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Analysis of Coverage and Wage Rates of State Minimum Wage Laws and Orders · August 1, 1965



U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary
WOMEN'S BUREAU
Mary Dublin Keyserling, Director

Bulletin 291

Analysis of
Coverage and
Wage Rates of
State Minimum
Wage Laws and
Orders

August 1, 1965

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, *Secretary*

WOMEN'S BUREAU
Mary Dublin Keyserling, *Director*

Bulletin 291

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INTRODUCTION

This bulletin presents, in tabular chart form, an analysis of minimum wage rates and coverage established by statute and/or wage order as of August 1, 1965. A total of 36 jurisdictions have established minimum wage rates. As shown in the bulletin, the rates were set by statute in 23 jurisdictions and by a total of 159 wage orders in 21 jurisdictions. An additional 3 States—Illinois, Kansas and Louisiana—have minimum wage laws on the statute books but have no rates in effect.

Since publication of Bulletin 267, Part II, January 1, 1963, which this bulletin supersedes, 4 States—Delaware, Indiana, Maryland, and Michigan—enacted minimum wage laws for the first time, all of which set a statutory rate; Oklahoma amended its wage board law to establish a statutory rate; 15 States increased the statutory rate in existing laws; and 13 jurisdictions increased rates in 85 wage orders.

For the history of State minimum wage legislation and an analysis of the basic provisions of minimum wage statutes (e.g., authority of minimum wage administrator, appointment of wage boards, promulgation of wage orders, and related provisions), see Part I, Bulletin 267 (in process of revision).

The research for this report was done and the report was written by Regina M. Neitzey and Mary C. Manning, Labor Law Branch, under the direction of Alice A. Morrison, Chief, Division of Legislation and Standards.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|--|---|
| <p>ALASKA: Wage fixed in law.¹ Rate effective Feb. 14, 1962. Ch. 2 and Ch. 3 (L. 1962) amended Ch. 171 (L. 1959), which repealed Ch. 185 (L. 1955).</p> | <p>Commerce, or other business, or the production of goods or materials. <i>Exceptions:</i> Agriculture (as defined),² catching, trapping, cultivating or farming, netting or taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; handpicking of shrimp; domestic service (including babysitters) in and about a private home; activities of a non-profit religious, charitable, cemetery, or educational organization where employer-employee relationship does not, in fact, exist and services rendered are voluntary; delivery of newspapers to consumer; watchman or caretaker (solely) of premises, property, or plant not in productive use 4 months or more; bona fide executive, administrative, or professional persons; outside salesmen or salesmen on straight commission basis; search for minerals of economic value; persons under 18 years employed on a part-time basis, not more than 30 hours a week; employees of the United States, the State, or any political subdivision thereof.</p> | <p>All employees:² Until Sept. 3, 1963 ----- On and after Sept. 3, 1963 ----- Overtime: <i>Exempt from overtime provision:</i> Persons acting in a supervisory capacity; those employed by an employer with less than 4 employees in regular course of business; in a bona fide executive, administrative, or professional capacity; outside salesmen; persons (1) handling, canning, processing, curing, or storing (including cold storage) any kind of fish, shellfish, or other aquatic forms of animal or vegetable life, or any byproducts thereof; (2) handling, packing, storing, pasteurizing, drying, preparing in their raw or natural state, or canning agricultural or horticultural commodities for market, or making cheese, butter, or other dairy products; (3) engaged in agriculture; (4) employed in connection with the publication of any weekly, semiweekly, or daily newspaper with a circulation of less than 1,000; (5) employed as seamen; (6) employed in forestry or lumbering operations (as defined) when number of employees does not exceed 12; (7) employed as an outside buyer of poultry, eggs, cream, or milk, in their raw or natural state; and employees subject to the Federal Railway Labor Act; any switchboard operator in a public telephone exchange with fewer than 750 stations; any employee operating a taxicab; any employee in an otherwise exempted employment or proprietor in a retail or service establishment handling telegraphic, telephone, or radio messages for the public under agency or contract arrangement with a telegraph or communications company where revenue of such agency does not exceed \$500 a month; casual employees (as defined by regulation); any employee of a nonprofit hospital.</p> | <p>\$1.65 an hour ----- \$1.75 an hour ----- 1½ times regular rate -----</p> | <p>Over 8 a day, 40 a week.⁴</p> |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|--|---|
| ARIZONA: Laundry and Drycleaning Industry, No. 2A, Sept. 12, 1948. (Supersedes Order No. 2, June 15, 1939.) | (1) Cleaning, dyeing, pressing, processing, or any other work incidental thereto of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; (2) the collection, sale, resale, or distribution at retail or wholesale of these services; (3) the producing of such services on their own behalf by establishments, businesses, institutions, clubs, or hospitals, which services may be incidental to their present business; (4) Self-Service Laundries, Automatic Laundries, Help-Yourself Laundries, U-Do Laundries, and any type of rental laundries. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school. | Women and minors: ¹ Experienced (3 months in industry) ¹ — Full time: Drycleaning— Weekly rate ² Hourly rate..... If voluntarily absent..... Laundry— Weekly rate ² Hourly rate..... If voluntarily absent..... Part time..... Drycleaning..... Laundry..... Learners and apprentices ⁴ (less than 3 months in industry). | \$21.60 a week..... 60 cents an hour..... do..... \$18.72 a week..... 52 cents an hour..... do..... 66 cents an hour..... 57 cents an hour..... 90 percent of the applicable minimum rate. (Deductions from minimum wage for meals, lodging, or both allowed only on special permit.) | 36 to 40 a week. 36 to 40 a week during periods when weekly minimum need not be paid; ² over 40 a week. ² Actual hours worked. 36 to 40 a week. 36 to 40 a week during periods when weekly minimum need not be paid; ² over 40 a week. ² Actual hours worked. Less than 36 a week. Actual hours worked. Do. |
| Retail Trades ⁷ Industry, No. 1B, Aug. 10, 1954. (Supersedes Order No. 1A, June 17, 1943.) | All selling of merchandise to consumer and not for purpose of resale in any form. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school. | Women and female minors: ¹ Full time..... Experienced (1 year in industry).. Inexperienced: ⁵ First 6 months..... Second 6 months..... Part time..... Experienced (1 year in industry).. Inexperienced: ⁵ First 6 months..... Second 6 months..... | \$26.40 a week..... Weekly rate prorated..... \$24 a week..... \$25.20 a week..... Weekly rate prorated..... 55 cents an hour..... 50 cents an hour..... 52½ cents an hour..... | 8 a day, 4 or more days a week. Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). Less than standard workweek. Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). Do. Less than standard workweek. 8 a day, less than 4 days a week. Actual hours worked. Do. Do. |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|---|---|
| ARKANSAS: Wage fixed in law. Mar. 20, 1915, amended by Act 217 (L. 1953) and Act 34 (L. 1955). (Hour law amended 1943 to establish overtime provision.) | Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business, or work in any capacity other than occupations expressly exempted by law. <i>Exceptions:</i> Domestic, agricultural, or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 750 stations who are exempt under sec. 13(a) par. 11 of 1949 amendment to the Federal Fair Labor Standards Act; railroad employees regulated by Federal laws; and processors or canners of fruits and vegetables subject to the Fair Labor Standards Act. Banks and trust companies complying with provisions of Fair Labor Standards Act meet requirements of the wage and hour provisions of the State female labor law. | Females: Experienced..... Inexperienced (6 months)..... Overtime, by permit for overtime of a permanent nature in excess of 1 hour a day. | \$1.25 a day..... \$1 a day..... 1½ times employee's regular rate. Pro rata..... | 8 a day, 6 days a week. ¹ Do. Over 8 a day or on 7th consecutive day. ² Less than 8 a day. |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|--|---|
| CALIFORNIA: Agricultural Occupations, No. 14-61, Aug. 28, 1961. Editor's Note: Order revised. No. 14-65 sets minimum hourly rate of \$1.30 for women and \$1.10 for minors, effective Sept. 15, 1965. | The preparation, care, and treatment of farmland, pipeline, or ditches; the sowing, planting, care, harvesting, assembly, and storage (as defined) of any agricultural or horticultural commodity; the raising, feeding, and management (as defined) of livestock, fur-bearing animals, poultry, and bees; the operation, conservation, improvement, or maintenance of such farm and its tools and equipment. <i>Exceptions:</i> Any employee covered by Order No. 8-57 or Order No. 13-61, or any succeeding order or orders of the Commission relating to industries handling products after harvest. <i>Exempt from minimum wage rates:</i> Employer of less than 10 persons covered by this order. (Every provision of order applies to employer who at any one time in calendar year employs 10 or more persons covered by this order.) | Women and minors paid on an hourly basis. ¹ | \$1 an hour..... | |
| Amusement and Recreation Industry, No. 10-63. Rates effective Aug. 30, 1964. ⁴ (Supersedes Order No. 10-57, Nov. 15, 1957.) | Any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to theaters, nightclubs, dancehalls, bowling alleys, billiard parlors, skating rinks, riding academies, racetracks, amusement parks, athletic fields, swimming pools, gymnasiums, golf courses, tennis courts, carnivals, and wired-music studios. <i>Exceptions:</i> Performers whose activities involve the exercise of artistic talent or athletic proficiency. <i>Exempt from minimum wage rates:</i> Women employed in administrative, executive, or professional capacities (as defined); ³ apprentices regularly indentured under State Division of Apprenticeship Standards. | Women and minors ¹ Except minors under 18 years ² Overtime, women 18 and over in employment in which overtime is not prohibited by State Labor Code, in emergency and during periods when necessary to prevent spoilage of perishable products. If employee works a split shift, except employee residing at place of employment. | \$1.30 an hour..... \$1.05 an hour..... 1½ times employee's regular rate. Double employee's regular rate. \$1.30 a day in addition to minimum wage. (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.) | 8 a day, 6 days a week. ² Do. ² Over 8 through 12, first 8 on 7th day. Over 12 on any one day and over 8 on the 7th consecutive day. |
| Broadcasting Industry, No. 11-63. Rates effective Aug. 30, 1964. ⁴ (Supersedes Order No. 11-57, Nov. 15, 1957.) | Any industry, business, or establishment operated for the purpose of broadcasting programs through the medium of radio or television. <i>Exempt from minimum wage rates:</i> Women employed in administrative, executive, or professional capacities (as defined); ³ apprentices regularly indentured under State Division of Apprenticeship Standards. | Provisions same as for Order No. 10-63, Amusement and Recreation Industry. | | |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|--|---|
| <p>CALIFORNIA—Continued Canning, Freezing, and Preserving Industry, No. 3-63. Rates effective Aug. 30, 1964.⁴ (Supersedes Order No. 3-57, Nov. 15, 1957.)</p> | <p>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 product, when the purpose of such processing is the preservation of the product; includes all operations incidental thereto. <i>Exempt from minimum wage rates:</i> Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.</p> | <p>Women and minors ¹..... Except minors under 18 years ³..... Overtime,⁶ women 18 and over in employment in which overtime is not prohibited by State Labor Code, in emergency and during periods when necessary to prevent spoilage of perishable products.</p> | <p>\$1.30 an hour..... \$1.05 an hour..... 1½ times employee's regular rate. Double employee's regular rate. (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.)</p> | <p>8 a day, 6 days a week.² Do.² Over 8 through 12, first 8 on 7th day. Over 12 on any one day and over 8 on the 7th consecutive day.</p> |
| <p>Industries Handling Products After Harvest, No. 8-57, Nov. 15, 1957 (Supersedes Order No. 8-52, Aug. 1, 1952.) <u>Editor's Note:</u> Order No. 8-63 setting a rate of \$1.25 an hour effective Aug. 30, 1963 (\$1.30, Aug. 30, 1964), in court.</p> | <p>Any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking, pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product for distribution; includes all operations incidental thereto. <i>Exempt from minimum wage rates:</i> Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.</p> | <p>Women and minors ¹..... Except women 18 years and over (first 200 hours of employment in skilled or semiskilled occupations).³ Except minors under 18 years.²..... Overtime,⁶ women 18 years and over in employment in which overtime is not prohibited by State Labor Code, in emergency and during periods when necessary to prevent spoilage of perishable products.</p> | <p>\$1.00 an hour..... 85 cents an hour.....do..... 1½ times employee's regular rate. Double employee's regular rate.. (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.)</p> | <p>8 a day, 6 days a week.³ Do.³ Do.³ Over 8 through 12, first 8 on 7th day. Over 12 on any one day and over 8 on 7th consecutive day.</p> |
| <p>Industries Handling Products After Harvest on the Farm, No. 13-61, Aug. 23, 1961. <u>Editor's Note:</u> Order No. 13-63 setting a rate of \$1.25 an hour effective Aug. 30, 1963 (\$1.30, Aug. 30, 1964), in court.</p> | <p>Any establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking, pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product when such operations are done on the premises owned or operated by the same employer who produced the products referred to herein for distribution and includes all operations incidental thereto. <i>Exceptions:</i> Any place of em-</p> | <p>Provisions same as for Order No. 8-63, Industries Handling Products After Harvest.</p> | | |

Laundry, Linen Supply, Drycleaning, and Dyeing Industry, No. 6-63. Rates effective Aug. 30, 1964.⁴ (Supersedes Order No. 6-57, Nov. 15, 1957.)

Manufacturing Industry, No. 1-63. Rates effective Aug. 30, 1964.⁴ (Supersedes Order No. 1-57, Nov. 15, 1957.)

Mercantile Industry, No. 7-63. Rates effective Aug. 30, 1964.⁴ (Supersedes Order No. 7-57, Nov. 15, 1957.)

ployment covered by Order 8-57 or any succeeding order of the Commission relating to industries handling products after harvest. *Exempt from minimum wage rates:* Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.

Any industry, business, or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, storing, fumigating, mothproofing, waterproofing, or other processes incidental thereto on articles or fabrics of any kind; includes but is not limited to clothing, hats, drapery, rugs, curtains, linens, household furnishings, textiles, furs, or leather goods; and includes self-service laundries, self-service drycleaning establishments, and similar types of commercial establishments, and the collection, distribution, storage, sale, or resale at retail or wholesale of the foregoing services. *Exempt from minimum wage rates:* Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under the State Division of Apprenticeship Standards.

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 Industry; Industries Handling Products After Harvest; Industries Preparing Agricultural Products for Market, on the Farm; and the Motion Picture Industry. *Exempt from minimum wage rates:* Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.

Any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail; or for the purpose of renting goods or commodities. *Exempt from minimum wage rates:* Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.

Women and minors¹.....
 Except women 18 years and over (first 200 hours of employment in skilled or semiskilled occupations).³
 Except minors under 18 years.....
 Overtime, women 18 years and over in employment in which overtime is not prohibited by State Labor Code, in emergency and during periods when necessary to prevent spoilage of perishable products.
 If employee works a split shift, except employee residing at place of employment.

\$1.30 an hour.....
 \$1.05 an hour.....
 do.....
 1½ times employee's regular rate.
 Double employee's regular rate...
 \$1.30 a day in addition to minimum wage.
 (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.)

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

Provisions same as for Order No. 6-63, Laundry, Linen Supply, Drycleaning, and Dyeing Industry.

Provisions same as for Order No. 6-63, Laundry, Linen Supply, Drycleaning, and Dyeing Industry.

See footnotes at end of table;

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|--|
| CALIFORNIA—Continued Motion Picture Industry, No. 12-63. Rates effective Aug. 30, 1964. ⁴ (Supersedes Order No. 12-57, Jan. 1, 1958.) | 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; includes all extra players. <i>Exceptions:</i> Professional actors and actresses. <i>Exempt from minimum wage rates:</i> Women employed in executive, administrative, or professional capacities (as defined); ⁵ apprentices regularly indentured under State Division of Apprenticeship Standards. "Extra player" defined as any woman or minor employed in the production motion pictures to perform any work, including but not limited to that of a general extra, stand-in, photographic double, sports player, silent bit, or dress extra; or as extra employed in dancing, skating, swimming, diving, riding, driving, or singing; or as extra employed to perform any other actions, gestures, facial expressions, or pantomime. | Women and minors ¹ Except minors under 18 years ² Overtime, ⁷ women 18 years and over in cases of emergency. If employee works a split shift, except employee residing at place of business. Extra players for— Costume fitting, when not given employment for which costume fitted. Night work, wet work, or dangerous work, when employee, not notified at time of call of character of work, refuses to work. ³ Interviews or auditions over 1½ hours in length. | \$1.30 an hour \$1.05 an hour 1½ times employee's regular rate. Double employee's regular rate. \$1.30 a day in addition to minimum wage. Full day's agreed wage Applicable minimum hourly rate. do (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.) | 8 a day, 6 days a week. Do. Over 8 through 12, first 8 on 7th day. Over 12 on any one day and over 8 on 7th consecutive day. For all time consumed. Do. |
| Personal Service Industry, No. 2-63. Rates effective Aug. 30, 1964. ⁴ (Supersedes Order No. 2-57, Nov. 15, 1957.) | Any industry, business, or establishment operated for the purpose of rendering, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health; includes but is not limited to beauty salons, schools of beauty culture offering beauty care to the public for a fee, barbershops, bath and massage parlors, physical conditioning and weight control salons, and mortuaries. <i>Exempt from minimum wage rates:</i> Women employed in administrative, executive, or professional capacities (as defined); ⁵ apprentices regularly indentured under State Division of Apprenticeship Standards. | Provisions same as for Order No. 10-63, Amusement and Recreation Industry. | | |

Professional, Technical, Clerical, Mechanical, and Similar Occupations, No. 4-63. Rates effective Aug. 30, 1964.⁴ (Supersedes Order No. 4-57, Nov. 15, 1957.)

Includes professional, semiprofessional, managerial, supervisory, laboratory, research, technical, clerical, office work, and mechanical occupations, including but not limited to accountants; accounting clerks; appraisers; balers; bond markers; bookkeepers; bundlers; canvassers; cashiers; checkroom attendants; checkers; circulation clerks; claims adjusters; classified advertising saleswomen; clerks; collectors; compilers; computers; copyholders; copyreaders; copywriters; demonstrators; distributors; draftsmen; graduate nurses; hostesses; instructors; interviewers; investigative shoppers; librarians and their assistants; linotype operators; messengers; models; office machine operators; physicians' and dentists' assistants and attendants; practical nurses; proofreaders; research, X-ray, medical, or dental laboratory technicians and their assistants; salespersons; secretaries; shipping clerks; social workers; statisticians; stenographers; teachers; telegraph, telephone, teletype, and teletypesetter operators; telephone solicitors; tellers; ticket agents; tracers; typists; vehicle operators; and other related occupations listed as professional, semiprofessional, clerical, mechanical, and kindred occupations.

Exceptions: Professional, technical, clerical, mechanical, and similar occupations performed in an industry covered by another minimum wage order; exchange operator of a telephone company having less than 15³ stations operated under the jurisdiction of the Public Utilities Commission and where employee's duties as operator are incidental to other duties.

Exempt from minimum wage rates: Women employed in administrative, executive, or professional capacities,⁵ where work is predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment and for which remuneration is not less than \$400 per month; or those licensed or certified by the State to practice law, medicine, dentistry, architecture, engineering, teaching, or accounting; apprentices regularly indentured under State Division of Apprenticeship Standards.

See footnotes at end of table.

Women and minors¹-----
 Except women 18 years and over (first 200 hours of employment in skilled or semiskilled occupations).³
 Except minors under 18 years²
 Overtime, women 18 years and over in employment in which overtime is not prohibited by State Labor Code, in emergency⁶ and during periods when necessary to prevent spoilage of perishable products.
 If employee works a split shift, except employee residing at place of employment.

\$1.30 an hour-----
 \$1.05 an hour-----

do-----
 1½ times employee's regular rate.
 Double employee's regular rate..

\$1.30 a day in addition to minimum wage.
 (Deductions permitted from minimum wage for meals and lodging in amounts specified in order.)

8 a day, 6 days a week²
 Do.²

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

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|---|---|
| CALIFORNIA—Continued Public Housekeeping Industry, No. 5-63. Rates effective Aug. 30, 1964. ⁴ (Supersedes Order No. 5-57, Nov. 15, 1957.) | Any industry, business, or establishment that 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 is not limited to restaurants, nightclubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boardinghouses, 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, roominghouses, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business, or commercial quarters; hospitals, sanitariums, rest homes, child nurseries, child care institutions, homes for the aged, and similar establishments offering board or lodging in addition to medical, surgical, nursing, convalescent, aged, or child care; private schools, colleges, or universities, and similar establishments that provide board or lodging in addition to educational facilities; establishments contracting for development, maintenance, or cleaning of grounds; maintenance or cleaning of facilities and/or quarters of commercial units and living units; establishments providing veterinary or other animal care service. <i>Exceptions:</i> Student nurses in schools accredited by State Board of Nursing Education and Nurse Registration or by Board of Vocational Nurse Examiners or in schools exempt by law (religious nursing schools). <i>Exempt from minimum wage rates:</i> Women employed in executive, administrative, or professional capacities (as defined); ⁵ apprentices regularly indentured under State Division of Apprenticeship Standards. | Women and minors ¹ Except minors under 18 years ² Overtime. (See Order No. 6-63, Laundry, Linen Supply, Drycleaning, and Dyeing Industry.) If employee works a split shift, except those residing at place of employment. | \$1.30 an hour..... \$1.05 an hour..... 1½ times employee's regular rate. Double employee's regular rate.. \$1.30 a day in addition to minimum wage. (Deductions permitted from minimum wage for furnished meals and lodging in amounts specified in order.) | 8 a day, 6 days a week. ³ Do. ² Over 8 through 12, first 8 on the 7th day. Over 12 in any one day and over 8 on 7th consecutive day. ¹⁰ |

Transportation Industry,
No. 9-63. Rates effective
Aug. 30, 1964.⁴
(Supersedes Order No. 9-
57, Nov. 15, 1957.)

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. *Exempt from minimum wage rates:* Women employed in administrative, executive, or professional capacities (as defined);⁵ apprentices regularly indentured under State Division of Apprenticeship Standards.

Provisions same as for Order No. 10-63, Amusement and Recreation Industry.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|---|--|
| COLORADO: Beauty Service Occupations, No. 13, May 4, 1956. (Supersedes Order No. 9, Mar. 4, 1951.) <u>Editor's Note:</u> Order revised. New rates effective Jan. 1, 1966. | 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 services of maids, cashiers, and reception or appointment clerks. | Women and minors: ¹ Senior operators— Zone A ² ----- Zone B ² ----- Junior operators ³ (first 12 months and still in the training period) and all other employees. Zone A ² ----- Zone B ² ----- Overtime----- | \$1 an hour----- 85 cents an hour----- 85 cents an hour----- 70 cents an hour----- 1½ times employee's regular rate. | Up to 8 a day, 44 a week. Do. Do. Do. Over 44 a week; over 8 a day, in emergencies. ⁴ |
| Laundry Industry, No. 10, May, 4, 1956. (Supersedes Order No. 10, Feb. 11, 1951.) <u>Editor's Note:</u> Order revised. New rates effective Jan. 1, 1966. | 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 collection, 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 officeworkers, clerks, curb service employees, errand and delivery boys. <i>Exceptions:</i> Laundries in charitable institutions which pay no wages and in which only inmates are employed; drycleaning departments in laundries. | Women and minors: ¹ Zone A ² ----- Zone B ² ----- Zone C ² ----- Inexperienced ⁵ (less than 192 hours in the occupation). Overtime----- | 80 cents an hour----- 70 cents an hour----- 60 cents an hour----- 80 percent of the applicable minimum wage rate. 1½ times employee's regular rate. | Up to 8 a day, 44 a week. Do. Do. Do. Over 44 a week; over 8 day, in emergencies. ⁴ |

Public Housekeeping Industry, No. 12, May 4, 1956.
 (Supersedes Order No. 8, Mar. 10, 1951.)
 Editor's Note:
 Order revised. New rates effective Jan. 1, 1966.

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, and student employees in sororities, fraternities, college clubs, or dormitories.

Retail Trade Industry, No. 11, May 4, 1956
 (Supersedes Order No. 7, Feb. 18, 1951.)
 Editor's Note:
 Order revised. New rates effective Jan. 1, 1966.

Any trade, business, industry, institution, or branch thereof engaged in, or concerned with, 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.

See footnotes at end of table.

Women and minors:

| | | |
|--|--|---|
| Zone A ² | 80 cents an hour | } Up to 8 a day, 48 a week. |
| Zone B ² | 70 cents an hour | |
| Zone C ² | 60 cents an hour | |
| Zone A ² | 75 cents an hour | } Do. |
| Zone B ² | 65 cents an hour | |
| Zone C ² | 55 cents an hour | |
| Zone A ² | 70 cents an hour | } Do. |
| Zone B ² | 60 cents an hour | |
| Zone C ² | 50 cents an hour | |
| Zone A ² | 55 cents an hour | } Do. |
| Zone B ² | 45 cents an hour | |
| Zone C ² | 35 cents an hour | |
| Inexperienced ⁵ (less than 192 hours in the occupation). | 80 percent of the applicable minimum wage rate. | Do. |
| Students under 16, employed outside school hours or during vacation. | 80 percent of the applicable zone rate. (Inexperienced rate not applicable.) | Do. |
| Overtime | 1½ times employee's regular rate. (Deductions permitted for lodging, in other than establishments where full maintenance is provided as part of wage, in amounts specified in order.) | Over 48 a week; over 8 a day in emergencies. ⁴ |
| Women and minors: ¹ | | |
| Zone A ² | 80 cents an hour | Up to 8 a day, 48 a week. |
| Zone B ² | 70 cents an hour | Do. |
| Zone C ² | 60 cents an hour | Do. |
| Inexperienced ⁵ (less than 192 hours in the occupation). | 80 percent of the applicable minimum wage rate. | Do. |
| Students under 16, employed outside school hours or during vacation. | 80 percent of the applicable zone rate. (Inexperienced rate not applicable.) | Do. |
| Overtime | 1½ times employee's regular rate. | Over 48 a week; over 8 a day in emergencies. ⁴ |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|--|
| CONNECTICUT: Wage fixed in law. Rates effective Oct. 1, 1961. Public Act 519 (L. 1961). (Amending General Statutes as amended by Public Act 653 (L. 1959), Oct. 1, 1959; Public Act 435 (L. 1957), July 1, 1957; Public Act 352 (L. 1951), July 1, 1951.) (Supersedes mandatory rates, Oct. 1, 1959.) | Any industry or occupation. <i>Exceptions:</i> Agriculture; camps or resorts open no more than 6 months of the year; domestic service in or about a private home; individuals employed in a bona fide executive, administrative, or professional capacity, or by a Federal, State, or municipal government or political subdivision thereof; or in the activities of an educational, charitable, religious, scientific, historical, literary, or nonprofit organization where the employer-employee relationship does not, in fact, exist, or where the services rendered to such organization are on a voluntary basis; any individual subject to the provisions of the Federal Fair Labor Standards Act, as amended. (Statute defines employee to include persons employed in an industry for which a wage order has been or may be established, although employee may be covered by Fair Labor Standards Act.) (Resort is defined as an establishment under one management whose principal function is to offer lodging by the day, week, month, season, or part thereof to vacationers or those in search of recreation.) | All employees, ¹ except in hotel and restaurant industries: Until Oct. 1, 1963..... Thereafter..... In hotel and restaurant industries: Until May 1, 1962..... Between May 1, 1962, and May 1, 1964..... Thereafter..... | \$1.15 an hour..... \$1.25 an hour..... \$1 an hour..... \$1.15 an hour..... \$1.25 an hour..... (Under regulations of Labor Commissioner, allowance for gratuities as part of the minimum fair wage may not exceed 35 cents an hour for hotel and restaurant industries until May 1, 1962; 40 cents an hour until May 1, 1964; 45 cents an hour thereafter; not more than 35 cents an hour in any other industry.) (Deductions for board and lodging permitted in amounts as specified. From Administrative Regulations.) | Maximum of 48 a week for females in practically all industries and occupations as specified in hours law. ² Do. ² Do. ² Do. ² |
| Beauty Shops, No. 1, Oct. 1, 1963. (Order No. 1 of Mar. 4, 1958, as modified by Act 357 (L. 1963) and Act 519 (L. 1961), effective Oct. 1, 1961, which superseded Order No. 1, Nov. 1, 1951.) | Any shop, store, or place or part thereof in which is conducted the business of a hairdresser or cosmetician, as defined by statute. | All employees ² Except minor learner clerks ⁴ (first 500 hours). Overtime: Operators ² All other employees..... | \$1.25 an hour..... 95 cents an hour..... Applicable minimum hourly rate in addition to, and exclusive of, all other earnings. 1½ times employee's regular rate. | First 44 a week. Do. Over 44 a week. ² Do. ² |

Cleaning and Dyeing Occupation, Nos. 3A and 3B, Oct. 1, 1961.
(Orders Nos. 3A and 3B of June 26, 1951, as amended by Public Act 519 (L. 1961). Previously amended by Public Act 435 (L. 1957).)

