 Maternity

**VIRGINIA: <sup>1</sup>**

Daily hours  
 Weekly hours  
 Nightwork <sup>3</sup>  
 Seats  
 Restroom  
 Toilets  
 Occupational limitations

**WASHINGTON:**

Minimum wage  
 Equal pay  
 Daily hours  
 Weekly hours  
 Meal period  
 Rest period  
 Nightwork  
 Seats  
 Dressing room  
 Restroom  
 Lunchroom  
 Toilets  
 Washroom  
 Weight lifting

**WASHINGTON—Continued**

Occupational limitations  
 Maternity

**WEST VIRGINIA: <sup>1</sup>**

Meal period  
 Seats  
 Lunchroom  
 Washroom  
 Dressing room  
 Toilets  
 Industrial homework  
 Occupational limitations <sup>3</sup>

**WISCONSIN:**

Minimum wage

**WISCONSIN—Continued**

Daily hours  
 Weekly hours  
 Day of rest  
 Meal period  
 Nightwork  
 Seats  
 Lunchroom  
 Dressing room  
 Restroom  
 Washroom  
 Toilets  
 Industrial homework  
 Occupational limitations

**WYOMING:**

Minimum wage  
 Equal pay  
 Daily hours  
 Weekly hours  
 Rest period  
 Seats  
 Occupational limitations

**FOOTNOTES**

<sup>1</sup> Eight of the States with no day-of-rest law, have laws which prohibit employment on Sunday with specified exceptions. In Montana, by law, Sunday is a legal holiday.

<sup>2</sup> From Safety Code, applicable to women required to stand at their work.

<sup>3</sup> Applicable to employees under 21 years of age.

<sup>4</sup> Facilities must be provided, when authorized by State Labor Official.

<sup>5</sup> Not required by statute. Extra pay required for work on Sunday or on 7th day.