Laundry Occupation, Nos. 2A and 2B, Oct. 1, 1961.
(Orders Nos. 2A and 2B of Apr. 17, 1951, as amended by Public Act 519 (L. 1961). Previously amended by Public Act 435 (L. 1957).)

Mercantile Trade, Nos. 7A and 7B, Oct. 1, 1961.
(Orders Nos. 7A and 7B of Oct. 1, 1951, as amended by Public Act 357 (L. 1963) and Public Act 519 (L. 1961). Previously amended by Public Act 435 (L. 1957).)

See footnotes at end of table.

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

(1) Any activity in the washing, ironing, or processing incidental thereto of laundry wares and all other operations carried on in establishments engaged in this business; (2) the collection, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith; (3) the production of laundry service for their own use by business establishments, clubs, hospitals, or other public or private institutions other than institutions completely supported by the State or municipality. *Exception:* Adult males engaged in laundry occupations in (2) above.

"Laundry establishment" means any place in which any service in connection with any activity of the laundry occupation is performed for compensation. *Exception:* Domestic service.

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

| | | |
|--|--|--------------------------------|
| Women and minors; adult males: ³ Until Oct. 1, 1963..... | \$1.15 an hour..... | Up to and including 45 a week. |
| Thereafter..... | \$1.25 an hour..... | Do. |
| Learners and apprentices (not over 5 weeks or 225 hours of employment) ⁴ — Until Oct. 1, 1963..... | 85 cents an hour..... | Do. |
| Thereafter..... | 95 cents an hour..... | Do. |
| Overtime (for women and minors).... | 1½ times employee's regular rate. | Over 45 a week. ² |
| Women and minors; adult males: ³ Until Oct. 1, 1963..... | \$1.15 an hour..... | Up to and including 44 a week. |
| Thereafter..... | \$1.25 an hour..... | Do. |
| Overtime ⁷ | 1½ times employee's regular rate. (Deductions for meals and lodging constituting a condition of employment allowed in accordance with rates set by the Labor Commissioner. Such deductions not allowed during the period employee is receiving training or new experience at a place other than the regular place of work.) | Over 44 a week. ² |
| Women and minors; adult males: ³ Until Oct. 1, 1963..... | \$1.15 an hour..... | Up to and including 44 a week. |
| Thereafter..... | \$1.25 an hour..... | Do. |
| Beginners or learners ³ — Until Oct. 1, 1963 (first 1,000 hours in the trade). | 85 cents an hour..... | Do. |
| Thereafter (first 500 hours in the trade). | 95 cents an hour..... | Do. |
| Overtime ⁹ | 1½ times employee's regular rate. | Over 44 a week. ² |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|---|--|
| <p>CONNECTICUT—Con. Restaurant and Hotel Restaurant Occupations, No. 8, May 1, 1962. (Order No. 8 of Dec. 1, 1958, as modified by Public Act 519 (L. 1961). Order No. 8 was issued in place of the invalidated Restaurant Occupation Orders Nos. 4A and 4B of May 15, 1950.)</p> | <p>Includes the preparation and serving of food for human consumption, or in any operation incidental or supplemental thereto, irrespective of whether the food is served at or away from the point of preparation and serving of food is the sole business of the employing establishment or enterprise. <i>Exceptions:</i> Preparation and serving of food in a nonprofit educational, charitable, or religious organization where the food service is not regularly available to the general public, or in hospitals, convalescent homes, or homes for the elderly where the food service is not regularly available to the general public and is incidental to the care of the patients.</p> <p>Includes but is not limited to employees of restaurants, cafeterias, that portion of hotel business involving the preparation and serving of food, commissaries, dairy bars, grills, coffee shops, luncheonettes, sandwich shops, tea-rooms, nightclubs, cabarets, automats, caterers, frankfurter stands, operators of food vending machines, and the serving of food in department and variety stores, drugstores, candy stores, bakeries, pizzerias, delicatessens, places of amusement and recreation, commercial and industrial establishments, and social, recreational, fraternal, and professional clubs which either regularly or intermittently serve food, as well as other establishments or businesses meeting the conditions as stated.</p> | <p>Females, minors, and adult males: ³ Until May 1, 1964..... Thereafter..... Overtime.....</p> | <p>\$1.15 an hour ¹⁰..... \$1.25 an hour..... 1½ times the minimum rate ¹¹.....</p> <p>Allowance for gratuities as part of the minimum fair wage of service ¹² employee may not exceed 40 cents an hour, until May 1, 1964; 45 cents an hour thereafter. ¹³ (Deductions and allowances for reasonable value of board and lodging permitted in amounts specified in order.)</p> | <p>48 a week, 6 days. Do. Over 48 a week, ² and on 7th consecutive day.</p> |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|----------------------------|---------------------|---|
| DELAWARE: Wage fixed in law. Rate effective Sept. 26, 1965. H.B. No. 39 (L. 1965). | Any occupation, service, trade, business, industry, branch or groups of industries, or employment or class of employment in which employees are gainfully employed. <i>Exceptions:</i> Agriculture; domestic service in or about a private home; bona fide executive, administrative, or professional persons; outside salesmen paid on a commission basis; employees of the United States; fishing (as defined); activities of an educational, charitable, religious, or nonprofit organization where the employment relationship does not in fact exist or where services are rendered gratuitously. | All employees----- | \$1.00 an hour----- | Maximum for females, 10 a day, 55 a week, 6 days a week. ¹ |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|--|---|
| <p>DISTRICT OF COLUMBIA: Beauty Culture Occupation, No. 6, May 23, 1960. (Supersedes Order No. 6, Mar. 27, 1948.)</p> <p>Building Service Occupation, No. 11, July 24, 1961. (Supersedes Order No. 11, Nov. 12, 1955.³) Editor's Note: Order No. 11 revised. Rates effective Oct. 8, 1965: \$50 for 36- to 40-hour week; \$1.40 an hour for part time and overtime.</p> | <p>All services, operations, or processes used or useful in the care, cleansing, or beautification of body, skin, nails, or hair, or in the enhancement of personal appearance; and all services, operations, or processes incidental thereto. <i>Exception:</i> Schools of cosmetology. (Bona fide booth renter, as defined, is not deemed an employee in the beauty culture occupation.)</p> <p>Includes the activities of cleaning and servicing buildings, institutions, establishments, or offices. <i>Exceptions:</i> Such occupations covered by other wage orders, e.g., Laundry and Dry-cleaning; Beauty Culture; Manufacturing and Wholesaling; Hotel, Restaurant, and Allied Occupations; Retail Trade.</p> | <p>Women and minors: ¹.....</p> <p>Employee taking time off at own request, beginning work after first of week, or stopping before end of week.</p> <p>Learner (licensed operator for less than 3 months), by permit valid 3 months from issuance.</p> <p>Part time.....</p> <p>Overtime.....</p> <p>Employee registered under D.C. Apprenticeship Law, by permit valid 1 year from issuance.</p> <p>If employee works a split shift, or spread of hours exceeds 10, or both.</p> <p>Women and minors: ¹</p> <p>Any employee, except in hospitals and homes for children, the convalescent, and the aging—</p> <p>Weekly wage.....</p> <p>Hourly rate.....</p> <p>Part time (see students).....</p> <p>Employees in hospitals and homes for children, the convalescent, and the aging—</p> <p>Weekly wage:</p> <p>Until July 24, 1962.....</p> <p>July 24, 1962, until July 24, 1963.....</p> <p>July 24, 1963.....</p> <p>Hourly rate (see effective dates of weekly wage).</p> <p>Part time (see effective dates of weekly wage).</p> <p>Student under 18 whose employer has valid student certificate on file.</p> <p>Overtime.....</p> <p>Apprentice (for not more than 1 year) registered under the D.C. Apprenticeship Law.</p> | <p>\$43.26 a week.....</p> <p>\$1.03 an hour.....</p> <p>\$38.22 a week.....</p> <p>\$1.25 an hour.....</p> <p>\$1.25 an hour.....</p> <p>80 percent of weekly, part-time, and overtime minimum rates.</p> <p>\$1.25 a day in addition to the minimum wage.</p> <p>\$42 a week.....</p> <p>\$1.05 an hour.....</p> <p>\$1.20 an hour.....</p> <p>\$40 a week.....</p> <p>\$41 a week.....</p> <p>\$42 a week.....</p> <p>\$1, \$1.02½, and \$1.05 an hour....</p> <p>\$1.10, \$1.15, and \$1.20 an hour...</p> <p>90 cents an hour.....</p> <p>\$1.20 an hour.....</p> <p>80 percent of applicable minimum wage.</p> | <p>Over 36, not more than 42 a week. Actual time worked.</p> <p>Over 36, not more than 42 a week.</p> <p>36 or less a week Over 42 a week.</p> <p>36, not more than 40 a week. Actual time worked. Less than 36 a week.</p> <p>36, not more than 40 a week. Do. Do. Actual time worked.</p> <p>Less than 36 a week.</p> <p>Do.</p> <p>Over 40 a week.²</p> |

Clerical and Semitechnical Occupations, No. 9, July 24, 1961.

(Supersedes Order No. 9 of June 8, 1954, which was a new order issued in place of the invalidated Office and Miscellaneous Occupations Order No. 7, Apr. 25, 1949.)

Editor's Note: Order No. 9 revised. Rates effective Oct. 8, 1965: \$50 for 36- to 40-hour week; \$1.40 an hour for part time and overtime.

Clerical occupations include: General office clerks, stenographers, typists, secretaries, file clerks, mail clerks, bookkeepers, cashiers, tellers, shipping clerks, receiving clerks, information clerks, receptionists, checkers, proofreaders, investigators, examiners, claim adjusters, messengers, office boys and girls, telephone operators, office-machine operators, duplicating-machine operators, telegraph messengers, telegraphic-typewriter operators, telegraph operators, collection clerks, tracer clerks, ticket agents, baggage agents, vehicle dispatchers, and similar occupations. *Semitechnical occupations include:* Practical nurses, nurses' aides, housemothers, institutional attendants, and assistants to physicians, dentists, laboratory technicians, X-ray technicians, personnel counselors, labor-relations counselors, public-relations counselors, librarians, educators, social workers, writers, research workers, statisticians, editors, and other assistants whose work requires similar training, skill, and supervision. *Exceptions:* Employment which is part of required course of study toward degree or obtaining a license or certificate to practice a profession; such occupations covered by other wage orders, e.g., Retail Trade; Manufacturing and Wholesale; Hotel, Restaurant, and Allied Occupations; Laundry and Drycleaning; and Beauty Culture.

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

\$1.20 a day in addition to applicable minimum wage. (In lieu of purchasing, maintaining, and cleaning required uniforms, employer may elect to pay regularly to employees an additional 3 cents an hour.) (Order contains provisions in amount as specified for furnished meals and lodging.)

Each day worked.

Women and minors:¹

Any employee, except practical nurses, nurses' aides, housemothers, and institutional attendants—

Weekly wage-----

\$42 a week-----

32, not more than 40 a week.

Hourly rate-----

\$1.05 an hour-----

Actual time worked.

Part time (see students)-----

\$1.20 an hour-----

Less than 32 a week.

Practical nurses, nurses' aides, housemothers, and institutional attendants—

Weekly wage until July 24, 1962----

\$40 a week-----

32, not more than 40 a week.

July 24, 1962, until July 24, 1963----

\$41 a week-----

Do.

July 24, 1963-----

\$42 a week-----

Do.

Hourly rate (see effective dates of weekly wage).

\$1, \$1.02½, and \$1.05 an hour-----

Actual time worked.

Part time (see effective dates of weekly wage).

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

Less than 32 a week.

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

90 cents an hour-----

Do.

Overtime-----

\$1.20 an hour-----

Over 40 a week.²

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

80 percent of applicable minimum wage.

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

\$1.10 a day in addition to applicable minimum wage. (In lieu of purchasing, maintaining, and cleaning required uniforms, employer may elect to pay 3 cents an hour in addition to minimum wage.) (Order contains provisions in amount as specified for furnished meals and lodging.)

Each day worked.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|---|--|
| DISTRICT OF COLUMBIA—Continued Hotel, Restaurant, and Allied Occupations, No. 10, Aug. 15, 1964. (Supersedes Order No. 10, Sept. 10, 1960.) | (1) Any business or part thereof engaged in providing lodging for hire, including, among other types of businesses, apartment houses and clubs; (2) any business or part thereof engaged in preparing and serving food or beverages or providing catering or carryout services; and (3) all activities connected with or incidental to the operation of such business or part thereof included in (1) and (2). <i>Exceptions:</i> Beauty culture, laundry, and drycleaning activities. | Women and minors: Until Aug. 15, 1965— Nonservice: Weekly wage..... \$40.00 a week..... Part time..... \$1.10 an hour..... Overtime..... \$1.06 an hour..... Service: Weekly wage..... \$25.60 a week..... Part time..... 73 cents an hour..... Overtime..... 67 cents an hour..... Between Aug. 15, 1965, and Aug. 15, 1966— Nonservice: Weekly wage..... \$42.00 a week..... Part time..... \$1.15 an hour..... Overtime..... \$1.11 an hour..... Service: Weekly wage..... \$26.40 a week..... Part time..... 75 cents an hour..... Overtime..... 69 cents an hour..... On and after Aug. 15, 1966— Nonservice: Weekly wage..... \$44.00 a week..... Part time..... \$1.20 an hour..... Overtime..... \$1.16 an hour..... Service: Weekly wage..... \$28.00 a week..... Part time..... 79 cents an hour..... Overtime..... 73 cents an hour..... Apprentices (for not more than 1 year) registered under the D. C. Apprenticeship Law. If employee works a split shift or spread of hours exceeds 11. | 80 percent of applicable minimum wage. 75 cents a day in addition to minimum wage. (Employer must pay cost of purchase, maintenance, and cleaning of uniforms and special costumes. In lieu of purchasing, maintaining, and | 36, not more than 40 a week Less than 36 a week. Over 40 a week. ² 36, not more than 40 a week Less than 36 a week. Over 40 a week. ² 36, not more than 40 a week. Less than 36 a week. Over 40 a week. ² 36, not more than 40 a week. Less than 36 a week. Over 40 a week. ² 36, not more than 40 a week. Less than 36 a week. Over 40 a week. ² 36, not more than 40 a week. Less than 36 a week. Over 40 a week. ² |

Laundry and Drycleaning
Occupation, No. 5, July
6, 1963.
(Supersedes Order No. 5,
Oct. 20, 1958.)

Includes any business or part thereof engaged in:
(1) the washing, cleaning, finishing, refreshing,
pressing, mending, or dyeing of any article of
wearing apparel (including hats and shoes),
household furnishings, textiles, fur, leather, or
fabric of any kind whatsoever; (2) the collec-
tion, sale, resale, or distribution at retail or
wholesale of any laundry or drycleaning serv-
ice; and (3) all activities connected with or in-
cidental to the operation of such business or
parts thereof.
(The activities mentioned above in (1), (2), and
(3) are covered by this order whether they are
performed by a business for its own use or for
others.)

Manufacturing and Whole-
saling Occupation, No.
8, Aug. 15, 1959.
(Supersedes Order No. 8,
Nov. 17, 1948.)

Preparing, producing, or processing, and selling,
at wholesale, articles, commodities, or mer-
chandise; any business engaged in selling, at
wholesale, articles, commodities, or merchan-
dise; and activities connected therewith or
incidental to the operation of such business.

See footnotes at end of table.

Women and minors:

Until Sept. 3, 1965—

Weekly wage.....

Part time.....

Overtime.....

On and after Sept. 3, 1965—

Weekly wage.....

Part time.....

Overtime.....

Students under 18 whose employer

has a student certificate on file.⁴

Apprentices (for not more than 90

days) registered under the D.C.

Apprenticeship Law.

If employee works a split shift or

spread of hours exceeds 11.

Women and minors: ¹

Part time.....

Employees beginning work after the

beginning of a workweek or re-

signing before the end of a work-

week, or voluntarily absent in any

week.

Overtime.....

Employee registered under the Dis-

trict of Columbia Apprenticeship

Law for whom employer has appren-

tice wage permit (valid for

12 months following date of appli-

cation).

If employee works a split shift.....

cleaning plain and washable
uniforms, employer may elect
to pay regularly to employees
an additional 3 cents an hour.
Such payment may not be
made for costumes or uni-
forms which are not plain and
washable.)

(Order contains provisions in
specified amounts for fur-
nished meals and lodging.)

\$42.00 a week.....

\$1.10 an hour.....

\$1.12½ an hour.....

\$46.00 a week.....

\$1.25 an hour.....

\$1.25 an hour.....

\$1.00 an hour.....

80 percent of applicable mini-

mum wage.

\$1.15 a day in addition to appli-

cable minimum wage

\$44 a week.....

\$1.25 an hour.....

\$1.10 an hour.....

\$1.65 an hour.....

80 percent of weekly minimum

rate.

\$1.10 a day in addition to the

minimum wage

Over 36, not more than 40
a week.

36 or less a week.

Over 40 a week.

Over 36, not more than 40
a week.

36 or less a week.

Over 40 a week.

36 or less a week

Over 32, not over 40 a week.

32 or less a week.

Actual time worked.

Over 40 a week.²

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|---|--|
| DISTRICT OF COLUMBIA—Continued Retail Trade Occupation, No. 3, Jan. 27, 1962. (Supersedes Order No. 3, Retail Trade, Oct. 8, 1957, which superseded Order No. 3 of May 25, 1953, and amended Order No. 11, Building Service Occupation, Nov. 12, 1955.) | Includes any business engaged in selling or offering for sale not for resale any goods, wares, merchandise, articles, or things, and all activities connected with or incidental to the operation of such business. <i>Exceptions:</i> Hotel, restaurant, beauty culture, laundry, and drycleaning activities, and any employee employed in a bona fide executive, administrative, or professional capacity or in the capacity of outside salesman, as such terms were defined on Sept. 9, 1961, by the Secretary of Labor in connection with the Federal Fair Labor Standards Act. | Women and minors: ¹ Until Sept. 3, 1963— Weekly wage..... Part time..... Overtime..... Between Sept. 3, 1963, and Sept. 3, 1964— Weekly wage..... Part time..... Overtime..... Between Sept. 3, 1964, and Sept. 3, 1965— Weekly wage..... Part time..... Overtime..... On and after Sept. 3, 1965— Weekly wage..... Part time..... Overtime..... Student under 18 for whom certificate is in employer's file (9 months following original issuance of certificate). If employee works a split shift..... | \$42 a week..... \$1.05 an hour..... \$1.05 an hour..... \$44 a week..... \$1.10 an hour..... \$1.10 an hour..... 1½ times regular rate..... \$46 a week..... \$1.15 an hour..... \$1.15 an hour..... 1½ times regular rate..... \$50 a week..... \$1.25 an hour..... 1½ times regular rate..... \$1 an hour..... \$1.25 a day in addition to the minimum wage. (In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly to employees an additional 3 cents an hour.) (Order contains provisions in amount as specified for furnished meals and lodging.) | 36, not over 40 a week. Less than 36 a week. Over 40 a week. ² 36, not over 40 a week. Less than 36 a week. Over 40 through 44 a week. Over 44 a week. ² 36, not over 40 a week. Less than 36 a week. Over 40 through 42 a week. Over 42 a week. ² 36, not over 40 a week. Less than 36 a week. Over 40 a week. ² Less than 36 a week. |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|---|
| <p>HAWAII: Wage fixed in law. Rate effective July 1, 1962. Act 67, Laws of 1965; Acts 15, 16, and 19 (L. 1962), amending Ch. 94, revised Laws of 1955, as previously amended by Acts 89 and 164 (L. 1959) and Act 256 (L. 1957).</p> | <p>Any trade, business, industry, or branch thereof, or group of industries. <i>Exceptions:</i> Public employment; persons with guaranteed monthly salary of \$450 or more; agricultural work in any workweek in which employer has fewer than 20 employees or in agriculture for any workweek in which employee is engaged in coffee harvesting; the home of employer, or house parent in or about any home or shelter maintained by a charitable organization for child welfare exempt from income tax; employment by relatives as specified in the act; work in a bona fide executive, administrative, supervisory, or professional capacity, or in the capacity of outside salesman or as outside collector; the propagating, catching, cultivating, etc., of fish, shellfish, Crustacea, sponges, seaweeds, or other aquatic forms of animal or vegetable life (including the going to and returning from work and the loading and unloading of such products prior to first processing); seamen; drivers of vehicles carrying passengers for hire, operated on call from a fixed stand; golf caddies; employment by a nonprofit school during the time the individual is an attending student; employees covered by the Federal Fair Labor Standards Act.³</p> | <p>All employees: ¹ Until Jan. 1, 1964..... On and after Jan. 1, 1964..... Overtime.....</p> | <p>\$1.15 an hour..... \$1.25 an hour..... 1½ times regular rate..... ("Wages" defined to include the reasonable cost to the employer, as determined by the Commission of Labor and Industrial Relations, of furnishing an employee with board, lodging, or other facility customarily furnished.)</p> | <p>40 a week. Do. Over 40 a week.²</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---------------------------------|--|---|
| IDAHO: Wage fixed in law. Rate effective May 18, 1963. Idaho Code, Secs. 44-1501 to 44-1510, as amended by Ch. 184 (L. 1957), Ch. 59 (L. 1959), and Ch. 9 (L. 1963). | Any employment. <i>Exceptions:</i> Persons employed in a bona fide executive, administrative, or professional capacity; in domestic service; in agricultural labor (as defined); and as outside salesmen. | Any employee ¹ ----- | \$1.00 an hour.----- (By definition, "wages" include commissions of every kind; reasonable cost ³ of furnishing board, lodging, or other facilities customarily furnished and used by employee.) | For females, 8 in any 24-hour period, 48 a week. ² |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--------------------------------|----------------------------|--------------------|-------|
|---|--------------------------------|----------------------------|--------------------|-------|

ILLINOIS: No orders in effect.
See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|--|-------|
| <p>INDIANA: Wage fixed in law. Rate effective July 1, 1965. Ch. 134, Laws of 1965, Apr. 1, 1965.</p> | <p>Any industry, trade, business or class of work (including the State or other governmental agency or political subdivision) in which employees 18 years of age and over are gainfully employed by an employer of 4 or more employees during a workweek. <i>Exceptions:</i> Agriculture (as defined); domestic service; services performed not in the course of the employing unit's trade or business; insurance agents, insurance solicitors and outside salesmen paid on commission basis only; camps, recreational or guidance facilities operated by a charitable, religious, or educational nonprofit organization; student nurses in the employ of a hospital or nurses training school who are enrolled and regularly attending classes in a nurses training school chartered or approved by law; interns or resident physicians who have completed 4 years' course in approved medical school, employed by any duly accredited hospital; students employed by any school, college, or university in which they are enrolled and regularly attending classes; physically or mentally handicapped persons employed by a nonprofit organization organized primarily to provide employment for such handicapped persons or to assist in their therapy and rehabilitation; members of any religious order performing service for such order; any duly ordained commissioned or licensed ministers, priests, rabbis, sextons, or Christian Science readers, and volunteers performing services for any religious or charitable organization; those engaged in an independently established trade, occupation, profession, or business and free from control or direction both under contract and in fact; and a person employed by his or her own parent, spouse, or child; those less than 18 years of age; and employers of less than 4 employees during a workweek.</p> | <p>All employees (except persons under 18 years of age, see <i>Exceptions</i>).</p> | <p>\$1.00 an hour----- Permissible deductions for gratuities by regulation of Wage Adjustment Board: Waiters and waitresses in establishments serving food and alcoholic beverages, car waiters and waitresses, bellmen and doormen: 50 cents an hour. Waiters and waitresses in establishments serving food only: 35 cents an hour. Counter waitresses (not including counter attendants in cafeterias): 10 cents an hour. (Also, amount of deductions has been determined for meals, lodging, and uniforms.) (Maximum deduction 50 cents an hour as credit against the statutory minimum.)</p> | |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--------------------------------|----------------------------|--------------------|-------|
|---|--------------------------------|----------------------------|--------------------|-------|

KANSAS: No orders in effect.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|---|--|
| KENTUCKY: All Industries and Occupations, Nov. 1, 1961. (Supersedes order of May 27, 1947, which superseded order of June 1, 1939.) | All occupations. <i>Exceptions:</i> Labor on a farm; domestic service in home of the employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum wage orders are currently in effect: Laundry, Drycleaning, and Dyeing Order and Hotel and Restaurant Order.) | Women and minors: ^{1 2} Zone 1 ³ Zone 2 ³ Zone 3 ³ Overtime (except for occupations under Fair Labor Standards Act when overtime provisions of order shall be extended to conform with Federal regulations.) | 75 cents an hour 70 cents an hour 65 cents an hour 1½ times minimum rate. (Deductions for meals and lodging permitted in amounts specified. From supplement to order.) | Up to 44 a week. Do. Do. Over 44 a week. ⁴ |
| Hotel and Restaurant Industry, Aug. 1, 1962. (Supersedes order of July 15, 1954.) | All establishments offering lodging accommodations for hire to the general public, including motels, and establishments preparing and offering for sale food for consumption, including private clubs. <i>Exception:</i> Establishments having no more than 10 guestrooms, none of which are for transient guests. | Women and minors: ² Zone 1 ³ Zone 2 ³ Zone 3 ³ Overtime Learners ¹ (90 days on permit). If spread of hours exceeds 12, or employee has more than 1 interval off duty (excluding any meal period of 1 hour or less), or if both situations occur | 75 cents an hour 70 cents an hour 65 cents an hour 1½ times applicable minimum rate. 10 cents less than applicable minimum wage rate. 75, 70, 65 cents a day, dependent on the zone, in addition to the hourly wages earned. | First 48 hours Do. Do. Over 48 a week. |
| Laundry, Drycleaning, and Dyeing Industry, Sept. 1, 1961. (Supersedes order of Apr. 1, 1942.) | The process of receiving, marking, washing, cleaning, dyeing, ironing, or distributing clothing or any washable or cleanable materials. <i>Exceptions:</i> Domestic service in home of employer; labor on a farm; services performed in a penal or other institution by the inmates thereof | Women and minors: ^{1 2} Zone 1 ³ Zone 2 ³ Zone 3 ³ Overtime | 75 cents an hour 70 cents an hour 65 cents an hour 1½ times minimum rate | Up to 44 a week. Do. Do. Over 44 a week. ⁴ |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--------------------------------|----------------------------|--------------------|-------|
|---|--------------------------------|----------------------------|--------------------|-------|

LOUISIANA: No orders in effect.
See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---------------------------------|--------------------|--|
| <p>MAINE: Wage fixed in law. Rate effective Sept. 12, 1959. Ch. 362 (L. 1959), as amended by Chs. 92 and 277 (L. 1961). Editor's Note: S.B. No. 526 (L. 1965) increases the statutory rate to \$1.15 an hour, effective Oct. 15, 1965, and to \$1.25 an hour, effective Oct. 15, 1966. It also provides for 1½ times the regular rate for each hour over 48 a week. It provides for a statutory rate for employees of nursing homes and hospitals of \$1.00 an hour, effective Oct. 15, 1965; \$1.15 an hour, effective Oct. 15, 1966; and \$1.25 an hour, effective Oct. 15, 1967.</p> | <p>Any industry, trade, or business or branch thereof or class of work therein with 4 or more employees (applicable for that week in which employer has 4 employees or more in any day of week). <i>Exceptions:</i> Agriculture, not including commercial greenhouses; domestic service in or about a private home; waiter, waitress, carhop (not to include counter waiters or waitresses, or those whose tips are divided with others), doorman, bellhop, chambermaid in resort establishment; employees whose earnings are derived in whole or in part from sales commissions and employees whose hours and places of employment are not substantially controlled by employer; taxicab driver; activities of a public-supported nonprofit organization or program controlled by an educational nonprofit organization; private nursing home or hospital; counselors or junior counselors in summer camps for boys or girls; employees under 19 years of age regularly enrolled in an educational institution or on vacation therefrom; catching, taking, harvesting, cultivating, or farming of any kind of fish, shellfish, Crustacea, sponges, seaweeds, or other forms of animal and vegetable life, including going to and returning from work; loading, unloading, packing for shipment, propagating, processing (other than canning), marketing, freezing, curing, storing, or distributing the above products or byproducts thereof; smoked-fish worker; switchboard operator in public telephone exchange with less than 750 stations; homemaker not subject to any supervision or control who buys raw material, makes and completes any article, and sells same, even though made to specifications of single purchaser; members of the family of the employer who reside with and are dependent upon the employer; any individual employed in a bona fide executive, administrative, or professional capacity.</p> | Any employee ¹ | \$1 an hour..... | Maximum for females, 9 a day, 50 a week; 9 a day 54 a week in specified industries. ² |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|--|--|
| MARYLAND: Wage fixed in law. Rate effective June 1, 1965. Ch. 697, Laws of 1965. | Any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment in which 7 or more individuals are gainfully employed at any one time. <i>Exceptions:</i> Agriculture; domestic service in or about a private home; any bona fide executive, administrative, or professional person (as defined and delimited by regulation of the Commissioner); activities of an educational, charitable, religious, or nonprofit organization where the employer-employee relationship does not in fact exist and services are rendered gratuitously, and with no expectation of gain; restaurant, cafe, tavern, drive-in, or drugstore which sells food or drink for consumption on the premises and other similar establishments which sell food or drink for consumption on the premises; hospital, nursing and convalescent home, except laundry service in said hospital or home; motion picture theater, including drive-in theater and legitimate theater; student regularly enrolled in primary or secondary school employed after school hours or during vacation; outside salesman or an individual compensated on a commission basis; first processing of, or canning, packing, or freezing perishable or seasonal fresh fruits, vegetables, or horticultural commodities, poultry, or seafood; hotel, motel, parking lot, car wash, or taxicab company, except laundry service in hotel, motel, and ambulance service; an individual 62 years of age and over who works not more than 25 hours a week; employers of less than 7 employees at any one time. | All employees (except persons 62 years of age and over who work 25 or less hours a week, see <i>Exceptions</i>). | \$1.00 an hour----- (The Commissioner, with approval of a committee, may make regulations including allowances for board, lodging, or other facilities or services customarily furnished; a scale of wages for learners and apprentices which may not be less than 80 percent of the fixed minimum wage.) | Maximum for females, 10 a day, 60 a week. ¹ |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|---|
| <p>MASSACHUSETTS: Wage fixed in law May 24, 1962. Rates effective Sept. 5, 1963.² Ch. 580 (L. 1963) and as amended by Ch. 416 (L. 1965), Chs. 134, 153, 363, and 371 (L. 1962) amending the General Law, Ch. 151. (Supersedes rates effective Dec. 2, 1959.) Editor's Note: Ch. 644 (L. 1964) increases statutory rate to \$1.30 an hour, effective Sept. 5, 1965, and to \$1.35 an hour, effective Sept. 5, 1966. Ch. 334 (L. 1965) provides that no wage board may set a rate for service workers below 90 cents an hour, effective Sept. 5, 1966; 93 cents an hour, effective Sept. 5, 1967.</p> | <p>Any industry, trade, or business or branch thereof or class of work therein, whether operated for profit or otherwise, and any other class of work in which persons are gainfully employed. <i>Exceptions:</i> Professional service; domestic service in the home of employer; labor on a farm; growing and harvesting of agricultural, floricultural, and horticultural commodities; work by persons being rehabilitated or trained under rehabilitation or training programs in charitable, educational, or religious institutions; work by members of religious orders; outside salesmen.</p> | <p>All employees:¹ In manufacturing and other occupations not covered by minimum fair wage order. In occupations for which minimum wage board may make recommendations. <i>Except:</i> Learners and apprentices,¹ golf caddies, and— Service people regularly receiving gratuities. Ushers, ticket sellers, and ticket takers. Janitors and caretakers of residential properties, when furnished with living quarters. <i>Overtime: Exempt from overtime provision:</i> Janitor or caretaker of residential property, furnished living quarters and paid not less than \$36 a week; golf caddy, newsboy, child actor or performer; bona fide executive, administrative, or professional person or qualified trainee for such position earning more than \$80 a week; outside salesman or buyer; learner, apprentice, or handicapped person, under special license; fisherman or person employed in catching or taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; switchboard operator in telephone exchange; truck driver or helper whose employment is regulated by the Interstate Commerce Commission or employee of employer subject to provisions of Part I of Interstate Commerce Act or to Title II of Railway Labor Act; business or specified operation of business carried on during period or accumulated periods not in excess of 120 days in any year and determined</p> | <p>\$1.25 an hour----- 85 cents an hour----- \$1 an hour----- \$36 a week----- 1½ times regular rate-----</p> | <p>Up to 40 a week. Do. Do. Do. Over 40 a week.³</p> |

Amusement and Recreation Occupations, No. 27B, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 27B of Oct. 1, 1957, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).) (Order No. 27B superseded Order No. 27A, Aug. 18, 1952; partially superseded by Building Service Occupations, No. 28B, Feb. 1, 1960.)
 Editor's Note: Ch. 644 (L. 1964) provides that \$1.25 an hour rate shall automatically increase to \$1.30 Sept. 5, 1965; to \$1.35 Sept. 5, 1966.

All activities and services performed in connection with a business or enterprise engaged in or operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to motion picture and other theaters, nightclubs, dancehalls, bowling alleys, billiard parlors, skating rinks, riding academies, racetracks, amusement parks and centers, athletic fields, ball parks and stadiums, swimming pools and beaches, gymnasiums, golf courses, tennis courts, carnivals, circuses, broadcasting studios, bathhouses, arenas, and all other similar establishments.
 Includes the work performed by ushers; game, parking lot, ramp, and other attendants; announcers; barkers; ticket collectors; ticket sellers; change makers; ticket punchers; billiard rack men; amusement machine operators; pinboys; caddies; stage and other doormen; and special officers; including all non-professional workers in the amusement and recreation industries. *Exceptions:* Above activities specifically governed by another minimum wage order; performers whose activities involve the exercise of artistic talent or athletic proficiency; students or members participating in any activities conducted by such nonprofit organizations as summer camps for children under 18, schools, colleges, religious organizations, or other nonprofit organizations declared exempt by the Minimum Wage Commission.

as seasonal by Commissioner; seaman; employers licensed and regulated pursuant to Ch. 159-A; hotel, motel, motor court, or like establishment; gasoline station; restaurant; garageman, not including a parking lot attendant; hospital, sanatorium, convalescent or nursing home, infirmary, or rest home; nonprofit school or college; summer camp operated by a nonprofit charitable corporation.

All employees,¹ except ticket takers, ticket sellers, ushers, and caddies.
 Ticket takers, ticket sellers, ushers.....
 Overtime.....
 Caddies carrying 1 bag.....
 Caddies carrying 2 bags.....

\$1.25 an hour.....
 \$1 an hour.....
 1½ times employee's regular rate.
 75 cents, 9 holes; \$1.50, 18 holes...
 \$1.25, 9 holes; \$2.50, 18 holes.
 (Deductions for furnished meals and lodging permitted in amounts specified in order.)

Up to 40 a week.
 Do.
 Over 40 a week.³

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|---|---|
| <p>MASSACHUSETTS—Con. Building Service Occupations, No. 28B, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 28B of Feb. 1, 1960, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).) (Order No. 28B superseded Order No. 28A of Dec. 1, 1952, and partially superseded Amusement and Recreation Occupations, No 27B, Oct. 1, 1957.) See Editor's Note under Amusement and Recreation Occupations Order, p. 33.</p> | <p>Includes but not limited to the work or service performed by cleaning women, window cleaners, sweepers, janitors, caretakers, elevator operators and starters, watchmen, guards, helpers, attendants, doormen, and all other employees engaged in or concerned with the cleaning, servicing, maintenance, protection, and upkeep of buildings and establishments, including building service in Amusement and Recreation Occupations and in Housekeeping Occupations Orders in establishments covered by Building Service Occupations Order. <i>Exceptions:</i> Churches; employees affected by this order where it applies to establishments covered by Public Housekeeping Occupations Order.</p> | <p>All employees¹ with workweek of 28 hours or more, except those furnished living quarters. Overtime..... Employees furnished living quarters.....</p> | <p>\$1.25 an hour..... 1½ times employee's regular rate. \$36 a week..... (Deductions for furnished meals and lodging permitted in amounts specified in order. Deductions for living quarters limited to "a reasonable rental for such space.")</p> | <p>Up to 40 a week. Over 40 a week.³ Basic workweek of 28 hours or more.</p> |
| <p>Clerical, Technical, and Similar Occupations, No. 24D, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 24D of Dec. 1, 1953, as amended by mandatory orders issued in accordance with Ch. 134 (L. 1962).) (Order No. 24D superseded Order No. 24C of July 1, 1954.) See Editor's Note under Amusement and Recreation Occupations Order, p. 33.</p> | <p>Includes all occupations in any general, business, professional, or technical office; and in any laboratory; hospital; museum; historical building; library; school; telephone, telegraph, broadcasting, or televising establishment; photographer's and photographic establishment; funeral director's establishment; in messenger service; or other establishment wherein workers are employed in any capacity in which the services of any kind and wherever performed are of a clerical or technical character. Includes persons whose duties are related to general office, professional, or technical work in any establishment, whether business, medical, dental, funeral, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various machine operators, telephone and switchboard operators, receptionists, guides, library workers, draftsmen,</p> | <p>All employees^{1 4}..... Overtime: <i>Exempt from overtime provision:</i> Bona fide executive, administrative, or professional persons; qualified trainees for such positions earning more than \$80 a week.</p> | <p>\$1.25 an hour^{5 6}..... 1½ times employee's regular rate. (Deductions for furnished meals and lodging permitted in amounts specified in the order.)</p> | <p>Up to 40 a week. Over 40 a week.³</p> |

Drycleaning Occupation, No. 29B, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 29B of May 1, 1958, as amended by mandatory orders issued in accordance with Ch. 134 (L. 1962).) (Order No. 29B superseded Order No. 29A, of May 1, 1955.) See Editor's Note under Amusement and Recreation Occupations Order, p. 33.

Food Processing Occupations, No. 31, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 31 of Oct. 20, 1951, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).) (Order No. 31 superseded three orders—Canning and Preserving, etc., No. 19, Mar. 2, 1939; Candy, No. 6, Mar. 19, 1943; and Bread and Bakery Products, No. 15A, Oct. 1, 1944.)

See footnotes at end of table.

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

Any activity connected with the cleaning, dyeing, wet-cleaning, spotting, finishing, pressing, repairing, altering, refreshing, restoring, fumigating, mothproofing, waterproofing, or other processes incidental thereto on articles or fabrics of any kind, or storing of any fabric incidental to this industry, or any other employment connected with the cleaning and dyeing industry. *Exceptions:* Above occupations covered by another minimum wage order; salespersons in this industry who are connected with: soliciting of sales or opportunities for sales; collection, distribution, sale, or resale of merchandise for drycleaning service; or services rendered incidental to the sale or resale of drycleaning services.

The preparation, processing, or packaging of food for human or other consumption, including but not limited to canning, preserving, and the production of candy, confectionery, bakery products, dairy products, malt beverages, or soft drinks. *Exceptions:* Above occupations covered by another minimum wage order.

All employees ¹ -----
Overtime -----

\$1.25 an hour -----
1½ times employee's regular rate -----

Up to 40 a week.
Over 40 a week.³

All employees: ^{1 4}
Experienced (600 hours in the occupation).
Inexperienced (less than 600 hours in the occupation).
Overtime: *Exempt from overtime provision:* Operations declared seasonal by the Commissioner of Labor and Industries.

\$1.25 an hour ⁵ -----
80 cents an hour ⁶ -----
1½ times employee's regular rate -----
(Deductions for furnished meals and lodging permitted in amounts specified in the order.)

Up to 40 a week.
Do.
Over 40 a week.³

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|--|
| <p>MASSACHUSETTS—Con. Laundry Occupations, No. 30B, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 30B of Sept. 16, 1957, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).) (Order No. 30B superseded Order No. 30A, Feb. 16, 1953.) See <u>Editor's Note</u> under Amusement and Recreation Occupations Order, p. 33.</p> | <p>Any activity connected with the washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind, or any other employment connected with the laundry industry. <i>Exceptions:</i> Above occupations covered by another minimum wage order; salespersons in this industry who are connected with (1) the soliciting of sales or opportunities for sales; (2) the collection, distribution, or sale of laundry services or merchandise; (3) services rendered incidental to the sale or resale of laundry services or merchandise. Includes the producing of laundry service in wholesale and retail laundries, clubs, hospitals, colleges, private schools, and any other establishments in which laundry occupations are performed, including self-service laundries, automatic laundries, and rental laundries.</p> | <p>All employees: ¹ Experienced (after 320 hours in particular establishment). Inexperienced (first 320 hours in particular establishment). Overtime</p> | <p>\$1.25 an hour..... 90 cents an hour..... 1½ times employee's regular rate. (Deductions for furnished meals and lodging permitted in amounts specified in order.)</p> | <p>Up to 40 a week. Do. Over 40 a week.³</p> |
| <p>Mercantile Occupations, No. 26D, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 26D of June 1, 1957, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962) and amended by Ch. 586 (L. 1963).) (Order No. 26D superseded Order No. 26C, July 1, 1954.) See <u>Editor's Note</u> under Amusement and Recreation Occupations Order, p. 33. By Ch. 334 (L. 1965) rate for service workers 90 cents an hour, effective Sept. 5, 1966; 93 cents an hour, effective Sept. 5, 1967.</p> | <p>Any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, or industrial, commercial, or individual users; including all work connected with the soliciting of sales, or opportunities for sales, or the distributing of such merchandise, wares, goods, articles, or commodities, and the rendering of services incidental to the sales, use, upkeep, or servicing of same, whether performed on employer's premises or elsewhere; the selling of ice cream and nonalcoholic beverages in mercantile establishments where the selling of such commodities is incidental to the principal business of the establishment; all functions within mercantile occupations not specifically governed by any other minimum wage order; salespersons specifically exempted from coverage under the Drycleaning and Laundry Occupations Orders. <i>Exceptions:</i> (1) outside salespersons who regularly sell away from employer's place of business, or whose</p> | <p>All employees: ⁴ Experienced (600 hours in the occupation). Inexperienced (less than 600 hours in the occupation). Service— Between July 31, 1963, and Sept. 4, 1964. Effective Sept. 4, 1964. Overtime— Except gasoline stations. <i>Exempt from overtime provision:</i> Newsboys, outside salesmen, buyers.</p> | <p>\$1.25 an hour..... 85 cents an hour..... 80 cents an hour..... 85 cents an hour..... 1½ times employee's regular rate. \$1.35 an hour.....</p> | <p>Up to 40 a week. Do. Do. Do. Over 40 a week.³ Over 44 a week.</p> |

Needle Trade and Garment Occupations, No. 32, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 32 of Sept. 1, 1953, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).)

Personal Services Occupations, No. 23C, Sept. 5, 1963. (Supersedes rates effective May 24, 1962.) (Order No. 23C of Apr. 1, 1956, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962).) (Order No. 23C superseded Order No. 23B, Dec. 14, 1950.)

See Editor's Note under Amusement and Recreation Occupations Order, p. 33.

See footnotes at end of table.

hours cannot readily be determined, and who do not make daily reports or visits to the office or plant of employer; (2) outside salesmen employed at other than a fixed location whose working time, efforts, activities, mode of operation, and process of effecting sales are not in any material manner managed, regulated, supervised, directed, controlled, or prescribed by the employer.

All activities, services, and processes concerned with the manufacture, production, processing, or finishing of all clothing for human or other use, including but not limited to outer wearing apparel, millinery, undergarments, accessories, or trimmings incidental to the manufacture, production, processing, or finishing of such items. *Exceptions:* Staple lines of hosiery; above occupations when subject to another minimum wage order.

All establishments which perform, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health; including but not limited to barber and beauty shops, scalp treatment shops, bath and massage parlors, physical conditioning and weight control salons. *Exceptions:* Cashiers, receptionists, appointment clerks, and clerical workers covered by the Clerical, Technical, and Similar Occupations Order.

All employees^{1 4}.....
Overtime.....

\$1.25 an hour⁶.....
1½ times employee's regular rate.

Up to 40 a week.
Over 40 a week.³

All employees:¹
Barbering, hairdressing, and other personal service occupations—
Experienced (after 1,040 hours in occupation).⁷
Inexperienced (first 1,040 hours in occupation).⁷
Maids in personal service establishments.
Overtime.....

\$1.25 an hour.....
85 cents an hour.....
\$1.25 an hour.....
1½ times employee's regular rate.

Up to 40 a week.
Do.
Do.
Over 40 a week.³

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|---|---|
| <p>MASSACHUSETTS—Con. Public Housekeeping Occupations, No. 25C, Sept. 5, 1963.² (Supersedes rates effective May 24, 1962.) (Order No. 25C of July 1, 1961, as amended by mandatory order issued in accordance with Ch. 134 (L. 1962) and amended by Ch. 586 (L. 1963).) (Order No. 25C superseded Order No. 25B, Dec. 2, 1959.) See Editor's Note under Amusement and Recreation Occupations Order, p. 33. By Ch. 334 (L. 1965) rate for service workers 90 cents an hour, effective Sept. 5, 1966; 93 cents an hour, effective Sept. 5, 1967.</p> | <p>Includes waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, carhops, maids, chambermaids, housekeepers, practical nurses, ward aides, housemen, housemothers, stewards, parlormaids, linenroom girls, checkroom attendants, nursery school attendants, matrons, hosts, hostesses, shippers and receivers, bellmen, doormen who are service employees, and baggage porters; all non-professional workers engaged in public housekeeping establishments. <i>Exceptions:</i> Non-professional workers engaged in public housekeeping occupations specifically included under another minimum wage order.</p> <p>Any activity in establishments directly or indirectly connected with the preparation of and offering of food or beverages, and the offering or furnishing of rooms or lodging for remuneration, or other services rendered, to either the public, employees, members or guest of members, paying guests, students, or others; whether such service is operated as the principal business of the employer or as a unit of another business.</p> <p>Includes restaurants, fountain lunch counters, cafeterias, caterers, dairy bars, banquet service, box lunch, curb service, and all other establishments whatsoever where lunches, meals, or food in either solid or liquid form is prepared for and served to the public to be consumed on the premises; motels, tourist houses, hotels, seasonal hotels, camps, clubs, hospitals, convalescent homes, private schools, colleges, and other establishments offering rooms for rent; animal hospitals and kennels.</p> | <p>All employees:¹ Nonservice (including counter workers, unless special permission is granted by the Minimum Wage Commission). Service— Between July 31, 1963, and Sept. 4, 1964. Effective Sept. 4, 1964 Students,³ provided evidence of school enrollment is made available. Overtime: <i>Exempt from overtime provision:</i> Hotels, motels, motor courts, restaurants, hospitals, sanatoriums, convalescent or nursing homes, nonprofit schools and colleges, summer camps operated by nonprofit charitable organizations, rest homes, and infirmaries.</p> | <p>\$1.25 an hour----- 80 cents an hour----- 85 cents an hour----- 20 percent lower than the applicable minimum hourly rate. 1½ times employee's regular rate. (In lieu of laundering, cleaning, and maintaining uniforms, employer may elect to pay an additional 5 cents an hour, not to exceed \$1.50 a week.) (Deductions for furnished meals and lodging permitted in amounts specified in order.)</p> | <p>Maximum for women and minors,¹⁹ a day, 48 a week.³ Do.³ Do.³ Do.³ Over 40 a week.³</p> |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|--|
| <p>MICHIGAN: Wage fixed in law. Rate effective Jan. 1, 1965. Act 154 (L. 1964), Aug. 28, 1964, as amended by Act 296 (L. 1965), July 22, 1965.</p> | <p>Any person, firm, or corporation, including the State and its political subdivisions, agencies, and instrumentalities, that employs 4 or more employees at any one time; includes any person acting in the interest of the employer. (Applicable to employer employing any employee more than 13 weeks in any 4 consecutive 3-month periods.) <i>Exceptions:</i> Employer subject to FLSA; employees harvesting for agricultural fruit, pickle, and tomato growers, or other agricultural employers traditionally contracting for harvesting on a piecework basis, until determination of a scale of piecework equivalent to the prevailing minimum wage for such employment (determination to be made no later than July 31, 1966).</p> | <p>All employees between 18 and 65 years of age: Between Jan. 1, 1965, and Jan. 1, 1966. Between Jan. 1, 1966, and Jan. 1, 1967. On and after Jan. 1, 1967²</p> | <p>\$1 an hour ----- \$1.15 an hour ----- \$1.25 an hour ----- Permissible deductions for gratuities by regulation of Wage Deviation Board: Drive-ins, lunch counters, and luncheonettes: 10% of minimum rate. Hotels, motels, and other establishments where complete meals are served: 25% of minimum rate. (Also, amount of deductions has been determined for meals and uniforms by regulation.) (Maximum deduction 40% of minimum rate.)</p> | <p>Maximum for females, 10 a day (9 average), 54 a week.¹ Do.¹ Do.¹</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|---------------------|---|
| MINNESOTA: Amusement Industry, No. 23, Feb. 17, 1937. (New order separating this industry from All Occupations Order No. 13, July 11, 1938, as amended Apr. 1, 1939.) | All establishments engaged in providing entertainment or recreation for the public, such as motion picture theaters, bowling alleys, skating rinks, dancehalls, amusement parks, and baseball clubs. | Women and minors: Women and minors 18 years and over— In cities, towns, and villages with a population of— More than 25,000 and cities, towns, and villages adjacent or contiguous thereto. 85 cents an hour..... 2,500 to 25,000..... 80 cents an hour..... Less than 2,500..... 75 cents an hour..... Minors under 18 years..... 75 cents an hour..... | | Maximum for minors under 16 years, 8 a day, 48 a week. ¹ |
| Laundry and Drycleaning Industry, No. 21, Jan. 14, 1937. (Supersedes Order No. 17, May 1, 1939.) | Any firm engaged in laundry, drycleaning, dyeing, self-service laundry, and similar activities incidental thereto. | Women and minors: In cities, towns, and villages with a population of— More than 50,000 and cities, towns, and villages adjacent and contiguous thereto. 85 cents an hour..... 25,000 to 50,000..... 79 cents an hour..... 5,000 to 25,000..... 75 cents an hour..... Less than 5,000..... 70 cents an hour..... | | Maximum for females 16 years and over, 54 a week; for minors under 16 years, 8 a day, 48 a week. ¹ Do. ¹ Do. ¹ Do. ¹ |
| Manufacturing and Processing Industry, No. 28, Apr. 27, 1962. (Supersedes Needle Craft Order No. 15, Mar. 1, 1939; partially supersedes All Occupations Order No. 13, July 11, 1938, as amended Apr. 1, 1939.) | 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, agricultural produce or commodities, in whole or in part. | Women and minors ² | \$1.15 an hour..... | Maximum for females 16 and over, 54 a week. ¹ |

Personal Service Industry,
No. 26, Apr. 22, 1961.
(Partially supersedes All
Occupations Order No.
13, July 11, 1938, as
amended Apr. 1, 1939.)

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

Professional, Technical,
Clerical, and Similar
Occupations, No. 29,
May 6, 1962.
(Supersedes Telegraph
Order No. 14, Jan. 10,
1939; partially supersedes
All Occupations Order
No. 13, July 11, 1938, as
amended Apr. 1, 1939.)

Professional semiprofessional, managerial, supervisory, laboratory, research, technical, clerical, and office occupations; including but not limited to accountants; accounting clerks; appraisers; board markers; bookkeepers; canvassers; cashiers; checkroom attendants; checkers; circulation clerks; claims adjusters; classified advertising saleswomen; clerks; collectors; compilers; computers; copyreaders; copywriters; demonstrators; elevator operators; 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.
Exceptions: Such occupations performed in an industry covered by another minimum wage order.

Women and minors ² in cities, towns, villages, boroughs, and governmental subdivisions with a population of —

More than 2,500.....
Less than 2,500.....
Learner or apprentice operators (less than 300 hours of experience in occupations) in cities, towns, villages, boroughs, and governmental subdivisions with a population of—
More than 2,500.....
Less than 2,500.....

\$1 an hour.....
90 cents an hour.....

95 cents an hour.....
85 cents an hour.....

Women and minors ².....

\$1.15 an hour.....

Do.¹

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|--|--|
| MINNESOTA—Continued Public Housekeeping Industry, No. 25, July 8, 1959. (Order separates this industry from All Occupations Order No. 13, July 11, 1938, as amended Apr. 1, 1939; superseded Restaurant Order No. 16, Mar. 1, 1939.) | Any industry, business, or establishment, either profit or nonprofit making, which provides meals, housing, or maintenance services, whether operated as a primary business or incidental to other operations in an establishment not covered by an industry order of the Commission. Includes but is not limited to restaurants, night-clubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boardinghouses, clubs, and similar establishments where food in either solid or liquid form is prepared and served to be consumed on the premises; catering, banquet, box lunch service, drive-ins, and similar establishments which prepare food for consumption on or off the premises; hotels, motels, apartment houses, roominghouses, resorts, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business, or commercial quarters; hospitals, sanitariums, rest homes, child nurseries, child care institutions, homes for the aged, and similar establishments offering board or lodging in addition to medical, surgical, nursing, convalescent, aged, or child care; schools, colleges, or universities, and similar establishments providing board or lodging in addition to educational facilities; establishments contracting for maintenance or cleaning of commercial or living quarters; establishments providing veterinary or other animal care services. | Women and minors under 21 years, except in resorts: In cities, towns, and villages with a population of— More than 50,000 and cities, towns, and villages adjacent and contiguous thereto. 2,500 to 50,000 Less than 2,500 and all other areas. Learners or apprentices (less than 300 hours in the occupation): In cities, towns, and villages with a population of— More than 50,000 and cities, towns, and villages adjacent and contiguous thereto. 2,500 to 50,000 Less than 2,500 and all other areas. Women and minors under 21 years in resorts. Learners or apprentices (less than 300 hours in the occupation). | \$1 an hour 90 cents an hour 85 cents an hour 95 cents an hour 85 cents an hour 80 cents an hour 80 cents an hour 75 cents an hour Allowance for gratuities as part of the minimum wage may not exceed 10 cents an hour for "service employees." ³ (Deduction from minimum wage permitted for furnished lodging and meals in amounts as specified in order.) | Maximum for females 16 and over, 54 a week. ¹ Do. ¹ Do. ¹ Do. ¹ Do. ¹ Do. ¹ Do. ¹ Do. ¹ |

Retail Merchandising Industry, No. 22, Jan. 14, 1957.
(Supersedes Order No. 18, June 30, 1947.)

All firms selling any type of goods, merchandise, articles, wares, or commodities to the consumer, and not for the purpose of resale in any form.

Women and minors (over 500 hours of experience in the industry) in cities, towns, and villages with a population of:

More than 25,000 and cities, towns, and villages adjacent and contiguous thereto.

85 cents an hour-----

Maximum for females 16 years and over, 54 a week; for minors under 16 years, 8 a day, 48 a week.¹

2,500 to 25,000-----
Less than 2,500-----

75 cents an hour-----

Do.¹

70 cents an hour-----

Do.¹

Learners (first 500 working hours in the industry) in cities, towns, and villages with a population of:

More than 25,000 and cities, towns, and villages adjacent and contiguous thereto.

70 cents an hour-----

Do.¹

2,500 to 25,000-----

65 cents an hour-----

Do.¹

Less than 2,500-----

60 cents an hour-----

Do.¹

Women and minors ²-----

\$1.15 an hour-----

Maximum for females 16 and over, 54 a week.¹

Transportation Industry, No. 27, Mar. 2, 1962.
(New order separating this industry from All Occupations Order No. 13, July 11, 1938, as amended Apr. 1, 1939.)

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 connected therewith, including storing or warehousing of goods or property, and the repairing, parking, rental, maintenance, or cleaning of vehicles.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|---|--|
| <p>NEVADA: Wage fixed in law. Rates effective July 1, 1965. Rev. Stat. Ch. 609, secs. 20 to 80, as amended by Ch. 333, Laws of 1965; sec. 608, secs. 2 to 6, as added by Ch. 333, Laws of 1965. (Ch. 609 as previously amended by Ch. 430 (L. 1963), July 1, 1963, established hourly rates of \$1 for females under 18; of \$1.12½ for females 18 and over with increase to \$1.15 effective Sept. 3, 1964.)</p> | <p>Private employment. <i>Exceptions:</i> Domestic service; agriculture; and males governed by provisions of the Fair Labor Standards Act.</p> | <p>Females:¹ 18 years and over..... Under 18 years..... Probationary period (not to exceed 3 months in type of work)— 18 years and over..... Under 18 years..... Overtime..... Males: 18 years and over..... Under 18 years.....</p> | <p>\$1.25 an hour, \$10 a day, \$60 a week. \$1.10 an hour, \$8.80 a day, \$52.80 a week. \$8 a day, \$48 a week..... \$7 a day, \$42 a week..... 1½ times employee's regular wage rate. (Deductions for meals and lodging permitted in amounts as specified in law.) \$1.25 an hour, \$10 a day, \$60 a week. \$1 an hour, \$8 a day, \$48 a week..</p> | <p>Maximum, 8 a day, 48 a week, 6 days a week. Do. Do. Do. Over 8 up to 12 a day; over 48 up to 56 a week (in emergency as specified).² Do. 8 a day, 48 a week, 6 days a week. Do.</p> |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|--|--|
| <p>NEW HAMPSHIRE: Wage fixed in law Jan. 1, 1964. Rates effective Jan. 1, 1965.¹ Rev. Stat. Anns. 1955, secs. 279:21-279:26, as amended by Ch. 203 (L. 1963). (Previously amended by Ch. 275 (L. 1959), effective Nov. 30, 1959.)</p> <p>Beautician Occupation, No. 4-A. Rates effective Jan. 1, 1965.¹ (Order No. 4-A, as amended by Ch. 203 (L. 1963).) (Previously amended by Ch. 275 (L. 1959), effective Nov. 30, 1959.)</p> <p>Drycleaning Occupation, Directory Order No. 7. Rates effective Jan. 1, 1965.¹ (Order No. 7, as amended by Ch. 203 (L. 1963).) (Previously amended by Ch. 275 (L. 1959), effective Nov. 30, 1959.)</p> | <p>Any industry, trade, or business or branch thereof or class of work therein. <i>Exceptions:</i> Household, domestic, or farm labor; outside salesmen; employees of summer camps for minors, restaurants, hotels, inns, and cabins; newsboys and golf caddies; employees (other than laundry employees, nurse aides, and practical nurses) of nonprofit hospitals, orphanages, and homes for the aged; employees subject to provisions of the Federal Fair Labor Standards Act and regulations issued thereunder.</p> <p>Any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.</p> <p>Any activity directly connected with cleaning, dyeing, pressing, or processing of any article of wearing apparel, household furnishings, or fabrics of any kind whatsoever; and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, or pressed.</p> | <p>All employees, with specified exceptions.</p> <p>Laundry employees, nurse aides, and practical nurses in nonprofit hospitals, orphanages, and homes for the aged; learners (not over 6 months in occupation); persons 18 years and under.</p> <p>Theater ushers and pinboys..... Handicapped workers ³.....</p> <p>Women and minors under 21.....</p> <p>Apprentices (not over 6 months in occupation); ⁴ persons 18 years and under.</p> <p>Students in registered schools who work on paying customers. Handicapped workers ³.....</p> <p>Women and minors under 21..... Learners or apprentices (not over 6 months in the occupation); ⁵ persons 18 years and under. Handicapped workers ³.....</p> | <p>\$1.25 an hour.....</p> <p>95 cents an hour.....</p> <p>90 cents an hour..... 80 cents an hour.....</p> <p>\$1.25 an hour.....</p> <p>95 cents an hour.....</p> <p>50 percent of the charge made for the service. 80 cents an hour.....</p> <p>\$1.25 an hour..... 95 cents an hour.....</p> <p>80 cents an hour.....</p> | <p>Maximum for females and minors, 10 a day, 48 a week, or 10¼ a day, 54 a week, as specified in hours law.² Do.²</p> <p>Do.² Do.³</p> <p>Maximum for females and minors, 10¼ a day, 54 a week.² Do.²</p> <p>Do.² Do.²</p> <p>Do.² Do.²</p> <p>Do.²</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|---|--|
| NEW HAMPSHIRE—Con. Hotel, Motel, Cabin, Tourist Home, and Restaurant Occupations, No. 7, Apr. 1, 1964. (Supersedes Order No. 6, June 1, 1960, which superseded Restaurant Occupation Order No. 3-A, Oct. 1, 1950, and Hotel, Cabin, and Tourist Home Occupations, No. 8, Jan. 1, 1952.) | Any establishment, including tourist homes, motels, inns, and cabins, which as a whole or a part of its business activities offers lodging and accommodations for hire to the public, to employees, or to members or guests of its members, and services in connection therewith or incidental thereto (covers both resort hotels, as defined, and all-year hotels); and any establishment which prepares and offers for sale food for consumption either on any of its premises or by catering and banquet service, box lunch, or curb service. The term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked or otherwise prepared, excluding, however, medicinal preparations. <i>Exception:</i> Order does not apply to any student employed while attending school and receiving meals and/or room in lieu of pay. ⁴ | Women and minors under 21: Nonservice— Until Apr. 1, 1965..... On and after Apr. 1, 1965..... Service— Until Apr. 1, 1965..... On and after Apr. 1, 1965..... Resort hotel chambermaids and elevator operators— Until Apr. 1, 1965..... On and after Apr. 1, 1965..... Busboys..... | 90 cents an hour..... \$1.00 an hour..... 56 cents an hour..... 62 cents an hour..... 65 cents an hour..... 75 cents an hour..... 75 cents an hour..... (Deductions for meals and/or lodging permitted in amounts specified in order.) | (2) (2) (2) (2) (2) (2) (2) |
| Laundry Occupation, No. 2. Rates effective Jan. 1, 1965. ¹ (Order No. 2, as amended by Ch. 203 (L. 1963).) (Previously amended by Ch. 275 (L. 1959), effective Nov. 30, 1959.) | Any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services either on their own behalf or for others by business establishments, clubs, institutions, and overnight camps. Includes any place in which any phase of laundry service is conducted. | Women and minors under 21..... Learners or apprentices (not over 6 months in occupation); persons 18 years and under. Handicapped workers ³ | \$1.25 an hour..... 95 cents an hour..... 80 cents an hour..... (Deduction of a fair charge—no more than actual cost—permitted for required uniforms.) (Allowance for furnished meals or lodging permitted in amounts specified in order.) | Maximum for females and minors, 10¼ a day, 54 a week. ² Do. ³ Do. ³ |
| Retail Trade Occupation, No. 5-A. Rates effective Jan. 1, 1965. ¹ (Order No. 5-A, as amended by Ch. 203 (L. 1963).) (Previously amended by Ch. 275 (L. 1959), effective Nov. 30, 1959.) | Any retail establishment or any retail activity, unless and until the specific employment is governed by a minimum wage order other than this general retail order. | Women and minors under 21..... Learners (not over 6 months in the industry); ² persons 18 years and under. Handicapped workers ³ | \$1.25 an hour..... 95 cents an hour..... 80 cents an hour..... | Do. ³ Do. ³ Do. ³ |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|---|---|
| NEW JERSEY: Beauty Culture Occupations, No. 12, May 17, 1961. (Supersedes Order No. 5 of Jan. 10, 1943.) | Includes services, operations, or processes used or useful in care, cleansing, beautification, or enhancement of personal appearance; and all services, operations, or processes incidental thereto, including work of demonstrators, maids, cashiers, and reception or appointment clerks. <i>Exception: Hotels.</i> Beauty culture establishment includes any shop, store, place, room, or part thereof in which services are rendered in the beauty culture occupation, or any branch thereof, and a charge is made to the public for such services. | Women and minors: ¹ Operators— After 6 months in establishment..... First 6 months in establishment..... Other beauty culture occupations..... Maids, cleaning women, porters, or shoeshine boys..... On senior student or temporary permit..... Overtime: <i>Exempt from overtime provision: Employees in a bona fide managerial, executive, or supervisory capacity on a salary basis of \$80 or more a week.</i> | \$1.50 an hour..... \$1.25 an hour..... \$1.35 an hour..... \$1.25 an hour..... \$1.25 an hour..... 1½ times the regular rate..... | Over 40 a week. |
| Laundry and Cleaning and Dyeing Occupations, No. 13, Dec. 3, 1962. (Supersedes Order No. 10, May 6, 1956, which superseded Order No. 7, Oct. 23, 1946.) | Any activity in any capacity in the marking, sorting, washing, cleansing, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or delivery or any other activity, including clerical work, directly incidental or essential to the laundering, cleansing, or renovating of any articles of clothing, napery, blankets, rugs, carpets, draperies, bedclothing, fabric, textile, fur, or leather, when such activity is not performed in the original process of manufacturing. <i>Exception: Hotel employees.</i> ² | Women and minors: ¹ Until May 1, 1963..... Between May 1, 1963, and Dec. 3, 1963..... On and after Dec. 3, 1963..... Learners (beginners for first 4 weeks of employment with an employer). Overtime: <i>Exempt from overtime provision: Bona fide supervisory or executive employees on a salary basis of \$75 or more a week.</i> | \$1.15 an hour..... \$1.20 an hour..... \$1.25 an hour..... 5 cents an hour less than basic minimum wage. 1½ times regular hourly rate..... | 40 a week. Do. Do. Do. Over 40 a week. ³ |
| Mercantile Occupations, No. 11, Oct. 9, 1956. (Supersedes Order No. 8, June 6, 1949.) | Includes all employment in or for any industry or business selling or offering for sale any type of merchandise, wares, goods, articles, or commodities; all work connected with the soliciting of sales or opportunities for sales and 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; work performed in the manufacturing of merchandise sold at retail upon the premises where it is manufactured. <i>Exceptions: Newsboys; casual employment (as defined) of persons under 16 years of age; work performed in the manufacturing of merchandise sold at wholesale by the manufacturer.</i> | Women and minors ¹ Students under 21 years..... Learners (new employees first 180 days of employment by employer). Overtime: <i>Exempt from overtime provision: Persons with hourly rate in excess of \$2.</i> | \$1 an hour..... 85 cents an hour..... 85 cents an hour..... 1½ times the regular hourly rate..... | 40 a week. Do. Do. Over 40 a week. ⁴ |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|--|------------------------------|
| NEW JERSEY—Con. Restaurant Occupations, No. 9, Feb. 19, 1956. (Supersedes Order No. 6, Aug. 13, 1943.) | Any activity in the restaurant industry, i.e., any eating or drinking place which prepares and offers food or beverage for human consumption either in any of its premises or by such service as catering, banquet, box lunch, or curb service, to the public, to employees, or to members or guests of members. <i>Exceptions:</i> Person working in a nonprofit institution who, while so working, shall be receiving from such institution benefits of a charitable or educational nature, or instruction and training in a recognized profession, and whose work for such institution is an incident of his or her receipt of such benefits; hotel employees (not including those in hotel restaurant catering to nonresident guests). ³ | Women and minors: ¹ Nonservice (except those serving persons in automobiles). | \$1 an hour (less than 2 meals a day). 87 cents an hour (2 or more meals a day). 84 cents an hour (full board and lodging). | 40 a week. |
| | | Nonservice (serving persons in automobiles). | 80 cents an hour (less than 2 meals a day). 67 cents an hour (2 or more meals a day). | Do. |
| | | Service employees (as defined)----- | 66 cents an hour (less than 2 meals a day). 53 cents an hour (2 or more meals a day). | Do. |
| | | Overtime: <i>Exempt from overtime provision:</i> Bona fide supervisory or executive employees on a salary basis in excess of \$60 a week. If employee has more than one interval off duty or spread of hours exceeds 10. | 50 cents an hour (full board and lodging). 1½ times the regular hourly rate. 50 cents a day in addition to wages otherwise earned. | Over 40 a week. ² |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|---|--|
| <p>NEW MEXICO: Wage fixed in law. Rates effective June 16, 1965. Stat. Anns. 1953 secs. 59-3-20 to 59-3-27, as amended by Ch. 121 (L. 1965). (Previously amended by Ch. 227 (L. 1963), June 7, 1963, to establish an hourly rate of 80 cents; except 70 cents for service employees.)</p> | <p>Any employment by employers of 4 or more persons at any one time. <i>Exceptions:</i> Persons employed in agriculture; in domestic service in or about a private home; in a bona fide executive, administrative, or professional capacity; by the United States, the State, or any political subdivision; in hospitals, mortuaries, and ambulance services; in activities of an educational, charitable, religious, or nonprofit organization where no employer-employee relationship exists, or where services are voluntary; foremen, superintendents, or supervisors; salesmen or individuals paid on piecework, flat-rate schedule, or commission basis; primary or secondary school students working after school hours or on vacation; apprentices and learners otherwise provided by law; G.I. bill trainees while under training; inexperienced workers who have worked less than 3 months for any one employer.³</p> | <p>All employees,¹ except service employees.</p> <p>Service employees, that is, persons employed in restaurants, cafes, drug-stores,¹ and other establishments furnishing food or drink for consumption on the premises; laundries; cleaning establishments engaged in cleaning or repairing garments at retail; hotels, motels, tourist courts, and other establishments furnishing lodging for hire to the public; gasoline and automotive service stations; and bakeries.</p> | <p>90 cents an hour.....</p> <p>80 cents an hour.....</p> | <p>Maximum for females, 8 a day, 48 a week, in specified occupations.²</p> <p>Do.²</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|--|------------|
| NEW YORK: Wage fixed in law. Rate effective Oct. 15, 1962. Ch. 619 (L. 1960), as amended by Ch. 440 (L. 1961), Apr. 11, 1961, and Chs. 439 and 440 (L. 1962), May 1, 1962. | Any industry, trade, business, or class of work in which employees are gainfully employed. <i>Exceptions:</i> Domestic service in the home of employer; labor on a farm; bona fide executive, administrative, or professional employees; outside salesmen or taxicab drivers; volunteer, learner, or apprentice of a corporation, unincorporated association, community chest fund, or foundation organized and operated exclusively for religious, charitable, or educational purposes, no part of net earnings of which inures to benefit of any private shareholder or individual; ³ a member of a religious order, or duly ordained, commissioned, or licensed minister, priest, or rabbi, or sexton, or Christian Science reader; work for such a religious or charitable institution (1) which is incidental to or in return for charitable aid conferred upon an individual and not under an express contract of hire, (2) at which institution individual is a student, (3) in or for such institution if the earning capacity of individual is impaired by age, physical or mental deficiency, or injury, (4) in or for a summer camp or conference of such institution for not more than 3 months annually; staff counselor in a children's camp; student employed in or for a college or university fraternity, sorority, student associations, or faculty associations, no part of net earnings of which inures to benefit of any shareholder or individual, and which is recognized by such college or university if such individual is a student; Federal, State, or municipal government or political subdivision thereof; work to which the minimum wage provisions of the Federal Fair Labor Standards Act, as amended, apply, except the statutory minimum wage established by Ch. 619, as amended, shall apply. ⁴ | All employees: Until Oct. 15, 1964..... On and after Oct. 15, 1964..... | \$1.15 an hour ¹ \$1.25 an hour ¹ | (3) (2) |

Amusement and Recreation Industry, No. 8-b, Oct. 15, 1962. (Supersedes Order No. 8-a of Mar. 1, 1959, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. Order No. 8-a superseded Order No. 8, Apr. 21, 1951.)

Includes all establishments whose primary service is to provide amusement, entertainment, or recreation, including establishments which produce and distribute motion pictures and services allied to this, such as casting and rental of motion picture film or equipment. Includes owners, lessees, and concessionaires whose business is incidental thereto or in connection therewith, or a part thereof, and such services as are allied therewith.

Includes, but not limited to, motion picture and other theaters, dancehalls and studios, ballrooms, bowling alleys, billiard parlors, skating rinks, riding academies, racetracks and stables, amusement parks and centers, penny arcades and other coin-operated amusement-device parlors, athletic fields, arenas, ball parks and stadiums, swimming pools, beaches, gymnasiums and slenderizing salons, golf courses, tennis courts, carnivals, circuses, boathouses, card clubs, and other similar establishments, as well as play-producing or other entertainment-producing companies, theatrical agents, ticket brokers, and professional sports promoters; allied services operated in connection with amusement and recreation establishments, such as checkrooms and parking lots. *Exceptions:* Establishments engaged in the operation of radio or television broadcasting stations; summer theater apprentice actors; actors in New York City theaters with less than 300 seats; rolling-chair pushers.⁷

All employees,⁸ except pinsetters, ushers at sports exhibitions, and golf caddies:

Until Oct. 15, 1964

On and after Oct. 15, 1964

\$1.15 an hour

\$1.25 an hour

Order prohibits the counting of tips as part of the minimum wage, except a tip allowance of 35 cents an hour may be considered as part of the minimum wage for cabana boys and beach chair, umbrella, and locker room attendants in beach clubs.

1 additional hour's pay at 1½ times the minimum hourly rate.

For every day spread of hours exceeds 11.

Until Oct. 15, 1964:

Pinsetters

Ushers at sports exhibitions

Golf caddies

14 cents a line

\$4.40 per event

\$1.40 per bag for each round of 9 holes or less.

\$2.50 per bag for each round of 10 to 18 holes.

On and after Oct. 15, 1964:

Pinsetters

Ushers at sports exhibitions

Golf caddies

15 cents a line

\$4.75 per event

\$1.50 per bag for each round of 9 holes or less.

\$2.70 per bag for each round of 10 to 18 holes.

(Furnished meals and lodging may be considered as part of minimum wage in amounts as specified in order.)

(In lieu of laundering or maintaining required uniforms, employer must pay, in addition to the minimum wage, \$1.50 a week if employee works more than 30 hours a week; or \$1 a week for 30 or less hours of work a week.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|---|
| New York—Continued Beauty Service Industry, No. 2-d, Oct. 15, 1962. (Supersedes Order No. 2-c of Jan. 6, 1953, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.) | All establishments which perform services or operations in the care, cleansing, or beautification of the skin, scalp, nails, or hair, or in the enhancement of personal appearance, and also services or operations in connection therewith or incidental thereto; including, but not limited to, maids, cloakroom attendants, cleaning women, cashiers, receptionists, appointment clerks, and clerical workers. <i>Exceptions:</i> Barbers, manicurists, and other workers in barbershops which perform services primarily for men. ⁷ (Bona fide booth renter, as defined, is not deemed an employee in the beauty service industry.) | All employees, except maids, cleaning women, porters: Until Oct. 15, 1964— Full time (over 28 hours a week): Hourly rate Weekly rate ⁸ Overtime Part time (28 hours or less a week) ⁹ On and after Oct. 15, 1964— Full time (over 28 hours a week): Hourly rate Weekly rate ⁸ Overtime Part time (28 hours or less a week) ⁹ Maids, cleaning women, porters: Until Oct. 15, 1964 On and after Oct. 15, 1964 | \$1.15 an hour \$46 a week \$1.72½ an hour \$1.45 an hour \$1.25 an hour \$50 a week \$1.87½ an hour \$1.55 an hour \$1.15 an hour \$1.25 an hour (Meals and lodging furnished may be considered as part of the minimum wage, in amounts specified in order.) | Actual working time. More than 28, not over 40 a week. Over 40 a week. ² Actual working time. Actual working time. More than 28, not over 40 a week. Over 40 a week. ² Actual working time. Actual working time. Maximum for females, 8 a day, 48 a week. ² Do. ² |
| Building Service Industry, No. 9-b, Oct. 15, 1962. (Supersedes Order No. 9-a of May 29, 1961. Order No. 9-a superseded Order No. 9 of Feb. 15, 1953, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.) | Includes any person, corporation, or establishment engaged in whole or in part in renting, servicing, cleaning, maintaining, or managing buildings or building space, and all occupations, operations, and services in connection therewith or incidental thereto. The industry includes, but is not limited to, real estate owners, building owners, operators, lessors, managing agents, and independent contractors. <i>Exceptions:</i> Building trades contractors engaged exclusively in the field of construction; establishments engaged exclusively in real estate sales; employees of an owner or lessee of a building occupying the entire building for his own use if they work exclusively in that building; clerical and non-manual workers employed in the offices of managing agents or in central offices, whose wages are not directly chargeable to the operations of a specific building or building space; individuals working in or in connection with a bungalow colony. ⁷ Order provides that the | All employees, ⁵ ⁶ except janitors in residential buildings: Until Oct. 15, 1964 Oct. 15, 1964 Overtime— Until Oct. 15, 1964 Oct. 15, 1964 Janitors in residential buildings: Until Oct. 15, 1964— Resident janitors in buildings: Centrally heated— By coal (hand fired) By automatic heat (all fuels) Noncentrally heated— Hot water Cold water Nonresident janitors in buildings: Centrally heated— By coal (hand fired) | \$1.15 an hour \$1.25 an hour \$1.72½ an hour \$1.87½ an hour \$1 per unit per week 85 cents per unit per week 70 cents per unit per week 65 cents per unit per week 75 cents per unit per week | Over 40 a week. (Until Jan. 1, 1963, over 42 a week in residential buildings.) Do. ² |

prescribed unit rates do not apply to janitors paid at least \$62 a week by a building owner or managing agent.

Cleaning and Dyeing Industry, No. 4-d, Oct. 15, 1962.
(Supersedes Order No. 4-c of Apr. 15, 1957, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. Order No. 4-c superseded Order No. 4-b of Feb. 15, 1953.)

(a) All types of cleaning, dyeing, pressing, or processing incidental thereto, including mending and altering in connection therewith, of materials belonging to the ultimate consumer, i.e., clothing, hats, household furnishings, rugs, textiles, furs, leather, upholstered goods, or fabrics of any kind whatsoever; (b) the soliciting, collecting, selling, reselling, or distributing at retail or wholesale of cleaning, dyeing, and pressing services; (c) all office, clerical, packing, or other occupations (including plant maintenance) incidental or related to the processes described above. *Exceptions:* Cleaning, dyeing, or pressing when a process in the manufacture of new materials or of secondhand materials being processed for resale; establishments insofar as they are covered by the Laundry Industry Order.⁷

| | |
|--------------------------------------|---------------------------------|
| By automatic heat (all fuels)..... | 60 cents per unit per week..... |
| Noncentrally heated (all types)..... | do..... |
| Oct. 15, 1964— | |
| Resident janitors in buildings: | |
| Centrally heated— | |
| By coal (hand fired)..... | \$1.09 per unit per week..... |
| By automatic heat (all fuels)..... | 92 cents per unit per week..... |
| Noncentrally heated— | |
| Hot water..... | 76 cents per unit per week..... |
| Cold water..... | 71 cents per unit per week..... |
| Nonresident janitors in buildings: | |
| Centrally heated— | |
| By coal (hand fired)..... | 82 cents per unit per week..... |
| By automatic heat (all fuels)..... | 65 cents per unit per week..... |
| Noncentrally heated (all types)..... | do..... |

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

All employees:⁸

Until Oct. 15, 1964—

| | | |
|---|----------------------|------------------------------|
| Full time (24 hours or more a week): | | |
| Hourly rate..... | \$1.15 an hour..... | Actual working time. |
| Weekly rate \$..... | \$34.50 a week..... | 24, not over 30 a week. |
| Overtime..... | \$1.72½ an hour..... | Over 40 a week. ² |
| Part time (less than 24 hours a week). ⁹ | \$1.20 an hour..... | Actual working time. |

On and after Oct. 15, 1964—

| | | |
|---|----------------------|------------------------------|
| Full time (24 hours or more a week): | | |
| Hourly rate..... | \$1.25 an hour..... | Do. |
| Weekly rate \$..... | \$37.50 a week..... | 24, not over 30 a week. |
| Overtime..... | \$1.87½ an hour..... | Over 40 a week. ² |
| Part time (less than 24 hours a week). ⁹ | \$1.30 an hour..... | Actual working time. |

On any day employee works a split shift, excluding meal period of 1 hour or less.

Overtime rate..... Do.
(Meals and lodging actually furnished may be considered part of the minimum wage, in amounts specified in order.)
(In lieu of laundering or maintaining required uniforms, employer must pay, in addition to the minimum wage, \$1.50 a week to employee working more than 30 hours; \$1 a week for 30 hours or less.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|--|--|
| NEW YORK—Continued Confectionery Industry, No. 3-c, Oct. 15, 1962. (Supersedes Order No. 3-b of Mar. 3, 1952, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. Order No. 3-b superseded Order No. 3-a of Nov. 30, 1947.) | All activities, services, and processes in the manufacture, preparation, and packaging of candy, confections, sweetmeats, chewing gum, sweetened cough drops, and sugared nuts. All occupations necessary to the production of the articles specified, including but not limited to office, clerical, maintenance, wrapping, packaging, and shipping. <i>Exceptions:</i> ⁷ | All employees: ⁸ Until Oct. 15, 1964— Full time (over 32 hours a week): Hourly rate..... Weekly rate ¹⁰ Overtime..... Part time (32 hours or less a week), ⁹ ¹¹ Overtime..... On and after Oct. 15, 1964— Full time (over 32 hours a week): Hourly rate..... Weekly rate ¹⁰ Overtime..... Part time (32 hours or less a week), ⁹ ¹¹ Overtime..... | \$1.15 an hour..... \$46 a week..... \$1.72½ an hour..... \$1.20 an hour..... \$1.80 an hour..... \$1.25 an hour..... \$50 a week..... \$1.87½ an hour..... \$1.30 an hour..... \$1.95 an hour..... | Actual working time. More than 32, up to 40 a week. Over 8 a day, over 40 a week. ² Actual working time. Over 3 a day. Actual working time. More than 32, up to 40 a week. Over 8 a day, over 40 a week. ² Actual working time. Over 8 a day. |
| Hotel Industry, No. 6-g, Oct. 15, 1962. (Supersedes Order No. 6-f, Nov. 3, 1961, which superseded Order No. 6-e of June 20, 1953, as modified by Ch. 619 (L. 1960), Oct. 1, 1960.) | Any establishment which, as a whole or part of its business activities, offers lodging accommodations for hire to the public, to employees, or to members or guests of members, and services in connection therewith or incidental thereto; including, but not limited to, commercial hotels, apartment hotels, resort hotels, lodgishouses, boardinghouses, furnished-room houses, children's camps, adult camps, tourist camps, tourist homes, motels, auto camps, residence clubs, membership clubs, dude ranches, Turkish baths, and Russian baths. <i>Exceptions:</i> Eating or drinking places customarily offering lodging accommodations only to their own employees or, with less than 5 rooms, to the public, to employees, or to members or to guests of members; establishments in which lodging accommodation is not available to the public or to members or guests of members, but is incidental to instruction, medical care, religious observance, or the care | All employees: ⁸ ¹² All-year hotels— Full time: Until Oct. 15, 1964..... On and after Oct. 15, 1964..... Part time ⁹ ¹⁴ | \$1.15 an hour with allowance for tips of 35 cents an hour for service employees. \$1.25 an hour with allowance for tips of 35 cents an hour for service employees. 5 cents an hour more than basic hourly rate. | Nonresidential employees: over 30, including 40 a week in New York City; over 30, including 42 a week outside New York City. Residential: ¹³ up to and including 44 a week. Nonresidential employees: over 30, including 40 a week in New York City; over 30, including 42 a week outside New York City. Residential: ¹³ up to and including 44 a week. 30 or less a week. |

of handicapped or destitute persons, or other public charges; golf caddies; Turkish bath workers employed by concessionaires in hotels, or Turkish baths operated independently of hotels, unless employed in connection with lodging facilities of the establishment; campers who work no more than 4 hours a day in a children's camp.¹

Resort hotel defined as one which offers lodging accommodations of a vacational nature to the public or to members or guests of members and which operates not more than 7 months in any calendar year or, being located in a rural community or in a city or village of less than 15,000 population, increases either its number of employee workdays or its number of guest days in 4 consecutive weeks by at least 100 percent over the number of such days in any other 4 consecutive weeks in preceding calendar year.

| | | |
|---|--|--|
| Overtime----- | 1½ times basic hourly rate before allowance for meals and lodging, but after allowance, if any, for tips. | Nonresidential employees: over 40 a week in New York City, over 42 outside New York City. Residential: ¹³ over 44 a week. |
| On any day employee has more than one interval off duty (excluding meal period of 1 hour or less), or spread of hours exceeds 10, or both situations occur. | \$1 a day in addition to hourly wages earned. (Furnished meals and lodging in all-year hotels may be considered part of minimum wage, in amounts specified in order.) (In lieu of laundering and cleaning required uniforms, employer must pay an additional 5 cents an hour.) | |
| Resort hotels— Until Oct. 15, 1964----- | \$1.15 an hour with allowance for tips of 15 cents an hour for chambermaids, 35 cents an hour for service workers. | Up to 48 a week. ¹³ |
| On and after Oct. 15, 1964----- | \$1.25 an hour with allowance for tips of 15 cents an hour for chambermaids, 35 cents an hour for service workers. | Do. ¹³ |
| Students employed as service workers for not more than 17 weeks in resort hotel (as defined), by certificate. | Up to 20 percent lower than the minimum hourly rate after allowance for tips, meals, and lodging. | Do. ¹³ |
| Overtime----- | 1½ times basic hourly rate before allowance for meals and lodging, but after allowance, if any, for tips. (Furnished meals and lodging may be considered a part of the minimum wage. For nonresidential employees: meals valued at not more than 50 cents each; lodging, 14 cents an hour; lodging and 3 meals a day, \$3 a day for each day worked.) (In lieu of laundering and cleaning required uniforms, employer must pay an additional 5 cents an hour, not over \$2.40 a week.) | Over 48 a week and hours worked on 7th consecutive day. ² |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|---|--|
| NEW YORK—Continued Laundry Industry, No. 1-d, Oct. 15, 1962. (Supersedes Order No. 1-c of Apr. 15, 1957, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. Order No. 1-c superseded Order No. 1-b, Feb. 15, 1953.) | (a) Washing of fabrics or textiles of any kind and the ironing, pressing, repairing, or processing incidental to such washing; (b) soliciting collection, distribution, or rental at wholesale or retail of the articles so processed; (c) engaging in any of the processes mentioned in (a) or (b) for their own use by business establishments, except where the processing is incidental to the manufacture or sale of a commodity; (d) all occupations, operations, and services in connection with or incidental to the processes mentioned above; laundrettes and automatic and coin-operated laundries. <i>Exceptions:</i> ⁷ | All employees: ^{5 6} Until Oct. 15, 1964— Full time (over 30 hours a week): Hourly rate Weekly rate ⁸ Overtime Part time (30 hours or less a week). ⁹ On and after Oct. 15, 1964— Full time (over 30 hours a week): Hourly rate Weekly rate ⁸ Overtime Part time (30 hours or less a week). ⁹ | \$1.15 an hour \$42.93 a week \$1.72½ an hour \$1.20 an hour \$1.25 an hour \$46.67 a week \$1.87½ an hour \$1.30 an hour (Meals and lodging furnished may be considered a part of the minimum wage, in amounts as specified in order.) (An allowance not exceeding one-half of the actual purchase cost of required uniform permitted as part of minimum wage.) | Actual working time. Over 30, including 37½ a week. Over 40 a week. ² Actual working time. Actual working time. Over 30, including 37½ a week. Over 40 a week. ² Actual working time. |
| Restaurant Industry, No. 5-e, Oct. 15, 1962. (Supersedes Order No. 5-d of Apr. 1, 1962. ¹⁵ Order No. 5-d superseded Order No. 5-c of Sept. 17, 1957, as modified by Ch. 619 (L. 1960) Oct. 1, 1960.) | Any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquet, box lunch, or curb or counter service, to the public, to employees, or to members or guests of members; and services in connection therewith or incidental thereto; including, but not limited to, restaurant operations of other types of establishments, restaurant concessions in any establishment, and concessions in restaurants. <i>Exceptions:</i> Eating or drinking places operated by establishments customarily offering lodging accommodations of 5 or more rooms to the public, to employees, or to members or guests of members, not including eating and drinking places | All employees: ^{5 6} Until Sept. 3, 1963— Full time (over 30 hours a week) .. Overtime: Nonservice Service Part time (30 hours or less a week). ¹⁴ On and after Sept. 3, 1963— Full time (over 30 hours a week) .. | \$1.15 an hour with an allowance for tips of 30 cents an hour for service employees. \$1.72½ an hour \$1.27½ an hour after allowance for tips. \$1.20 an hour with an allowance for tips of 30 cents an hour for service employees. \$1.25 an hour with an allowance for tips of 35 cents an hour for service workers. | Over 30, up to 40 a week. Over 40 a week. ² Do. ² Actual working time. Over 30, up to 40 a week. |

Retail Trade Industry, No. 7-c, Oct. 15, 1962.
(Supersedes Order No. 7-b of Feb. 15, 1959, as modified by Ch. 619 (L. 1960), Oct. 1, 1960. Order No. 7-b superseded Order No. 7-a, Dec. 28, 1953.)

offering lodging only to their own employees; establishments where service of food or beverages is not available to the public but is incidental to instruction, medical care, religious observance, or the care of handicapped or destitute persons or other charges.⁷

Selling or offering for sale at retail and/or wholesale any goods, wares, merchandise, articles or things, and all occupations, operations, and services in connection therewith or incidental thereto. *Exceptions:* Establishments engaged solely in wholesale trade, or employment exclusively at wholesale in an establishment engaged in both wholesale and retail trade which realizes less than 25 percent of its gross annual receipts from retail sales.⁷

See footnotes at end of table.

| | | | |
|--|---|--|-------------------------------|
| Overtime: | | | |
| Nonservice..... | \$1.87½ an hour..... | | Over 40 a week. ² |
| Service..... | \$1.35 an hour after allowance for tips. | | Do. ² |
| Part time (30 hours or less a week) ¹⁴ | \$1.30 an hour with an allowance for tips of 35 cents an hour for service workers. | | Actual working time. |
| On any day employee has more than one interval off duty (excluding meal period of 1 hour or less), or spread of hours exceeds 10, or both situations occur. | An additional hour's pay at the full-time hourly rate in addition to minimum wages otherwise required. (Furnished meals and lodging may be considered part of minimum wage, in amounts specified in order.) (In lieu of laundering and maintaining required uniform, employer may pay 4 cents an hour in addition to minimum wage.) | | |
| All employees: ^{5 6} | | | |
| Until Oct. 15, 1964— | | | |
| Hourly rate..... | \$1.15 an hour..... | | Actual working time. |
| Weekly wage ¹⁰ | \$43.13 a week..... | | Over 30, not over 37½ a week. |
| Overtime..... | \$1.72½ an hour..... | | Over 40 a week. ² |
| On and after Oct. 15, 1964— | | | |
| Hourly rate..... | \$1.25 an hour..... | | Actual working time. |
| Weekly wage ¹⁰ | \$46.88 a week..... | | Over 30, not over 37½ a week. |
| Overtime..... | \$1.87½ an hour..... | | Over 40 a week. ² |
| If employee works a split shift, excluding a meal period of 1½ hours or less, or spread of hours exceeds 10, or both situations occur. <i>Except:</i> Students on days attending school. | 1 hour's pay at the basic hourly rate in addition to minimum wages otherwise required. (Meals and lodging actually furnished may be considered part of the minimum wage, in amounts as specified in order.) (In lieu of laundering or maintaining required uniforms, employer must pay in addition to the minimum wage \$1.50 a week to employee working more than 30 hours; \$1 a week, for 30 hours or less.) | | |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|---|---|
| NEW YORK—Continued Miscellaneous Industries and Occupations, No. 11-a, Oct. 15, 1982. (Supersedes Order No. 11, Oct. 1, 1960, issued pursuant to Ch. 619 (L. 1960).) | Miscellaneous industries and occupations. <i>Exceptions:</i> Occupations or industries covered by another minimum wage order; nonprofit-making institutions which have elected to be exempt from coverage of a minimum wage order under provisions of the Minimum Wage Act. ⁷ | All employees, ¹³ except those in nonprofitmaking institutions: Until Oct. 15, 1964..... On and after Oct. 15, 1964..... | \$1.15 an hour..... \$1.25 an hour..... | Actual working time. ² Do. ² |
| | | Learners, apprentices, and handicapped workers, by certificate from Commissioner. (Order defines learners, apprentices, handicapped workers.) | (Maximum hourly allowance for tips (under conditions specified in order) as part of minimum wage: 15 cents, if employee's weekly tips average between 15 cents and 30 cents an hour; 30 cents, if average is 30 cents or more an hour. No allowance for tips if weekly average is less than 15 cents an hour.) (Furnished meals and lodging may be considered a part of minimum wage, in amounts as specified in order.) Not less than 75 percent of the applicable minimum wage after allowance. | Do. ² |
| | | All employees ¹³ in nonprofitmaking institutions (as defined) not electing to be exempt from coverage under a minimum wage order: Until Oct. 15, 1964..... On and after Oct. 15, 1964..... | \$1.15 an hour..... \$1.25 an hour..... | Do. ² Do. ² |
| | | | (Furnished meals and lodging may be considered a part of minimum wage, in amounts as specified in order.) (In lieu of furnishing laundry facilities to employees in children's camps, employer may pay \$1 a week in addition to minimum wage.) | |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|---|--|
| <p>NORTH CAROLINA: Wage fixed in law. Rate effective Jan. 1, 1964. Gen. Stats., secs. 95-85 to 95-97, as amended by Ch. 816 (L. 1963). (Enacted by Ch. 475 (L. 1959), effective Jan. 1, 1960, and amended by Chs. 602 and 652 (L. 1961).) <u>Editor's Note:</u> Ch. 229 (L. 1965) increased the minimum wage rate to \$1.00 an hour effective Jan. 1, 1966.</p> | <p>All employment. <i>Exceptions:</i> Any establishment with 3 or less employees; ² persons employed: as farm laborer or farm employee; in domestic service or in or about a private home, public or private nursing home for the aged and/or infirm, public or private hospital, or eleemosynary institution primarily supported by private funds; in activities of an educational, charitable, religious, or nonprofit organization where employer-employee relationship does not, in fact, exist or where services rendered are voluntary; as newsboys, shoeshine boys, caddies on golf courses, babysitters, ushers, doormen, concession attendants, cashiers in theaters, pinboys in bowling alleys, traveling or outside salesmen on commission basis; on a part-time basis during school year who are students at any recognized school or college; or in the seafood or fishing industry on a part-time basis or who normally work and are paid for in the amount of work accomplished; and persons under 21 years employed by father or mother; those receiving tips or gratuities as the principal part of their wage; those confined to any penal, corrective, or mental institution of the State or any political subdivision thereof; employees of boys' and girls' summer camps; persons under the age of 16 or 65 years of age and over; taxicab drivers and operators.</p> | <p>All employees 16 to 65 years of age. ¹</p> <p>Learners (160 hours in the industry) in hotels, motels, laundries and dry-cleaners, cafes and restaurants, sandwich and pastry manufacturers, and cosmetologists. (Regulations of the Commissioner of Labor.)</p> | <p>85 cents an hour.....</p> <p>65 cents an hour.....</p> | <p>Maximum for females, 9-48-hour week, 10-55-hour week, and 11-55-hour week in industries and occupations specified in hours law. ³</p> <p>Do.³</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|--|
| NORTH DAKOTA: Laundry, Cleaning, and Dyeing Occupation, No. 4, Sept. 30, 1963. (Supersedes Order No. 4, Sept. 18, 1961.) | Any establishment where clothes are washed, cleaned, or dyed by any process, by any person, firm, institution, corporation, or association; includes all the processes connected with receiving, marking, washing, cleaning, ironing, and distributing washable or cleanable materials, including work performed in laundry departments in hotels and factories, coin-operated laundries and cleaners. | Women and minors: ¹ Experienced— Cleaning and dyeing..... Laundry..... Learners: ² — Cleaning and dyeing (first 6 months in establishment). Laundry (first 60 days in establishment). Part time..... | 85 cents an hour..... 75 cents an hour..... 75 cents an hour..... 65 cents an hour..... Applicable hourly minimum..... | Maximum for women, 8½ a day, 48 a week. ³ Do. ² Do. ² Do. ² For each hour worked. |
| Manufacturing Occupation, No. 2, Aug. 9, 1963. (Supersedes Order No. 2, Sept. 1, 1949.) | 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, and in bakery and biscuit-manufacturing establishments, in candy-manufacturing, and in bookbinding and jobpress-feeding establishments. | Women and minors: ¹ Experienced..... Learners (first 3 months in establishment). | 80 cents an hour..... 70 cents an hour..... | Maximum for women, 8½ a day, 48 a week. ³ Do. ² ⁴ |
| Mercantile Occupation, No. 3, Aug. 29, 1962. (Supersedes Order No. 3, Mar. 6, 1957, which superseded order of Aug. 14, 1951.) Editor's Note: Order No. 3 revised effective Nov. 17, 1965. | Establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force; shippers in the mail-order department; receiving, marking, and stockroom employees; and all other work. <i>Exception:</i> Employees performing office duties solely. | Women and minors: ¹ Experienced..... Learners (6 months' apprenticeship in occupation). | 75 cents an hour; \$36 a week; \$156 a month. 55 cents an hour; \$26.40 a week; \$114.40 a month. | Maximum for women, 8½ a day, 48 a week, in cities and towns of 500 or more population as specified in hours law; 9 a day, 54 a week, in towns under 500 population. ² Do. ² |

Public Housekeeping
Occupation, No. 1, Aug.
20, 1964.
(Supersedes Order No. 1,
Aug. 21, 1961.)

Includes waitresses in restaurants, hotel dining
rooms, boardinghouses, bars, and taverns; all
attendants employed at ice cream, light lunch,
and refreshment stands; steamtable or counter
work in cafeterias and delicatessens where
freshly cooked foods are served; chamber-
maids in hotels, lodginghouses, and boarding-
houses; janitresses, car cleaners, elevator op-
erators; kitchen workers in hotels and restau-
rants.

Women and minors:¹

Experienced or qualified—

Waitress or counter girl.....

75 cents an hour; \$36.00 a week;
\$156.00 a month.

8½ a day, 48 a week, 6
days a week.

Chambermaid or kitchen help.....

65 cents an hour; \$31.20 a week;
\$135.20 a month.

Do.

Inexperienced or unqualified (less
than 3 months or 72 working days
in this type of employment).

50 cents an hour, with meals
(as defined).

Do.

Part time².....

¼s of applicable weekly wage...
(Allowance for meals as part
payment of the wage, 55
cents a meal. "Board" con-
sidered as 12 meals in each
week. If less than 12 meals
a week are furnished where
meals are part payment of a
wage, 55 cents a meal shall be
allowed to employee for each
meal not furnished.)

For each hour worked.

Telephone Occupation,
No. 5, July 7, 1953.
(Supersedes Order No. 5,
Apr. 4, 1922, reprinted
Aug. 15, 1939.)

All telephone exchanges.....

Women and minors:¹

Experienced workers in exchanges
with main stations numbering—

More than 750.....

75 cents an hour.....

Maximum for women,
8½ a day, 48 a week,
in cities or towns of
500 or more population
as specified in hours
law.³

Less than 750, more than 500.....

60 cents an hour.....

Do.²

Less than 500, more than 250.....

50 cents an hour.....

Do.³

Less than 250.....

(No rate set).....

(?)

Learners (1,248 hours of apprentice-
ship) in exchanges with main
stations numbering—

More than 750.....

60 cents an hour.....

Maximum for women,
8½ a day, 48 a week, in
cities or towns of 500 or
more population as
specified in hours law.³

Less than 750, more than 500.....

50 cents an hour.....

Do.²

Less than 500, more than 250.....

42½ cents an hour.....

Do.³

Less than 250.....

(No rate set).....

(?)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|---|--|
| <p>OHIO: Cleaning and Dyeing Occupations in the Cleaning and Dyeing Trade, No. 4, Jan. 2, 1963. (Directory Order No. 4 of Jan. 19, 1959, made mandatory; superseded Order No. 2, Jan. 7, 1935.)</p> | <p>Cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; the collection, sale, resale, or distribution at retail or wholesale of cleaning, dyeing, and pressing services by cleaning, dyeing, and pressing establishments; laundries; department stores; hotels; or any other type of establishment or institution. Includes all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of cleaning work. <i>Exceptions:</i> Plant maintenance, office work.</p> | <p>Women and minors ¹----- Learners and apprentices (less than 90 days in an occupation). Handicapped whose earning capacity is impaired.</p> | <p>90 cents an hour----- 75 cents an hour----- Not less than 80 percent of the established minimum fair wage standards, by special license.</p> | <p>Maximum for females, 8 a day, 48 a week.² Do.³</p> |
| <p>Food and/or Lodging, Occupations Relating to the Furnishing of, No. 3, Feb. 1, 1965. (Amends Mandatory Order No. 3 of Sept. 1, 1961. Directory Order No. 3 of Dec. 5, 1956, made mandatory, Sept. 1, 1961, superseded Order No. 3, as amended, Dec. 15, 1950.)</p> | <p>(a) All restaurants, licensed or unlicensed, operated as the principal business of the employer, or as a department or unit of another business; all restaurants operated by governmental subdivisions, including boards of education, wherein food in liquid and/or solid form is prepared and served for human consumption; catering and banquet service, box lunch service, or curb service; (b) transit and residential or apartment hotels, motels, apartment houses, tourist homes, and tourist cabin reservations offering lodging or living accommodations; (c) boardinghouses serving one meal or more a day; (d) roominghouses; (e) hospitals, sanitariums, and rest homes; (f) clubs, private and public. <i>Exceptions:</i> Establishments operating "soda fountains" where only non-alcoholic beverages, such as carbonated beverages, soft drinks, milk drinks, ice creams, etc., are sold; inmates of institutions; members of religious organizations who receive no compensation for their services; women taking a course of training in housework or preparing and serving food in training establishments; students, while regularly enrolled in a recognized or accredited school, college, university, or</p> | <p>Women and minors: Full time ⁴— Nonservice----- Service----- If employed 30 hours or less a week, at direction of employer. Part time ⁴— Nonservice----- Service----- Learners and apprentices (first 60 days of employment). Handicapped whose earning capacity is impaired.</p> | <p>75 cents an hour----- 55 cents an hour----- 5 cents an hour additional----- 80 cents an hour----- 60 cents an hour----- 15 cents an hour less than applicable minimum rate. Not less than 80 percent of the established minimum fair wage standards, by special license. (No deduction from basic minimum wage may be made for meals furnished employee engaged in the preparation or serving of food. By employer-employee agreement, employer may: (1) deduct from wages for lodging furnished; and (2) charge employee, not entitled to meals</p> | <p>Over 30, including 48 a week. Do. Each hour up to 24 a week. 30 a week or less. Do.</p> |

Laundry Industry, No. 1,
Oct. 1, 1962 (Directory).
(Supersedes Order No. 1,
July 26, 1934.)

other institution of learning, employed as part-time workers in a restaurant, cafeteria, or lunchroom operated on a nonprofit basis by a board of education, school, college, university, hospital, or institution; or employed on a part-time basis as nurses' aides in a hospital.

Washing of fabrics or textiles of any kind, and ironing, pressing, repairing, or processing incidental thereto; solicitation, collection, distribution, rental, or sale at retail or wholesale of articles so processed; producing of laundry service for their own use by business establishments, clubs, or institutions; including laundrettes and automatic and coin-operated laundries.

Women and minors.....
Learners and apprentices (less than 90 days in an occupation).

Handicapped whose earning capacity is impaired.

under regulations, for meals furnished, in amounts specified in order.)

\$1 an hour.....

15 cents an hour less than the prescribed minimum wage rate.

Not less than 80 percent of established minimum wage standard, by special license.
(Credit for furnished board and lodging permitted in amounts specified.)

Maximum for females, 8 a day, 48 a week.²
Do.³

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|---------------------|---|
| OKLAHOMA: Wage fixed in law. Rate effective Aug. 1, 1965. Statutes 1951, as amended by H.B. 697 (L. 1965). | Any industry or occupation, including State employment. <i>Exceptions:</i> Employment on a farm (as defined); in domestic service in or about a private home; by U.S. Government; as volunteer in a charitable, religious, or non-profit organization; newspaper vendor or carrier; carrier subject to regulation by Part I of Interstate Commerce Act; employees subject to Federal Fair Labor Standards Act; bona fide executive, administrative, or professional employee; outside salesman; taxicab operator; theater employee, including drive-ins; hotels or motels and services ordinarily connected with and forming part of the usual operation of a hotel or motel; serving of food in public eating places, such as restaurants and cafeterias; nursing homes; soda fountains; laundries; part-time employees; bakeries and/or sweetshops; persons receiving benefits under the Federal Social Security Act; and persons under 18 years of age or 65 years of age and over. | Men and women (18 to 65 years of age). | \$1.00 an hour..... | Maximum for females 16 years of age and over, 9 a day, 54 a week. |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|--|---|
| OREGON: Amusement and Recreation, No. 4, Mar. 10, 1956. | 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 dancehalls, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, racetracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, concessions in any and all amusement establishments, and all similar occupations. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined) and for which remuneration is not less than \$250 a month. | Women and minors: ¹ Women..... Minors ² Overtime in emergency, on permit ³ .. | 75 cents an hour..... 60 cents an hour..... 1½ times regular rate..... | 8 a day, 44 a week, 6 days a week. Do. Over 8 a day, over 44 a week. |
| Beauty Operators and Manicurists, No. 1, Aug. 10, 1954. (Supersedes Order No. 1, July 22, 1941, supplemented Aug. 6, 1941.) | 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. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined) and for which remuneration is not less than \$250 a month. | Women and minors..... Overtime in emergency, on permit.. | 75 cents an hour..... 1½ times the regular rate..... | For female beauticians, 10 a day, 44 a week, 6 days a week; for other women and minors, 8 a day, 44 a week, 6 days a week. Over hours specified above. |
| Canning, Freezing, and Processing, No. 2, Oct. 12, 1959. (Supersedes Order No. 2, Aug. 13, 1955.) | Includes fresh fruit, berries, vegetables, meat, fish, shellfish, or Crustacea processing operations. <i>Exceptions:</i> Farmer who processes only the product of his own farm; women employed in administrative, executive, or professional capacities (as defined). | Women and minors..... Overtime ⁴ On 7th consecutive day..... | \$1 an hour..... 1½ times regular rate..... do..... Twice regular rate..... | 10 a day. Over 10 a day. First 8 hours. Over 8. |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|--|---|
| OREGON—Continued Hospitals, Nursing Homes, Homes for the Aged, and Child Care Agencies, No. 5, July 1, 1963. (Modifies Order No. 5 of Jan. 7, 1951, which superseded Orders Nos. 5 and 5a, July 22, 1941, as amended Nov. 26, 1941.) | Includes cooks, kitchen helpers, waitresses, janitors, charwomen, and all other women and minors employed in such institutions. <i>Exceptions:</i> Trained nurses, student nurses, licensed practical nurses, or other professional or executive help. | Women and minors: Hospitals and nursing homes ¹ — Between July 1, 1963, and July 1, 1964: Experienced..... 90 cents an hour..... Inexperienced— First 200 hours..... 70 cents an hour..... Second 200 hours..... 75 cents an hour..... On and after July 1, 1964: Experienced..... \$1.00 an hour..... Inexperienced— First 200 hours..... 75 cents an hour..... 200 to 400 hours..... 85 cents an hour..... Homes for the aged and child care agencies— Experienced..... 85 cents an hour..... Inexperienced: First 200 hours..... 65 cents an hour..... Second 200 hours..... 75 cents an hour..... Overtime in emergency..... 1½ times regular rate or 1½ times applicable minimum, whichever is greater. | 90 cents an hour..... 70 cents an hour..... 75 cents an hour..... \$1.00 an hour..... 75 cents an hour..... 85 cents an hour..... 85 cents an hour..... 65 cents an hour..... 75 cents an hour..... 1½ times regular rate or 1½ times applicable minimum, whichever is greater. | 8 a day, 44 a week, 6 days a week. ⁴ Do. ⁵ Do. ⁵ Do. ⁵ Do. ⁵ 8 a day, 44 a week, 6 days a week. ⁴ Do. ⁵ Do. ⁶ Over 8 a day, over 44 a week. |
| Laundry, Cleaning, and Dyeing, No. 7, Jan. 3, 1958. (Supersedes Order No. 7, Aug. 29, 1950.) | The process of receiving, marking, washing, cleaning, dyeing, finishing, and distributing clothing and materials. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined), and for which remuneration is not less than \$250 a month. | Women and minors: ³ Until July 3, 1958..... 75 cents an hour..... On and after July 3, 1958..... 80 cents an hour..... Overtime in emergency ³ — No permit required..... 1½ times the regular rate..... By special permit..... do..... | 75 cents an hour..... 80 cents an hour..... 1½ times the regular rate..... do..... | 8 a day, 44 a week, 5½ days. Do. Over 8 to 8½ a day, over 44 a week. Over 8½ up to 10 a day, over 44 up to 50 a week. |

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| <p>Manufacturing, No. 8, Mar. 15, 1959. (Supersedes Order No. 8, Oct. 19, 1948.)</p> | <p>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. <i>Exceptions:</i> 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.</p> | <p>Women and minors..... Overtime in emergency, on permit..... Regular employees..... Learners ¹.....</p> | <p>\$1 an hour..... 1½ times the regular rate..... 1½ times the regular rate or 1½ times the minimum rate, whichever is greater. Less than the established minimum, by permit.</p> | <p>8 a day, 44 a week.⁷ Over 8 a day, over 44 a week. Sundays (unless Sunday is in regularly scheduled workweek) and legal holidays.</p> |
| <p>Mercantile, No. 9, Dec. 15, 1962. (Supersedes Order No. 9, May 6, 1952, which superseded order of May 5, 1948.)</p> | <p>Any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.</p> | <p>Women and minors: Experienced..... Overtime in emergency, on permit..... Persons with less than 400 hours' experience; college and high school students employed less than 800 hours after school and on Saturdays. Overtime.....</p> | <p>\$1 an hour..... \$1.50 an hour..... 85 cents an hour..... \$1.28 an hour.....</p> | <p>8 a day, 44 a week.⁷ Over 8 a day, over 44 a week, and Sundays and legal holidays. 8 a day, 44 a week.⁷ Over 8 a day, over 44 a week, and Sundays and holidays.</p> |
| <p>Minors, No. 10, July 7, 1964. (Supersedes Order No. 10, May 10, 1957, which superseded Order No. 10, Oct. 11, 1951.)</p> | <p>Industries for which the Wage and Hour Commission has not established a different wage by individual or special order. <i>Exceptions:</i> Domestic work and chores in or about private residences; newspaper carriers and vendors. <i>Exempt from wage section:</i> Agricultural harvesting on a piecework or unit basis.</p> | <p>Minors (persons under 18 years) ².....</p> | <p>60 cents an hour.....</p> | <p>8 a day, 44 a week, 6 days a week.</p> |
| <p>Office, No. 12, Oct. 13, 1953. (Supersedes Order No. 11, July 22, 1941.) Editor's Note: Order revised Aug. 9, 1965, sets rate of \$1.25 an hour (\$1.00 for minor learner) and requires overtime pay after 40 hours a week.</p> | <p>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. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined) and for which remuneration is not less than \$250 a month.</p> | <p>Women and minors: Women and experienced minors..... Minors with less than 90 days' experience. Overtime in emergency, on permit..... Regular employees.....</p> | <p>75 cents an hour..... 60 cents an hour..... 1½ times the regular rate..... 1½ times employee's regular rate or 1½ times the minimum rate.</p> | <p>8 a day, 44 a week.⁷ Do.⁷ Over 8 a day, over 44 a week. Sundays (unless Sunday is in regularly scheduled workweek) and legal holidays.</p> |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|--|--|
| OREGON—Continued Organized Youth Camps, No. 3, July 9, 1957. | 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. <i>Exceptions:</i> Mining, lumbering, labor, hunting, and fishing camps; dude ranches, resorts, auto courts, tourist 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. <i>Exceptions:</i> 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 ¹¹ (as defined) under specified conditions. | Women and minors: ² Women ----- Minors under 18 years ----- Nonresident or day camp counselor: ¹⁰ Special activities ----- Senior ----- Junior ----- First-year trainee ----- Resident counselor: ¹⁰ Special activities ----- Senior ----- Junior ----- First-year trainee ----- Overtime in emergency, on permit ³ | 75 cents an hour ----- 65 cents an hour ----- \$5.37 a day ----- \$4.20 a day ----- \$3.53 a day ----- \$2.87 a day ----- \$25 a week ¹² ----- \$18 a week ¹² ----- \$14 a week ¹² ----- \$10 a week ¹² ----- 1½ times regular hourly rate ----- (Charge may be made for meals and lodging through mutual agreement between employer and employee, other than resident counselor, in amounts as specified.) (Initial and terminal transportation to and from camp from a mutually agreed location shall be furnished employees of resident organized youth camps.) | 8 a day. ⁸ Do. ^{8 9} (8) (11) (8) (11) (8) (11) (8) (11) (8) (11) (8) (11) (8) (11) (8) (11) Over hours specified above: |
| Personal Service, No. 13, Mar. 10, 1956. (Supersedes Order No. 13, July 22, 1941.) | Masseurs, doctor and dental and laboratory assistants, mortuary attendants, taxi drivers, busdrivers, chauffeurs, and dispatchers, and all similar occupations. <i>Exceptions:</i> Women employed in administrative, executive, or professional capacities (as defined) and for which remuneration is not less than \$250 a month. | Women and minors ^{1 2} ----- Overtime in emergency, on permit ³ ----- | 75 cents an hour ----- 1½ times regular rate ----- | 8 a day, 44 a week, 6 days a week. Over 8 a day, over 44 a week. |
| Preparing Poultry, Rabbits, Fish, or Eggs for Distribution, No. 6, Feb. 10, 1953. | 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 | Women and minors: Women and experienced minors ----- Overtime (i.e., over 8 a day, over 44 a week) in emergency, on permit ----- Regular employees ----- | 75 cents an hour ----- 1½ times regular rate ----- do ----- | 8 a day, 44 a week. Over 8 a day, over 40 a week. Sundays and legal holidays (unless establishment is regularly open such days). |

Public Housekeeping, No. 14, Apr. 14, 1964. (Supersedes Order No. 14, Nov. 9, 1956, which superseded Order No. 14, Jan. 13, 1948.)

berries, nor to operations on a farm incident to production or preparation for market in their raw, live, or natural state of products of that farm. *Exceptions:* Women employed in administrative, executive, or professional capacities (as defined).

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 other persons employed in public housekeeping establishments; that is, hotels; motels; trailer parks; restaurants; boardinghouses; roominghouses; apartment houses; catering, banquet, or box lunch services; cafeterias; light lunch stands; ice cream and soft drink stands, beer taverns; cocktail lounges; clubs (public and private); private schools, colleges, 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; transportation industries employing matrons and car cleaners; and other work of like nature. *Exceptions:* Domestic help in private homes where food and lodging are not offered for sale to the public; 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.

Telephone and Telegraph, No. 18, Aug. 4, 1956. (Supersedes Order No. 17, July 22, 1941.)

Telephone, telegraph, or similar communications occupations. *Exceptions:* Women employed in administrative, executive, or professional capacities (as defined) and for which remuneration is not less than \$250 a month.

See footnotes at end of table.

| | | |
|---|---|--|
| Women and minors: | | |
| Women..... | \$1.00 an hour..... | 8 a day, 44 a week, 6 days a week. |
| Minors under 18 years ² | 85 cents an hour..... | Do. |
| Overtime in emergency, on permit ³ | 1½ times regular rate or 1½ times applicable minimum, whichever is greater. | Over 8 a day, over 44 a week. |
| Regular employees..... | do..... | Sundays and legal holidays (in establishments not regularly open such days). |
| Women and minors ^{2 13} | 75 cents an hour..... | 8 a day, 44 a week, 6 days a week. ¹⁴ |
| Overtime in emergency, on permit..... | 1½ times regular rate..... | Over 8 a day, over 44 a week. |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|---|--|
| PENNSYLVANIA: Wage fixed in law. Rates effective Jan. 1, 1962. Act 582 (L. 1961), amended by regulations of General Occupations Order No. 6, Oct. 15, 1962. | Any industry, trade, business, or class of work in which employees are gainfully employed. <i>Exceptions:</i> Domestic service in home of employer; labor on a farm; boys lawfully employed in sale or delivery of newspapers and magazines; any individual employed: (a) in a bona fide executive, administrative, or professional capacity (as defined) or as an outside salesman; (b) by the United States or the Commonwealth; (c) in or for a religious or charitable institution on work incidental to or in return for charitable aid, not under an express contract for hire, or services are rendered gratuitously; (d) in a nonprofit educational institution in which he is enrolled as a student, or in a related nonprofit facility, such as a fraternity, with wages and working conditions controlled by the institution (exemption does not apply when student is engaged in activity which is not part of a school function or is open to the public or a substantial portion thereof apart from the school community); (e) as a taxicab driver, for a certified taxi firm, who receives the major part of income as a taxi driver from gratuities and commissions; (f) by amusement parks operating on seasonal basis; (g) by a resort hotel (as defined); (h) by a motion picture theater; (i) seasonably by a nonprofit health or welfare agency dealing with handicapped or exceptional children, or by a day or resident seasonal recreation camp for children under 18 which operates less than 3 months in any 1 year; (j) by a nonprofit hospital or nursing home, religious or charitable organization, or an institution caring for the mentally deficient, aged, or infirm; and (k) in a hotel or restaurant in cities other than Philadelphia and Pittsburgh. | All employees ¹ ----- Learners (200 hours or less in occupation). ³ | \$1 an hour----- 85 cents an hour----- Allowance for gratuities as part of minimum wage, 35 cents an hour, except 26 cents an hour for learners. (In lieu of providing and laundering or cleaning required uniform, employer shall pay an additional 5 cents an hour or \$1.50 for a full week of 40 hours or more, whichever is less.) (Deduction for board and lodging permitted in amounts specified.) | Maximum hours for women, 10 a day, 48 a week; for minors, 8 a day, 44 a week. ² Do. ² |

Candy Stand Attendants in Motion Picture Theater Lobbies, No. 7, July 18, 1962.

Hotel Occupations in Philadelphia and Pittsburgh, No. 1-61, Oct. 15, 1962. (Partially supersedes Directory Order No. 1 of Jan. 1, 1959, Hotel Occupations, as amended by regulations May 4, 1959, made mandatory Sept. 9, 1959.)

Selling or offering for sale of candy, popcorn, packaged ice cream, or kindred products, under concession, in lobby or other premises of an indoor motion picture theater. *Exception:* Drive-in motion picture theater.

Includes any activity in the cities of Philadelphia and Pittsburgh in an establishment commonly known as a hotel which engages primarily in providing lodging and meals to the general public on a fee basis, with service available 24 hours a day, including work in a laundry operated for use of the hotel and its guests. *Exceptions:* Any individual employed: (a) in a bona fide executive, administrative, or professional capacity (as defined); (b) in a nonprofit educational institution in which he is enrolled as a student, or in a related nonprofit facility, such as a fraternity, with wages and working conditions controlled by the institution; (c) by amusement parks operating on seasonal basis; and (d) by a religious or charitable organization.

See footnotes at end of table.

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|--|---|-------------------------------------|
| All employees..... | 90 cents an hour..... | (2) |
| All employees ¹ | \$1 an hour..... | For women and minors, 40 a week. |
| Learners (200 hours or less in occupation). ³ | 85 cents an hour..... Allowance for gratuities as part of minimum wage: 35 cents an hour, except 26 cents an hour for learners. | Do. |
| On any day spread of hours exceeds 10... <i>Exception:</i> Full-time students on days school is in session. | \$1 in addition to wages otherwise payable. (In lieu of providing, laundering, and cleaning required uniform, employer shall pay an additional 5 cents an hour or \$1.50 a week, whichever is less.) (Furnished meals may be considered part of remuneration at rate of 15 cents an hour through Dec. 31, 1962. Deductions for lodging and, effective Jan. 1, 1963, for meals in amounts specified in order.) | |
| Women and minors: Overtime..... | 1½ times minimum hourly rate... | Over 40 a week. ² |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|--|---|
| PENNSYLVANIA—Con. Hotel Occupations Outside Philadelphia and Pittsburgh, No. 1-37, Sept. 9, 1959. (Partially supersedes Directory Order No. 1 of Jan. 1, 1959, Hotel Occupations, as amended by regulations May 4, 1959, made mandatory Sept. 9, 1959.) | Includes any activity outside Philadelphia and Pittsburgh in an establishment commonly known as a hotel, which engages primarily in providing lodging and meals to the general public on a fee basis with service available 24 hours a day; and in any resort hotel, including work in a laundry operated for use of the hotel and its guests. <i>Exceptions:</i> Managerial employees earning a guaranteed salary of at least \$60 a week; caddies in resort hotels. Resort hotel defined as one that (1) provides accommodations of a vacational and recreational nature and meals and lodging to the public or to members or guests of members; (2) provides without charge, on a weekly basis, lodging accommodations and meals to the majority of its employees; and (3) meets one of three criteria of seasonal nature: (a) operates not more than 7 months in any calendar year; (b) being located in a rural community, or in a city, borough, town, or township of less than 15,000 population, increases its number of employee workdays (including adult males) in 4 consecutive weeks by 100 percent over the number of such days in any 4 consecutive weeks in the preceding calendar year; or (c) similar to (b) but applicable to number of guest days. | Women and minors: ¹ Hotels other than resort— Nonservice: Food occupations..... Other occupations..... Service..... Overtime: Nonservice— Food occupations..... Other occupations..... Service..... Learners (less than 600 hours in occupation). ⁴ On any day spread of hours exceeds 10, except with respect to hotel dining room employees for any day, regardless of spread of hours, when there is more than one interval off-duty (excluding meal period of 1 hour or less). <i>Exception:</i> Full-time students on days school is in session. Resort hotels— Nonservice..... Chambermaids..... Service..... Overtime..... Part time..... | 95 cents an hour (no meals)..... 85 cents an hour (no meals)..... 65 cents an hour (no meals)..... \$1.43 an hour (no meals)..... \$1.23 an hour (no meals)..... 98 cents an hour (no meals)..... Order specifies rates with 15, 20, and 25 cent-an-hour meal allowance for 1, 2, and 3 meals, respectively. 25 percent less than the applicable rate. (\$5-a-week allowance for lodging furnished.) \$1 in addition to wages otherwise payable. \$35 a week (with lodging, \$30; with meals, \$27; with meals and lodging, \$22). \$30 a week (with lodging, \$25; with meals, \$22; with meals and lodging, \$17). \$25 a week (with lodging, \$20; with meals, \$17; with meals and lodging, \$12). 1½ times ¼s of the applicable minimum rate. ¼o of the applicable minimum weekly rate. | 42 a week. Do. Do. Over 42 a week. Do. ² Do. ² 48 or less a week, but more than 3 days or 24 hours. Do. Do. Over 48 a week or on 7th consecutive day. ^{2 3} Less than 3 days or 24 hours a week. |

Laundry and Drycleaning Occupations, No. 2, as supplemented by General Occupations Order No. 6, Oct. 15, 1962. (Supersedes Order No. 2 of Feb. 15, 1959, which superseded Order No. 2, Feb. 1, 1941.)

Includes any activity in any capacity in the washing, ironing, cleaning, finishing, refreshing, pressing, dyeing, mothproofing or processing incidental thereto, mending and altering in connection therewith of any article of wearing apparel (including hats), household furnishings, textiles, fur, leather upholstered goods, or fabric of any kind whatsoever; the soliciting, collecting, selling, reselling, or distributing at retail or wholesale of any laundry or drycleaning service; all occupations, operations, and services in connection with or incidental to the processes mentioned above, including office, clerical, packing, and maintenance work; including the above occupations in laundrettes, automatic and coin-operated laundries, and drycleaning establishments. *Exceptions:* Executive, administrative, or professional employees and outside salesmen (as defined); persons employed by the United States or the Commonwealth, a resort hotel, or a religious or charitable institution or organization; students employed in nonprofit educational institution in which enrolled; domestic service in home of employer.

See footnotes at end of table.

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| Learners (less than 600 hours in occupation). ⁴ | Not less than 75 percent of the applicable rate. (In lieu of providing and laundering or cleaning uniforms, except those made of materials that do not require pressing, employer may elect to pay regularly an additional 5 cents an hour or \$1.50 for a full workweek of 40 hours or more, whichever is less.) | |
| All employees: ¹ | | |
| Experienced..... | \$1 an hour..... | For women and minors, 44 a week. Do. |
| Learners (200 hours or less in occupation). ³ | 85 cents an hour..... (In lieu of providing and laundering or cleaning required uniform, employer shall pay an additional 5 cents an hour or \$1.50 for a full week of 40 hours or more, whichever is less.) (Deduction for meals permitted in amounts specified in General Occupations Order No. 6.) | |
| Women and minors: Overtime..... | 1½ times regular hourly rate..... | Over 44 a week. ² |

Motel and Miscellaneous Lodging Occupations, No. 5, as supplemented by General Occupations Order No. 6, Oct. 15, 1962.
(Supersedes Order No. 5, Sept. 9, 1959, as amended Sept. 24, 1962.)

Includes any activity, not in a hotel, connected with or incidental to the provision of lodging, whether operated as the principal business of the employer or as a unit of another business, and whether offered to the public, employees, members or guests of members, or residents.
Includes but is not limited to motels, tourist homes, residence halls, apartment hotels, lodginghouses, and clubs, unless they specifically qualify as a hotel. *Exceptions:* Establishments where lodging services are not available to the public but are incidental to the care, instruction, or medical treatment of children, the sick, or infirm; executive, administrative, or professional employees (as defined); persons employed by amusement parks which operate on a seasonal basis or by a religious or charitable organization; students employed by nonprofit institution in which enrolled.

All employees: ¹
Experienced.....

\$1 an hour.....

For women and minors, 40 a week in metropolitan Philadelphia and Pittsburgh; ³ 42 a week in remainder of State.
Do.

Learners (200 hours or less in occupation).³

85 cents an hour.....
Allowance for gratuities as part of minimum wage: 35 cents an hour, except 26 cents for learners.

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

\$1 in addition to wages payable. (In lieu of providing and laundering or cleaning required uniform, employer shall pay 5 cents additional an hour or \$1.50 for a full week of 40 hours or more, whichever is less.)
(Deductions for board and lodging permitted in amounts specified.)

Women and minors:
Overtime.....

1½ times minimum hourly rate.

Over 40 a week in metropolitan Philadelphia and Pittsburgh; ³ over 42 a week in remainder of State.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|--|---|
| <p>PENNSYLVANIA—Con. Restaurant Occupations in Philadelphia and Pittsburgh, No. 3-61, Oct. 15, 1962. (Partially supersedes Order No. 3, Restaurant Occupations, of Sept. 9, 1959, which superseded Order No. 3, Oct. 1, 1947.)</p> | <p>Includes any activity in the cities of Philadelphia and Pittsburgh connected with or incidental to the preparation of or offering of food or beverage for human consumption, either on the employer's premises or elsewhere by such services as, but not limited to, catering, banquet, box lunch, or curb service, whether such service or services are operated as the principal business of the employer or as a unit of another business, and whether they are offered to the public, to employees, to members or guests of members, or to residents. <i>Exceptions:</i> Activities in establishments where food or lodging services are not available to the public but are incidental to the care, instruction, or medical treatment of children, the sick, or infirm; activities in the operation of refreshment stands in amusement places where food and beverages are prepared or served with no seats provided for customers; hotels; executive, administrative, or professional employees (as defined); persons employed by the United States or the Commonwealth of Pennsylvania; amusement parks which operate on a seasonal basis, non-profit health or welfare agency (seasonably) engaged in activity dealing with handicapped or exceptional children, a day or resident seasonal recreational camp for children under 18 which operates less than 3 months in year; non-profit hospital or nursing home, religious or charitable organization, or institution caring for the mentally deficient, aged, or infirm; students employed in nonprofit educational institution in which enrolled; men over 21 employed by a motion picture theater in a restaurant occupation.</p> | <p>All employees:¹ Experienced..... Learners (less than 200 hours in occupation)³</p> <p>On any day spread of hours exceeds 10. <i>Exception:</i> Full-time students on day school is in session.</p> <p>Women and minors: Overtime.....</p> | <p>\$1 an hour..... 85 cents an hour..... Allowance for gratuities as part of minimum wage: 35 cents an hour, except 26 cents an hour for learners. \$1 in addition to wages payable. (In lieu of providing and laundering or cleaning required uniform, employer may pay 5 cents additional an hour or \$1.50 a week, whichever is less.) (Furnished meals may be considered part of remuneration at rate of 15 cents an hour through Dec. 31, 1962. Deductions for lodging and, effective Jan. 1, 1963, for meals in amounts specified in order.)</p> <p>1½ times the minimum wage rate.</p> | <p>40 a week. Do.</p> <p>Over 40 a week.³</p> |
| <p>Restaurant Occupations Outside Philadelphia and Pittsburgh, No. 3-37, Sept. 9, 1959. (Partially supersedes Order No. 3, Restaurant Occu-</p> | <p>Includes any activity outside Philadelphia and Pittsburgh connected with or incidental to the preparation of or offering of food or beverage for human consumption, either on the employer's premises or elsewhere by such services as, but not limited to, catering, banquet, box lunch, or</p> | <p>Women and minors:¹ Experienced— Nonservice..... Service.....</p> | <p>95 cents an hour (with meals, 80 cents). 65 cents an hour (with meals, 50 cents).</p> | <p>42 a week. Do.</p> |

pations, of Sept. 9, 1959, which superseded Order No. 3, Oct. 1, 1947.)

curb service, whether such service or services are operated as the principal business of the employer or as a unit of another business, whether they are offered to the public, to employees, to members or guests of members, or to residents of colleges or universities. *Exceptions:* Domestic service in employer's home; services in a religious community or charitable institution; activities in establishments where food or lodging services are not available to the public but are incidental to the care, instruction, or medical treatment of children, the sick or infirm; activities in the operation of refreshment stands in amusement places where food and beverages are prepared or served with no seats provided for customers; and hotels as defined in minimum wage order No. 1-37; managerial employees earning a guaranteed salary of at least \$60 a week; students employed in an educational institution in which they are enrolled, or in a related nonprofit facility, such as a fraternity, where the placement, wages, and working conditions are controlled by the institution or the related nonprofit facility.

General Occupations, No. 6, Oct. 15, 1962.

All employments and occupations. *Exceptions:* Hotel Occupations; Laundry and Drycleaning Occupations; Restaurant Occupations; Mercantile Occupations; Motel and Miscellaneous Lodging Occupations; employment exempt from wage fixed in law; and candy stand attendants in indoor theater lobbies who are subject to Order No. 7.

See footnotes at end of table

Overtime—

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

\$1.43 an hour (with meals, \$1.28).
98 cents an hour (with meals, 83 cents).
25 percent less than the applicable rates.
\$1 in addition to wages otherwise payable.
(\$5-a-week allowance for lodging furnished.)
(In lieu of laundering required uniforms, except those that are made of materials that do not require pressing, employer may elect to pay 5 cents additional an hour or \$1.50 for a full workweek of 40 hours or more, whichever is less.)

Over 42 a week.²
Do.²

Learners (less than 600 hours in the occupation).⁴
On any day spread of hours exceeds 10. *Exception:* Full-time students on days school is in session.

All employees:
Experienced-----

\$1.00 an hour-----

Maximum hours for women, 10 a day, 48 a week; for minors, 8 a day, 44 a week.²
Do.²

Learners (200 hours or less in occupation).³

85 cents an hour-----
Allowance for gratuities as part of minimum wage, 35 cents an hour, except 26 cents an hour for learners.
(In lieu of providing and laundering or cleaning required uniform, employer shall pay an additional 5 cents an hour or \$1.50 for a full week of 40 hours or more, whichever is less.)
(Deductions for board and lodging permitted in amounts specified.)

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|---|
| <p>PUERTO RICO Wage fixed in law. Rate effective June 14, 1960. (Act 81 (L. 1960) amended Act 96 (L. 1956), effective June 26, 1956, which repealed Act 45 (L. 1919) and Act 8 (L. 1941).) Rates for agricultural workers as provided by Act 96 superseded by Order Nos. 69 (Tobacco), 50 (Sugar), and 57 (General Agricultural Activities). Note: Analysis of rates and coverage limited to work or service not covered by Federal Fair Labor Standards Act, as amended. See Editor's Note in CONTENTS.</p> | <p>All employment. <i>Exceptions:</i> Domestic service in a family residence, other than chauffeurs; employment by the governments of the United States, Puerto Rico (with the exception of those agencies or instrumentalities which operate as private businesses or enterprises), the capital, or municipalities; managers, executives, and professionals. (See Note in previous column.)</p> | <p>All employees: ¹ Sugar manufacturing; banking, insurance, and finance; cement; shipping; drydock division of the metal, machinery, transportation equipment, and allied industries; agent, broker, sales branch, mail order, and petroleum bulk station division of warehousing, wholesaling, and other distribution industry; fertilizer, hormones, antibiotics, and related products division of the chemical, petroleum, and related products industry; airline, cable and radio-telephone, tourist bureau, and ticket agency divisions of communications, utilities, and miscellaneous transportation industries; concrete pipe, glass and glass products, and hot asphaltic plant mix divisions of stone, glass, and related products industry.</p> | <p>\$1.00 an hour.....</p> | <p>(2)</p> |
| | | <p>Work or service covered by a mandatory order.³ <i>Exceptions:</i> Agriculture, tobacco stemming, handmade homework of needlework industry, work or service which by mandatory order has had increase of 25 percent or over after Jan. 1, 1955, railroad passenger and freight transportation.</p> | <p>25 percent above minimum wage required Jan. 1, 1956, up to maximum of \$1.25 an hour.</p> | <p>(2)</p> |
| <p>Alcoholic Beverage and Industrial Alcohol Industry, No. 72, Feb. 4, 1965. (Supersedes Alcoholic Beverage and Industrial Alcohol Industry, No. 64, Mar. 22, 1963, and Alcoholic Beverage Industry for Local Commerce, No. 65, Feb. 2, 1962.)</p> | <p>The manufacture, including but not limited to the distilling, rectifying, blending or bottling of rum, gin, vodka, whisky, brandy, cordials, liqueurs, wines, ale, beer, malt, malt beverages, other alcoholic beverages, industrial alcohol, acetone, antifreeze, related byproducts; and the sales made by manufacturer of these products as well as any work or service necessary or related to these activities. <i>Exception:</i> Bona fide traveling salesmen.</p> | <p>All employees: Ale, beer, malt, and malt beverages..... Overtime.....</p> <p>Rum and vodka..... Other alcoholic beverages..... Overtime.....</p> | <p>\$1.25 an hour..... Double time.....</p> <p>\$1.25 an hour..... 95 cents an hour..... Double time.....</p> | <p>8 a day, 48 a week. Over 8 a day, 48 a week; work on day of rest.</p> <p>(2)</p> |
| <p>Banking, Insurance, and Finance Industry, No. 60, Feb. 3, 1963. (Supersedes Order No. 60, Jan. 8, 1961, which super-</p> | <p>Includes all business, whether or nor for profit, carried on by any banking, insurance, or other financial institution or enterprise; any work or service necessary or related to the above activities. <i>Exception:</i> Credit union or savings</p> | <p>All employees: Banks, savings and loan associations. Finance businesses except credit unions and agricultural credit associations.</p> | <p>\$1.25 an hour..... \$1.25 an hour.....</p> | <p>(3) (2)</p> |

ceded rates set by law, June 26, 1956; partially superseded by Miscellaneous Activities Industry, No. 70, Oct. 18, 1964.)

Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, July 17, 1963. Supersedes Order No. 28, June 25, 1957, revised July 14, 1959, and June 13, 1961, which superseded rates ³ of Order No. 9 (amended), July 1945.)

Note: Working conditions specified in Order No. 9 are still in effect.

Editor's Note: Order revised effective Aug. 28 1965.

Chemical, Petroleum, Rubber, and Related Products Industry for the Local Trade, No. 32, June 20, 1964. (Supersedes Order No. 32, Oct. 25, 1957, revised Oct. 13, 1959, and Feb. 13 and Apr. 12, 1962.)

and loan association organized to serve specific groups of persons and not the general public.

Includes but without limitation every act, process, operation, work, or service that is necessary or incidental or is related to the processing, preparation, packing, transportation, distribution, or sale (by manufacturer) of bread, crackers, bakery products, and alimentary pastes.

The manufacture or packaging of chemicals, drugs, medicines, toilet preparations, cosmetics, and related products; mining or other extraction or processing of any mineral used in the production of the foregoing; mining or other extraction of petroleum, coal, or natural gases; and the manufacture of products therefrom; manufacture of all products made chiefly of natural, synthetic, or reclaimed rubber or latex; manufacture or partial manufacture of footwear by vulcanizing the entire article or by vulcanizing the sole to a nonleather upper; the sales made by manufacturer of his products; and any work or service necessary to above activities. *Exceptions:* Bona fide traveling salesmen; activities covered by Federal and specified wage orders; public utilities.

| | | |
|---|-------------------------------------|--------------------------|
| Insurance..... | \$1.25 an hour..... | (2) |
| All employees..... | | 8 a day, 48 a week. |
| Bread— | | |
| Master baker..... | \$1.12 an hour..... | |
| Dough mixer..... | \$1.02 an hour..... | |
| Dough-brake-machine operator .. | 92 cents an hour..... | |
| Bench hand..... | 83 cents an hour..... | |
| Other workers..... | 63 cents an hour..... | |
| Bakery products— | | |
| Master pastry-maker..... | \$1.00 an hour..... | |
| Second pastry-maker..... | 80 cents an hour..... | |
| Other workers..... | 66 cents an hour..... | |
| Alimentary pastes— | | |
| Pressman..... | \$1.10 an hour..... | |
| Pressman helper..... | \$1.00 an hour..... | |
| Other workers..... | 70 cents an hour..... | |
| Crackers..... | \$1.15 an hour..... | |
| Overtime..... | Twice applicable minimum wage rate. | Over 8 a day, 48 a week. |
| All employees: | | |
| Fertilizers..... | \$1.25 an hour..... | (2) |
| Industrial inorganic chemical products— | | |
| Sulphuric acid, ammonia, sulphate of ammonia, and byproducts thereof..... | \$1.10 an hour..... | (2) |
| Sulphate of potash, muriatic acid, and byproducts..... | \$1.045 an hour..... | (2) |
| Other products..... | \$1.045 an hour..... | (2) |
| Tire retreading, recapping, and revulcanizing..... | \$1.045 an hour..... | (2) |
| Miscellaneous chemical products— | | |
| Paints, varnishes, and similar products; herbicides..... | \$1.25 an hour..... | (2) |
| Salt: | | |
| Refining..... | \$1.00 an hour..... | (2) |
| Extraction..... | 47 cents an hour..... | (2) |
| Detergents and insecticides..... | 67 cents an hour..... | (2) |
| Other products..... | 62 cents an hour..... | (2) |
| Rubber footwear..... | 94 cents an hour..... | (2) |
| General division..... | 68 cents an hour..... | (2) |
| Drugs, medicines, aromatic alcohol, bay rum, bay oils, and toilet preparations..... | 73 cents an hour..... | (2) |
| Distilling and/or bottling natural spring water..... | 53 cents an hour..... | (2) |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|---|--|
| <p>PUERTO RICO—Con. Coffee Industry in its Agricultural Phase, No. 58, Sept. 4, 1963. (Supersedes Order No. 58, Oct. 3, 1959, revised Sept. 24, 1961, which superseded rates³ of Order No. 19, Dec. 1954.) <u>Note:</u> Working conditions specified in Order No. 19 are still in effect.</p> | Includes the planting and replanting of coffee (including preparation of the soil), its cultivation and harvesting; removal of pulp from coffee beans, and washing, drying, hulling, and packing of 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. ⁵ | <p>All employees: Coffee pickers.....</p> <p>All other employees..... Overtime.....</p> | <p>72 cents an almud (measure equivalent to 2 decaliters or 20 liters). 35 cents an hour..... Twice the regular rate.....</p> | <p>8 a day, 48 a week.</p> <p>Over 8 a day, 48 a week, and on day of rest.</p> |
| <p>Commercial, Professional, and Personal Service Industry, No. 39, Aug. 3, 1964. (Supersedes Order No. 39, Feb. 18, 1958, revised May 22, 1960, and Apr. 3, 1962.)</p> | Includes (a) commercial services rendered by natural or artificial persons to enterprises, entities, or private individuals, such as real estate agency, brokerage, or management; advertising, adjustment or collection, and employment agencies; records and tape recording; mimeographic, stenographic, stenotypic, or similar work; disinfection of buildings or extermination of insects, rodents, or any other pest; irrigation of weed killers, insecticides, fertilizers or other matter in any form by plane, motor vehicle, or any other analogous means; making of blueprint copies; designing or painting of posters and signs; rental of coin-operated machines; transportation or other service in armored cars; mercantile or consumer credit reporting agencies; private detective, guard, or investigation services; care of gardens and grounds; interior decoration; rental of industrial, commercial, or agricultural machinery; buying and selling or leasing of real property; (b) professional services rendered in offices, clinics, laboratories, or studios of lawyers, notaries, physicians, surgeons, dentists, optometrists, chiropractors, chiropodists, veterinarians, engineers, architects, surveyors, chemists, accountants, auditors, bookkeepers, psychologists, social workers, economists, or business administrators; nurse service agencies or centers; or animal hospitals; and (c) personal services involving the care or appearance of the person or his apparel or footwear, such as beauty shops and schools; shoe repair shops; shoe- | <p>For works or services for local commerce, including those newly covered by Fair Labor Standards Act 1961 amendments: All employees— Commercial services: Weedkilling, insecticide spraying, fertilizer spreading, spreading of other matter in any form by plane; music service to establishments; industrial, commercial, or agricultural machinery rental. Messenger service and garbage collection; janitorial service. Maintenance of gardens and grounds. Professional services: Veterinary offices and laboratories, animal hospitals. Commercial services— Private detective and watching agencies: Detectives..... Other employees except messengers, etc. Messengers, janitors, and porters. Septic tank cleaning: Drivers..... Other employees..... Wood preserving: Craft masters and supervisors... Other employees.....</p> | <p>\$1.25 an hour.....</p> <p>\$1.15 an hour.....</p> <p>85 cents an hour.....</p> <p>90 cents an hour.....</p> <p>\$1.25 an hour..... \$1.10 an hour.....</p> <p>90 cents an hour.....</p> <p>\$1.05 an hour..... 80 cents an hour.....</p> <p>\$1.25 an hour..... 85 cents an hour.....</p> | |

shine parlors; hat cleaning and blocking shops or funeral services; alteration and garment repair shops; adult or baby care centers excluding hospitals, infirmaries, and sanatoriums for patients; photographic studios and shops engaged in binding, framing, laminating, and restoring photographs or paintings. *Exceptions:* Establishments covered by another wage order.

| | |
|--|-----------------------|
| Boat rental: | |
| All employees except cleaners..... | \$1.25 an hour..... |
| Cleaning employees..... | \$1.10 an hour..... |
| Professional services— | |
| Offices of engineers, architects, and surveyors: | |
| Draftsmen..... | \$1.25 an hour..... |
| Other employees except mes- sengers, etc. | \$1.15 an hour..... |
| Messengers, janitors, and por- ters. | \$1.00 an hour..... |
| Personal services— | |
| Beauty shops and schools, scalp massages: | |
| Teachers..... | \$1.25 an hour..... |
| Other employees except messen- gers, etc. | 95 cents an hour..... |
| Messengers, janitors, and por- ters. | 85 cents an hour..... |
| All employees, except messengers, janitors, and porters— | |
| Commercial services: | |
| Advertising, credit reporting, and collection agencies; real estate and real estate appraiser agencies; recording of an- nouncements on records and tape recorders; armored car service. | \$1.25 an hour..... |
| Photostating service; interior decoration service. | \$1.15 an hour..... |
| Extermination of insects and other plagues. | \$1.10 an hour..... |
| Buying and selling or leasing of real property. | \$1.00 an hour..... |
| Other commercial services..... | \$1.12 an hour..... |
| Professional services: | |
| Accounting, business adminis- tration, and research offices. | \$1.25 an hour..... |
| Law offices..... | \$1.20 an hour..... |
| Offices of physicians, dentists, optometrists, chiropractors, and chiropodists; medical and dental laboratories. | \$1.15 an hour..... |
| Other professional services..... | \$1.05 an hour..... |
| Personal services: | |
| Funeral services..... | \$1.15 an hour..... |
| Photographic studios and cloth- ing rental. | 95 cents an hour..... |
| Homes for the care of the aged and children. | 75 cents an hour..... |
| Other personal services..... | 80 cents an hour..... |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--------------------------------|---|-----------------------|-------|
| PUERTO RICO—Con. Commercial, Professional, and Personal Service Industry, No. 39, Aug. 3, 1964—Continued | | Messengers, janitors, and porters— Commercial services: | | |
| | | Recording of announcements on records and tape recorders; armored car service. | \$1.15 an hour..... | |
| | | Advertising, credit reporting, and collection agencies. | \$1.10 an hour..... | |
| | | Real estate and real estate appraiser agencies; photostating service. | \$1.05 an hour..... | |
| | | Buying and selling or leasing of real property. | 80 cents an hour..... | |
| | | Interior decoration service; extermination of insects and other plagues; other commercial services. | \$1.00 an hour..... | |
| | | Professional services: Accounting, business administration, and research offices. | \$1.10 an hour..... | |
| | | Law offices; offices of physicians, dentists, and optometrists; medical and dental laboratories. | \$1.00 an hour..... | |
| | | Offices of chiropractors and chiroprodists; other professional services. | 90 cents an hour..... | |
| | | Personal services: | | |
| | | Funeral services..... | \$1.00 an hour..... | |
| | | Photographic studios and clothing rental. | 85 cents an hour..... | |
| | | Homes for the care of the aged and children. | 65 cents an hour..... | |
| Other personal services..... | 70 cents an hour..... | | | |

Construction Industry, No. 44, Dec. 4, 1964. (Supersedes Order No. 44, June 15, 1958, revised Sept. 6, 1960, and May 21, 1962, which superseded rates of Order No. 11 (amended), Mar. 1956.)

Note: Working conditions specified in Order No. 11 are still in effect.

Dairy and Cattle Industry, No. 27, Apr. 9, 1965. (Supersedes rates of Order No. 27, May 7, 1962, Order No. 27 of July 2, 1957, previously revised Apr. 9, 1960, superseded rates of Order No. 18 of Jan. 1, 1951.)

Includes 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, installation, or removal of any machinery, device, or equipment at the site of the work, construction, or building, before or after termination; and dismantling, wrecking, or demolition of said work, construction, or building. *Exceptions:* Works, buildings, or constructions on farms, for their own purely agricultural purposes, as well as repair, alteration, conservation, or maintenance of the same, when made by force account; repair, conservation, maintenance, dismantling, wrecking, or demolition of works, constructions, or buildings used or until recently being used or to be used again by the same employer in relation to any industry already covered by a wage order.

Comprises in its agricultural phase the production, handling, packing, bottling, or storage of fresh milk; the breeding of bovine cattle for the production of milk or meat; and, in its industrial phase, the receipt, delivery, handling, elaboration, pasteurization, homogenization, refrigeration, preparation, packing, bottling, sale, disposal, and distribution of milk or its products, such as cheese, butter, or chocolate milk; any work or service necessary or related to activities mentioned. *Exceptions:* Production of fresh milk for consumption by farmer or his family; sale of milk at any stand, place, or establishment, unless owned by employer of industrial phase and located where pasteurization plant operates.

All employees (as defined):

Group A.....
Groups B, C, D, E, and F.....
Group G.....
Overtime.....

\$1.50 an hour.....
\$1.25 an hour.....
\$1.10 an hour.....
Twice the regular rate.....

8 a day, 44 a week.
Do.
Do.
Over 8 a day, 44 a week,
and on day of rest.

All employees:

Agricultural phase—
Dairy farms:
Driver and arts and crafts worker.....
Tractor operator.....
Other employees.....
Cattle raising for meat production.....
Industrial phase—
Pasteurization and homogenization of milk.....
Elaboration of other milk products.....
Overtime.....

95 cents an hour.....
80 cents an hour.....
47 cents an hour.....
45 cents an hour.....
95 cents an hour, except minimum wage rate for driver-salesman and assistant salesman are based on wage per hour or piece rate (as shown on order), whichever is higher.....
80 cents an hour.....
Twice employee's wage rate.....

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

See footnotes at end of table.

Hospital, Clinic, and Sanatorium Industry, No. 41, July 3, 1965.
(Supersedes Order No. 41 of July 10, 1958, revised Dec. 18, 1960 and Feb. 16, 1963, which superseded rates ² of Order No. 4, July 1, 1951.)
Note: Working conditions specified in Order No. 4 are still in effect.

Hotel Industry, No. 46, Feb. 7, 1964.
(Supersedes Order No. 46, Aug. 5, 1958, revised Jan. 1, 1961, which superseded rates ² of Order No. 22, Sept. 1, 1952.)
Note: Working conditions specified in Order No. 22 are still in effect.

Laundry and Drycleaning Industry, No. 37, Jan. 6, 1965.
(Supersedes rates of Order No. 37, June 18, 1962, Order No. 37 of Jan. 18, 1958, previously revised May 1, 1960, superseded rates ² of Order No. 13 of July 1947.)

Includes every hospital, clinic, sanatorium, and similar establishment where medical care or hospital services are provided for sick persons; every independent employer (not operating said establishments) providing ambulance services or services such as the administration of oxygen, anesthesia, or serum to a person or the care and attendance of sick persons; includes any work or service necessary or related to the above activities. *Exceptions:* Hospitals, clinics, or sanatoriums operated by the Federal Government, the state government, the government of the capital, the municipal governments, and charitable institutions; student nurses in schools accredited by the government.

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, soda fountains, and any work or service necessary or related to the above activities. *Exceptions:* Establishments with 5 or less rooms accommodating not more than 8 guests; establishments not open to public, furnishing lodging or rooms for educational, religious, or medical help and to students; beauty parlors and retail stores operated in hotels; services a laundry and drycleaning plant renders hotel 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.

| | | |
|--|--|---|
| All employees: | \$1.15 an hour..... | 8 a day, 48 a week. |
| Medical technologists; laboratory technicians..... | | |
| Registered nurses..... | \$1.10 an hour..... | Do. |
| X-ray technicians..... | 95 cents an hour..... | Do. |
| Laboratory assistants..... | 90 cents an hour..... | Do. |
| Practical nurses; ward attendants for mental patients..... | 73 cents an hour..... | Do. |
| Hospital attendants in nursing services..... | 66 cents an hour..... | Do. |
| Arts and crafts employees: skilled and semiskilled..... | \$1.00 and 78 cents an hour, respectively..... | Do. |
| Drivers..... | \$1.00 an hour..... | Do. |
| Office clerks..... | 80 cents an hour..... | Do. |
| Cooks..... | 75 cents an hour..... | Do. |
| All other..... | 63 cents an hour..... | Do. |
| Overtime..... | Twice employee's wage rate..... | Over 8 a day, 48 a week, and on day of rest. |
| All employees: | | |
| Hotels with casino or gambling hall— | | |
| Arts and crafts workers..... | \$1.25 and \$1.10 an hour..... | 8 a day, 48 a week. |
| Waiters, bartenders, and bellboys..... | 67 cents and 65 cents an hour..... | Do. |
| All other employees..... | 87½ cents and 80 cents an hour..... | Do. |
| All other hotels— | | |
| Arts and crafts workers..... | \$1.20 and \$1.00 an hour..... | Do. |
| Waiters, bartenders, and bellboys..... | 65 cents and 56 cents an hour..... | Do. |
| All other employees..... | 74 cents and 60 cents an hour..... | Do. |
| | Rates specified are for Zones I and II, ⁷ respectively. | |
| Overtime..... | Twice employee's regular rate..... | Over 8 a day, 48 a week, and on day of rest. |
| All employees: | | |
| Drivers..... | 85 cents an hour..... | 8 a day, 48 a week. |
| All other employees..... | 66 cents an hour..... | Do. |
| Piece rates ⁸ — | | |
| Hand washing: | | |
| Woolen and linen suits, women's dresses..... | 9 cents per piece..... | Do. |
| Shirts and small items..... | 7 cents per piece..... | Do. |
| Hand ironing: | | |
| Women's dresses..... | 22 cents per piece..... | Do. |
| Woolen or linen suits..... | 18 cents per piece..... | Do. |
| Shirts..... | 8 cents per piece..... | Do. |
| Small items..... | 6 cents per piece..... | Do. |
| Powerpressing (woolen or linen suits)..... | 10 cents per piece..... | Do. |
| Overtime..... | Twice the employee's wage rate..... | Over 8 a day, over 48 a week, and on day of rest. |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|---|
| <p>PUERTO RICO—Con. Lumber and Wood Products; Metal Furniture, Doors, and Windows Industry for the Local Trade, No. 25, May 9, 1964. (Supersedes Order No. 25, May 19, 1957, revised Jan. 26, 1960, and Dec. 5, 1961, which superseded rates¹ of Order No. 14, Sept. 1948.) Note: Working conditions specified in Order No. 14 are still in effect.</p> | <p>Includes sawmills, planing and plywood mills; the manufacture of every product made wholly or chiefly from wood, osier, bamboo, rattan, excelsior, cork, maguey, straw, hair, raffia, henequen, palm leaves, rushes, bristles, grass, feathers, and similar materials; the manufacture of specified products made wholly or chiefly from metal; the processes of design, assembly, alteration, and repair related to or connected with the above manufacturing activities; any work or service necessary or related to activities mentioned. <i>Exceptions:</i> Activities covered by Federal and any other specified wage orders.</p> | <p>All employees.....</p> <p>Wood doors and windows.....</p> <p>Metal furniture.....</p> <p>Spring mattresses and bedsprings.....</p> <p>Wire beds.....</p> <p>Wood furniture.....</p> <p>Kitchen cabinets.....</p> <p>Other wood products.....</p> <p>Billiard tables.....</p> <p>Metal awnings.....</p> <p>Straw, hair, and similar material products—</p> <p> Brooms.....</p> <p> Other straw, hair, and similar products.....</p> <p>Metal doors, windows, and screens....</p> <p>Overtime.....</p> | <p>Following hourly rates in 7 classifications are for crafts masters and supervisors, office clerks, skilled workers, and other employees, respectively.</p> <p>\$1.25, \$1.13, \$1.13, 88 cents.....</p> <p>\$1.25, \$1.25, \$1.05, 90 cents.....</p> <p>\$1.25, \$1.25, \$1.10, \$1.00.....</p> <p>\$1.25, \$1.00, 90 cents, 75 cents.....</p> <p>\$1.25, \$1.15, \$1.10, 88 cents.....</p> <p>\$1.25, \$1.25, \$1.15, 98 cents.....</p> <p>\$1.25, \$1.15, \$1.00, 85 cents.....</p> <p>Following hourly rates in 4 classifications are for crafts masters and supervisors, office clerks, and other employees, respectively.</p> <p>\$1.25, \$1.20, \$1.20.....</p> <p>\$1.25, \$1.15, \$1.00.....</p> <p>\$1.25, \$1.15, 75 cents.....</p> <p>\$1.25, \$1.15, 72 cents.....</p> <p>Following hourly rates are for office clerks and other employees, respectively.</p> <p>\$1.25, \$1.18.....</p> <p>Twice employee's wage rate.....</p> | <p>8 a day, 48 a week.</p> <p>Do.</p> <p>Over 8 a day, 48 a week.</p> |

Metal, Machinery, Transportation Equipment, Electrical Products, Instruments, and Related Products for the Local Trade and the Motor Vehicle and Electric Appliance Repair, and Other Service Industry, No. 71, Feb. 3, 1965.
 (Supersedes Metal, Machinery, Transportation Equipment, Electrical Products, Instruments, and Related Products Industry for the Local Trade, No. 45, Oct. 28, 1962, and Motor Vehicle and Electric Appliance Repair and Other Service Industry, No. 40, July 29, 1962.)
 (Order No. 45 of July 6, 1958, previously revised Oct. 14, 1960, superseded Electrical Instruments and Related Products Industry, No. 29, Sept. 10, 1957. Order No. 40 of Mar. 2, 1958, previously revised May 26, 1960.)

The mining or any other extraction of ore and the further processing of such ore into metal; the manufacture of any product or part made chiefly of metal; and the manufacture with any material of machinery, tools, transportation equipment, and ordnance; the manufacture and assembly of machinery, apparatus, equipment, and supplies for the generation, storage, transmission, transformation, and utilization of electric energy; manufacture and assembly of instruments, lenses, apparatus, and equipment for scientific, professional, industrial measurement, photographic, ophthalmic, musical, and horological purposes. The repair (including painting) of motor vehicles of any kind, such as automobiles, airplanes, trucks, tractors, motorboats, and motorcycles; motors, radios, television sets, jukeboxes, batteries, refrigerators, and other electric appliances; cash registers, scales, typewriters, adding or calculating machines, sewing machines, and stoves; bicycles, firearms, and photographic cameras; clocks, watches, and jewelry; repair or upholstering of furniture; storage and custody of motor vehicles in garages, parking lots, or premises used for such purposes; and the saddlery, tinsmith, locksmith, and blacksmith services; any work or service necessary or related to activities mentioned above. *Exceptions:* Production and further processing of any basic material other than metal, except when manufactured by an establishment producing from such basic materials a product of this industry or the subassembly of such products; manufacture of ophthalmic frames other than metal; activities covered by Orders Nos. 25, 51, 52, and 67; work or service covered by the Federal Fair Labor Standards Act, except local trade activities brought under coverage by 1961 amendments. Retreading, recapping, and vulcanizing of tires and tubes; such repair services not available to the public in general which are covered by another mandatory or by a Federal wage order.

All employees:

| | | |
|---|-----------------------|-----|
| Metal, machinery, transportation equipment, and related products— | | |
| Extruded aluminum section..... | \$1.25 an hour..... | (2) |
| Gate, fence and grating: | | |
| Skilled workers..... | \$1.22 an hour..... | (2) |
| Other workers..... | 88 cents an hour..... | (2) |
| Kettle..... | \$1.00 an hour..... | (2) |
| Metallic potscourer..... | 85 cents an hour..... | (2) |
| Metal casket: | | |
| Skilled workers..... | \$1.25 an hour..... | (2) |
| Other workers..... | \$1.10 an hour..... | (2) |
| Other metal products..... | \$1.25 an hour..... | (2) |
| Electrical, instrument, and related products— | | |
| General: | | |
| Skilled workers..... | \$1.25 an hour..... | (2) |
| Other workers..... | \$1.15 an hour..... | (2) |
| Shaver, storage battery, drafting machine, electric terminal and connector, television antenna and lead-in cable..... | \$1.15 an hour..... | (2) |
| Radio and television component; resistance type household appliance; lens..... | \$1.10 an hour..... | (2) |
| Thermometer..... | 75 cents an hour..... | (2) |
| Motor vehicle and electric appliances repair and other services— | | |
| Repair services: | | |
| Agricultural or industrial machinery repair shops; blacksmith shops..... | \$1.25 an hour..... | (2) |
| Electric appliance, typewriter, adding or calculating machine repair shops— | | |
| Skilled workers..... | \$1.25 an hour..... | (2) |
| Other workers..... | \$1.05 an hour..... | (2) |
| Furniture; clock, watch, jewelry; and miscellaneous repair shops— | | |
| Skilled workers..... | \$1.20 an hour..... | (2) |
| Other workers..... | \$1.10 an hour..... | (2) |
| Motor vehicle repair shops; saddlery; tinsmith shops; paint shops— | | |
| Skilled workers..... | \$1.20 an hour..... | (2) |
| Other workers..... | 85 cents an hour..... | (2) |
| Motor vehicle storage, custody or parking services..... | 93 cents an hour..... | (2) |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|--|--|
| <p>PUERTO RICO—Con. Needlework Products, Pillow, and Mattress Manufacturing Industry for the Local Trade, No. 35, May 8, 1963. (Supersedes Order No. 35, Dec. 12, 1957, revised Dec. 27, 1960, which superseded rates ² of Order No. 21, Jan. 1953.) <u>Note:</u> Working conditions specified in Order No. 21 are still in effect. <u>Editor's Note:</u> Order revised effective Aug. 12, 1965.</p> | <p>Every work or service, including homework, necessary or related to the manufacture (and transportation, distribution, and sale carried out by the manufacturer) of pillows; cushions; mattresses without springs; apparel; apparel furnishings and accessories; any other product made by sewing, knitting, embroidery, or crocheting processes, or made by similar processes, from cloth or any other material; and production activities for local trade that were brought under coverage of the Fair Labor Standards Act in 1961. <i>Exceptions:</i> Traveling salesmen; articles manufactured from leather or skin or imitation thereof, and those primarily made from felt, straw, maguey, or raffia; hosiery, hair nets, jewelry, buttons, buckles, flowers, rugs, and mattresses with springs; work or services covered by Federal Fair Labor Standards Act as it read prior to the 1961 amendment.</p> | <p>All employees: In factory or shop— Canvas awnings, other products of canvas or other similar materials. Men's and boys' clothing and related products: Suits, coats, and similar items... Shirts and similar items... Trousers and similar items and all other. Children's clothing and related products. Women's, men's, boys', children's, and infants' underwear, and similar or related products, whether or not manufactured from knitted fabrics. Blouses and skirts... Women's dresses and related products. Mattresses without springs, quilts, pillows, and related products. General classification... Overtime... Homework...</p> | <p>90 cents an hour..... 80 cents an hour..... 75 cents an hour..... 57 cents an hour..... 63 cents an hour..... 67 cents an hour..... 65 cents an hour..... 70 cents an hour..... 65 cents an hour..... 68 cents an hour..... Twice the employee's regular rate. 55 cents an hour..... 63 cents an hour..... 53 cents an hour..... 50 cents an hour..... Twice employee's regular rate...</p> | <p>8 a day, 44 a week. Do. Do. Do. Do. Do. Do. Do. Do. Do. Over 8 a day, 44 a week, and on day of rest. Do. Do. Do. Over 8 a day, 48 a week, and on day of rest. Do. Do. Over 8 a day, 48 a week and on day of rest.</p> |
| <p>Restaurant, Bar, and Soda Fountain Industry, No. 47, May 25, 1963. (Supersedes Order No. 47, Aug. 28, 1958, revised Mar. 2, 1961, which superseded rates ² of Order 6 (amended), Jan. 1, 1955.) <u>Editor's Note:</u> Order revised effective Oct 13, 1965.</p> | <p>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 which, without being open to the public, serves or sells to its members and guests, with or without profit, any of the foregoing articles; any work or service necessary or related to above activities. <i>Exceptions:</i> Es-</p> | <p>All employees: Zone I ²..... Zone II ²..... Zone III ²..... Overtime.....</p> | <p>63 cents an hour..... 53 cents an hour..... 50 cents an hour..... Twice employee's regular rate...</p> | <p>8 a day, 48 a week. Do. Do. Over 8 a day, 48 a week and on day of rest.</p> |

Note: Working conditions specified in Order No. 6 are still in effect.

Retail Trade Industry, No. 42, Jan. 14, 1963.
(Supersedes Order No. 42, May 10, 1958, revised Nov. 5, 1960, and Feb. 23, 1961, which superseded rates of Order No. 8 (amended), Aug. 1955.)

Note: Working conditions specified in Order No. 8 are still in effect.

tablishments exclusively devoted to educational, religious, or medical purposes that operate on force account any of the activities of the industry; activities comprised in the hotel industry as recently defined by the Minimum Wage Board; private homes engaged in providing meals to private residences or having not more than 10 guests for board.

Comprises but not as a limitation every act, process, operation, work, or service necessary, incidental, or related to the sale or transfer to consumers, with 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 not more than two employees part of the time in wholesale activities and establishments engaged in retail trade that were brought under coverage of the 1961 amendments to the Federal Fair Labor Standards Act. *Exceptions:* Soda fountains, restaurants, bars, hotels; traveling salesmen.¹⁰

See footnotes at end of table.

| | | | |
|---|--|--|--|
| All employees: | | | |
| Supermarkets— | | | |
| Butchers..... | \$1.25, \$1.10, \$1.00 an hour..... | | 8 a day, 48 a week. |
| Messengers and/or cleanup men and baggers..... | 67 cents, 60 cents, 55 cents an hour. | | Do. |
| All other employees..... | 75 cents, 65 cents, 60 cents an hour. | | Do. |
| Motor vehicles and agricultural and industrial machinery. | \$1.15, \$1.05, 95 cents an hour..... | | Do. |
| Gasoline service stations..... | 62 cents, 55 cents, 50 cents an hour. | | Do. |
| Building material and hardware stores. | 75 cents, 65 cents, 60 cents an hour. | | Do. |
| General dry goods, apparel and accessories. | 65 cents, 60 cents, 55 cents an hour. | | Do. |
| Department stores..... | 70 cents, 65 cents, 60 cents an hour. | | Do. |
| Variety and/or discount stores..... | 80 cents, 75 cents, 70 cents an hour. | | Do. |
| Furniture and household articles.... | 65 cents, 60 cents, 55 cents an hour. | | Do. |
| Grocery stores— | | | |
| Messengers and/or cleanup men.... | 55 cents, 50 cents, 45 cents an hour. | | Do. |
| All other employees..... | 60 cents, 55 cents, 50 cents an hour. | | Do. |
| Other retail trade— | | | |
| Messengers and/or cleanup men.... | 60 cents, 55 cents, 50 cents an hour. | | Do. |
| All other employees..... | 65 cents, 60 cents, 55 cents an hour. | | Do. |
| Overtime..... | Specified rates are for Zones I, II, and III, ¹¹ respectively. Twice employee's regular wage rate. | | Over 8 a day, 48 a week, and on day of rest. |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|---|---|
| <p>PUERTO RICO—Con. Stone, Clay, Glass, Cement, and Related Products Industry, No. 67, June 19, 1965. (Supersedes rates of Stone, Clay, Glass, Cement, and Related Products Industry, No. 67, Sept. 28, 1962, which superseded rates of Clay and Clay Products Industry in the Local Trade, No. 43, June 13, 1958, as amended by Order No. 61, Feb. 2, 1961, and of Stone, Glass, and Related Products Industry, No. 36, May 21, 1960.) (Order No. 36 of May 21, 1960, superseded Order No. 36, Dec. 15, 1957, which superseded rates³ of Order No. 15 of Nov. 1948.)</p> | <p>Mining, quarrying, or other extraction and the further processing of any mineral (other than metal ores, chemical and fertilizing minerals, coal, petroleum, or natural gases); includes the manufacture of products from such minerals, as defined; any work or service necessary or related to activities mentioned. <i>Exceptions:</i> Specified occupations and industries; work or service covered by Federal Fair Labor Standards Act.</p> | <p>All employees: Clay— Clay blocks: Power shovel operator..... All other workers..... Ceramic tiles..... Handmade art pottery products..... Vitreous and semivitreous china food utensils..... Aggregates for concrete..... Other clay products..... Stone, glass, cement, and related products— Cement manufacturing..... Ready-mixed concrete..... Concrete pipe or conduit..... Concrete blocks..... Concrete tiles..... Terrazzo or marble tiles..... Stone, sand, gravel, and similar products quarries: Heavy machinery operator, mechanic, and driver..... Jackhammer operator..... Crusher man and blaster..... All other workers..... Overtime..... Hot asphaltic plant mix..... Cold asphaltic plant mix..... Precast concrete products..... Glass containers..... Mirror and glass products except containers..... Abrasives..... Asbestos and cement products..... Dry cement mix..... Other stone and cement products..... Mica.....</p> | <p>\$1.25 an hour..... \$1.05 an hour..... 81 cents an hour..... 70 cents an hour..... 96 cents an hour..... \$1.00 an hour..... 70 cents an hour..... \$1.25 an hour..... \$1.25 an hour..... \$1.25 an hour..... 90 cents an hour..... 60 cents an hour..... \$1.00 an hour..... \$1.25 an hour..... \$1.10 an hour..... \$1.05 an hour..... 90 cents an hour..... 90 cents an hour..... \$1.10 an hour..... \$1.25 an hour..... \$1.00 an hour..... \$1.00 an hour..... \$1.05 an hour..... 60 cents an hour..... 70 cents an hour..... 85 cents an hour.....</p> | <p>8 a day, 44 a week. Do. Do. Do. Over 8 a day, 44 a week.</p> |

Sugar Industry in Its Agricultural Phase, No. 50, Jan. 17, 1962.¹²
(Supersedes Order No. 50, June 19, 1959.)

Comprises the preparation of the land; the planting, cultivating, and harvesting of sugarcane, its transportation when performed by farmer-employer by force account; any work or service necessary or related to the above activities. *Exceptions:* Cane transportation activities covered by specified Federal wage orders.

Theater and Motion Picture Industry, No. 48 Oct. 12, 1963.
(Supersedes Order No. 48 of Sept. 12, 1958, revised Apr. 30, 1961, which superseded rates of Order No. 7 (amended) Nov. 16, 1953.)

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.

Note: Working conditions specified in Order No. 7 are still in effect.

| | | |
|--|---|--|
| All employees: | | |
| Principal operators of mechanical loaders, harvesters, and sowers. | \$6.40 a day----- | First 8 in 24. ³ |
| Carpenters, masons, mechanics, painters, electricians, and other arts and trades workers. | \$5.29 a day----- | Do. ³ |
| Operators of mechanical equipment. | \$5.00 a day----- | Do. ³ |
| Arts and trades helpers----- | \$4.09 a day----- | Do. ³ |
| Cartmen in harvest work, portable track handlers, railroad or portable track car loaders, wagon drivers and conductors. | \$3.40 a day----- | Do. ³ |
| Cane dumpers or loaders of cane carts, trucks, or other vehicles. | \$3.29 a day----- | Do. ³ |
| Plow steermens and operators of irrigation pumps, cane sowers, work connected with mixing and applying chemical weed killers and fixers, sugarcane seed spreaders, cutters and arrangers in furrows, sugarcane cutters (for grinding or planting), seed cutters, crane operators, cane pilers. | \$3.19 a day----- | Do. ³ |
| Ditchdiggers, ditch cleaners, and water irrigators. | \$3.19 a day----- | First 7 in 24. ³ |
| Cartmen in cultivation work----- | \$2.93 a day----- | First 8 in 24. ³ |
| Other employees----- | \$2.92 a day----- | Do. ³ |
| All employees: | | |
| Motion picture projectionists and managers— | | |
| First-class theaters ¹³ ----- | \$1.25 and \$1.15 an hour----- | 8 a day, 40 a week. |
| Second-class theaters ¹³ ----- | \$1.10 and 95 cents an hour----- | Do. |
| Third-class theaters ¹³ ----- | \$1.00 and 90 cents an hour----- | Do. |
| Electricians, plumbers, drivers, painters, and other arts and crafts employees. | \$1.00 and 90 cents an hour----- | Do. |
| Assistant motion picture projectionists, assistant managers, ticket takers, box office cashiers, porters, and other employees— | | |
| First-class theaters ¹³ ----- | 75 and 65 cents an hour----- | Do. |
| Second-class theaters ¹³ ----- | 70 and 60 cents an hour----- | Do. |
| Third-class theaters ¹³ ----- | 65 and 55 cents an hour----- | Do. |
| | Specified rates are for Zone I (capital of Puerto Rico) and Zone II (remainder of Puerto Rico), respectively. | |
| Overtime----- | Twice employee's regular wage rate. | Over 8 a day, 40 a week, and on day of rest. |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|--|---|--|
| <p>PUERTO RICO—Con. Tobacco and Food Crops Industry, No. 69, Jan. 27, 1964. (Supersedes Tobacco Industry in Its Agricultural Phase Order No. 49, Oct. 2, 1958, revised June 30, 1961, which superseded rates set by law June 26, 1956.)</p> | <p>The preparation of land, planting, transplanting, cultivating, harvesting, sewing, drying, packing, preparation, and delivery of tobacco in nonprocessed state; the processing of leaf tobacco, including but without limitation the receipt, weighing, bulking, grading, sorting, fermenting, stemming, chopping, packing, storing, drying, and any operation related to the handling of leaf tobacco prior to its use in the manufacture of cigars, little cigars, cigarettes, snuff, chewing tobacco, cut tobacco, and other similar products; the manufacture of cigars, little cigars, cigarettes, snuff, chewing tobacco, cut tobacco, and other similar products; the preparation of land, planting, cultivating, transplanting, harvesting, storing, packing, and preparation of grains, vegetables, cereals, and farinaceous products for market in nonprocessed state and their delivery by the farmers to the warehouse or market or to carriers to be transported to the marketplace; any work or service necessary or related to the above activities. <i>Exceptions:</i> Activities covered by the Federal Fair Labor Standards Act as it read prior to the approval of Public Law 87-30.</p> | <p>All employees: Tobacco in its industria phase for local trade. Food crops— Tomatoes----- Other food crops----- Tobacco in its agricultural phase— Tobacco stringing by hand----- All other operations-----</p> | <p>50 cents an hour----- 38 cents an hour----- 35 cents an hour----- One-tenth of a cent per lath, not to exceed 20 pairs. For each 5 pairs of leaves or fraction over the first 20 pairs, an additional one-fourth of a cent. 37½ cents an hour-----</p> | <p>(2) (2) (2) (2) (2)</p> |
| <p>Transportation Industry, No. 38, May 29, 1965. (Supersedes Transportation Industry, No. 38, Sept. 23, 1962, which previously superseded rates of Aug. 16, 1960. Order No. 38,</p> | <p>Comprises, but without limitation, every act, process, operation, work, or service necessary, incidental, or related to transportation or conveyance of persons or things, from one place to another, in Puerto Rico, by water, air, and land in any kind of motor vehicle including those run by rails. <i>Exceptions:</i> Transporta-</p> | <p>All employees: Motor carrier transport not covered by FLSA prior to 1961 amendment— Drivers, skilled workers, and office clerks. Other workers-----</p> | <p>\$1.25 an hour----- \$1.05 an hour-----</p> | <p>8 a day, 48 a week. Do.</p> |

Jan. 6, 1958, superseded rates ³ of Order No. 12 (amended) of Feb. 1948.)

tion carried on by any employer in vehicles of his property and on his own account for purposes of, or in relation to, his industry if another mandatory or Federal order is applicable; transportation activities carried on by water and air covered by the Fair Labor Standards Act as it read prior to the amendments of 1961.

Wholesaling and Warehousing Industry, No. 68, June 16, 1963. (Supersedes Order No. 34, Oct. 30, 1957, revised Nov. 13, 1959, and Oct. 5, 1961, which superseded rates ³ of Order No. 16, Oct. 1949.)

Note: Working conditions specified in Order No. 16 are still in effect.

Includes but without limitation the wholesaling, warehousing, and other distribution activities of jobbers, importers and exporters, manufacturers' sales branches and offices established for wholesale distribution of their products, industrial distributors, mail order establishments, brokers and agents, and public warehouses, and any work or service necessary or related to these activities. *Exceptions:* Bona fide traveling salesmen; industrial wholesaling and warehousing of products manufactured in Puerto Rico; other specified occupations and industries.

See footnotes at end of table.

| | | |
|--|---|--|
| Public service automobile— | | |
| Passenger automobile line: | | |
| Drivers..... | 80 cents an hour or 30 percent of gross income of workday, whichever is higher. | Do. |
| Skilled workers..... | \$1.10 an hour..... | Do. |
| Office clerks..... | \$1.00 an hour..... | Do. |
| Other workers..... | 75 cents an hour..... | Do. |
| Taxicab: | | |
| Drivers..... | 85 cents an hour or 30 percent of gross income of workday, whichever is higher. | Do. |
| Skilled workers..... | \$1.25 an hour..... | Do. |
| Office clerks..... | \$1.00 an hour..... | Do. |
| Other workers..... | 75 cents an hour..... | Do. |
| Bus enterprise: | | |
| Zone I ¹⁴ | \$1.25 an hour..... | Do. |
| Zone II ¹⁴ | | |
| Drivers..... | 75 cents an hour..... | Do. |
| Skilled workers..... | \$1.00 an hour..... | Do. |
| Other workers..... | 70 cents an hour..... | Do. |
| Private service automobile drivers..... | \$1.00 an hour..... | Do. |
| Motor vehicle rental enterprise— | | |
| Tour and sightseeing enterprise: | | |
| Drivers, skilled workers, and office clerks..... | \$1.20 an hour..... | Do. |
| Other workers..... | \$1.15 an hour..... | Do. |
| Motor vehicle rental, without drivers..... | \$1.25 an hour..... | Do. |
| Limousine enterprise..... | \$1.15 an hour..... | Do. |
| Other transportation enterprise— | | |
| Skilled workers and office clerks..... | \$1.25 an hour..... | Do. |
| Other workers..... | \$1.00 an hour..... | Do. |
| Overtime..... | Twice the regular rate..... | During 9th hour and on day of rest. Over 9 a day. |
| All employees..... | \$1.25 an hour..... | 8 a day, 44 a week. |
| Overtime..... | Twice the wage rate..... | Over 8 a day, 44 a week, and on day of rest. |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|--------------------|-------|
| <p>PUERTO RICO—Con. Miscellaneous Activities Industry, No. 70, Oct. 29, 1964, as amended Mar. 15, 1965. (Supersedes Paper, Paper Products, Printing and Publishing Industry for the Local Trade, No. 31, Apr. 5, 1962, and Plastic Products Industry, No. 26, Aug. 3, 1957, and partially supersedes Banking, Insurance, and Finance Industry, No. 60, Feb. 3, 1963.) *Indicates rates effective Mar. 15, 1965.</p> | <p>Includes the activities necessary or incidental to the support, operation, or functioning of centers, enterprises, establishments, or organizations, whether operated for profit or non-profit purposes (see class of employees covered for covered activities.) <i>Exceptions:</i> Religious personnel invested with ecclesiastical power engaged in teaching or in other religious or charitable activities.</p> | <p>All employees: A. Recreation or amusement services— Motion picture production and distribution. \$1.25 an hour Activities related to the racing sport: Race tracks \$1.25 an hour Horse racing agencies 95 cents an hour, Zone I; ¹⁵ 85 cents an hour, Zone II. ¹⁵ Racing stables— Horse trainers \$1.20 an hour Exercise boys \$1.15 an hour Grooms 86 cents an hour Watchmen 84 cents an hour Groom helpers 65 cents an hour Stall boys and other employees 62 cents an hour* Horse farms 50 cents an hour Sports clubs: Yacht and boat clubs \$1.00 an hour, Zone I; ¹⁶ 65 cents an hour, Zone II. ¹⁶ Other sports clubs— Drivers \$1.05 an hour Other employees 65 cents an hour Other recreation or amusement services: Cockpits 65 cents an hour Truck drivers \$1.05 an hour Other employees 85 cents an hour B. Educational or learning services— Universities: Teachers \$1.25 an hour Office clerks 85 cents an hour Arts and crafts employees \$1.00 an hour Truck drivers \$1.05 an hour Other drivers 85 cents an hour Kitchen, dining room, and cafeteria employees 62 cents an hour Messengers and janitors 65 cents an hour Other employees 70 cents an hour</p> | | |

| | |
|---|------------------------|
| Schools and academies: | |
| Teachers..... | \$1.20 an hour..... |
| Office clerks..... | 95 cents an hour..... |
| Arts and crafts employees..... | \$1.05 an hour..... |
| Truck drivers..... | \$1.05 an hour..... |
| Other drivers..... | 85 cents an hour..... |
| Kitchen, dining room, and cafeteria employees..... | 67 cents an hour..... |
| Other employees..... | 75 cents an hour..... |
| Automobile driving schools: | |
| Heavy motor vehicle instructor..... | \$1.25 an hour..... |
| Light motor vehicle instructor..... | \$1.15 an hour..... |
| Other employees..... | 60 cents an hour..... |
| Aviation schools..... | \$1.25 an hour..... |
| Other schools: | |
| Instructors..... | \$1.25 an hour..... |
| Other employees..... | 75 cents an hour..... |
| C. Social, fraternal, cultural, religious, sport, or similar organizations— | |
| Professional, industrial, business, agricultural, and trade organizations: | |
| Office clerks..... | \$1.15 an hour..... |
| Truck drivers..... | \$1.05 an hour..... |
| Other drivers..... | 85 cents an hour..... |
| Arts and crafts employees..... | \$1.00 an hour..... |
| Other employees..... | 85 cents an hour..... |
| Lodges, civic, charitable, cultural, and similar associations: | |
| Charitable institutions— | |
| Charitable hospitals: | |
| Registered female or male nurses..... | \$1.05 an hour*..... |
| Office clerks..... | 70 cents an hour*..... |
| Practical female or male nurses and ward attendants..... | 65 cents an hour*..... |
| Arts and crafts employees— | |
| Skilled..... | \$1.00 an hour*..... |
| Semiskilled..... | 70 cents an hour*..... |
| Drivers..... | 80 cents an hour*..... |
| X-ray and laboratory technicians or medical technologists..... | 85 cents an hour*..... |
| Other employees..... | 60 cents an hour*..... |
| Other charitable institutions..... | 35 cents an hour*..... |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--------------------------------|---|------------------------|-------|
| PUERTO RICO—Con. Miscellaneous Activities Industry, No. 70, Oct. 29, 1964, as amended Mar. 15, 1965—Continued | | Lodges, civic, cultural, and similar associations— | 85 cents an hour*..... | |
| | | Office clerks..... | \$1.05 an hour*..... | |
| | | Truck drivers..... | 85 cents an hour*..... | |
| | | Other drivers..... | \$1.15 an hour*..... | |
| | | Arts and crafts employees..... | 63 cents an hour*..... | |
| | | Dining room, kitchen, and cafeteria employees..... | 65 cents an hour*..... | |
| | | Messengers and janitors..... | 80 cents an hour*..... | |
| | | Other employees..... | | |
| | | Casinos, social clubs, and other similar clubs: | | |
| | | Office clerks..... | \$1.15 an hour..... | |
| | | Kitchen, dining room, and bar employees; messengers and janitors..... | 65 cents an hour..... | |
| | | Other employees..... | 60 cents an hour..... | |
| | | Sororities and fraternities: | | |
| | | Office clerks..... | \$1.10 an hour..... | |
| | | Kitchen, dining room, and bar employees..... | 63 cents an hour..... | |
| | | Other employees..... | 55 cents an hour..... | |
| | | Religious associations and institutions: | | |
| | | Lay employees— | | |
| | | Office clerks..... | 80 cents an hour*..... | |
| | | Arts and crafts employees..... | \$1.10 an hour*..... | |
| | | Kitchen, dining room, and cafeteria employees..... | 45 cents an hour*..... | |
| | | Messengers and janitors..... | 60 cents an hour*..... | |
| | | Other employees..... | 75 cents an hour*..... | |
| | | Labor unions, welfare funds, and other similar associations: | | |
| | | Truck drivers..... | \$1.05 an hour..... | |
| | | Other drivers..... | 85 cents an hour..... | |
| | | Messengers and janitors..... | 70 cents an hour..... | |
| | | Other employees..... | \$1.00 an hour..... | |
| | | Athletic associations, ball clubs, or other similar clubs: | | |
| | | Office clerks..... | \$1.25 an hour..... | |
| | | Other employees..... | \$1.15 an hour..... | |
| Political parties and other similar associations..... | 90 cents an hour..... | | | |

See footnotes at end of table.

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|--|-----------------------|
| Art galleries or establishments, museums, libraries, botanical gardens, zoological parks, and similar establishments. | \$1.20 an hour..... |
| D. Paper, paper products, printing and publishing for the local trade— | |
| Newspapers, periodicals, photo-engraving, paper, and cardboard. | \$1.25 an hour*..... |
| Wood, rag, bagasse, and other fibers pulp. | \$1.15 an hour*..... |
| Paper bags and paper boxes..... | \$1.10 an hour..... |
| Printing and lithography..... | \$1.125 an hour..... |
| Filing cards, indexes, decalomania transfers, posters, products made by the silk screen process, alphabet letters and folders, and paper for sanitary use. | \$1.15 an hour..... |
| General classification..... | 80 cents an hour..... |
| E. Plastic products for the local trade— | |
| Sprayers and vaporizers..... | \$1.15 an hour..... |
| Dinnerware..... | \$1.10 an hour..... |
| Phonograph records..... | \$1.00 an hour..... |
| Wall tile; flexible plastic films; plastic footwear; general classification. | 80 cents an hour..... |
| F. Credit unions and agricultural credit institutions— | |
| Agricultural credit institutions..... | \$1.25 an hour..... |
| Credit unions..... | \$1.05 an hour..... |

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|--|
| <p>RHODE ISLAND: Wage fixed in law Sept. 3, 1962.¹ Rates effective Sept. 3, 1963.² Ch. 135 (L. 1963), amending Title 28, Ch. 12, Gen. Laws 1956. Previously amended by Ch. 105 (L. 1962) and Ch. 3957 (L. 1957). (Supersedes rates effective Sept. 3, 1962.)</p> | <p>Any occupation, service, trade, business, industry, or branch or group of industries, or employment or class of employment. <i>Exceptions:</i> Agriculture; domestic service in or about a private home; employees of the United States; educational, charitable, religious, or nonprofit organizations where the employer-employee relationship does not, in fact, exist, or where the services rendered are on a voluntary basis; newsboys on home delivery, shoeshine boys in shoeshine establishments, caddies on golf courses, pinboys in bowling alleys, ushers in theaters; traveling and outside salesmen; individuals in the employ of a son, daughter, or spouse; employees under 21 years in the employ of a father or mother; resort establishments between May 1 and October 1 which regularly serve meals to the general public and are open not more than 6 months a year; school or college students employed on a part-time basis (not over 22 hours a week).³</p> | <p>All employees ²..... Except employees in religious, charitable, literary, educational, nonprofit hospital organization or corporation, or other nonprofit association or corporation, where employer-employee relationship exists.</p> | <p>\$1.25 an hour..... \$1 an hour..... Allowance for gratuities, under specified conditions, as part of the hourly wage rate may not exceed 10 cents for taxicab drivers; 40 cents for employees of restaurants, hotels, and other industries.</p> | <p>Maximum for women and minors, 9 a day, 48 a week.⁴ Do.⁴</p> |
| <p>Laundry and Drycleaning Occupations. Rate effective Sept. 3, 1963.⁵ Administrative Regulations. (Supersedes rates effective Sept. 3, 1962, which superseded rates of Oct. 1, 1957, and partially superseded Order No. 3-R, June 1, 1951.)</p> | <p>Laundry occupations include any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; the collection, distribution, or sale of laundry service; the producing or rendering of such activity or service by the employer on his own behalf or for others, more specifically, by hotels, overnight camps, clubs, business establishments, factories, bakeries, self-service laundries, automatic laundries, any type of rental laundries, and other like establishments. <i>Exception:</i> Wards or charges of charitable organizations. Drycleaning occupations include any activity concerned with the cleaning, refreshing, or restoration of any fabric and/or of any article of wearing apparel, including pressing or other work incidental thereto or performed in connection therewith; the collection, distribution, or sale of drycleaning service; the producing or rendering of such activity or service by the employer upon his own behalf or for others,</p> | <p>All employees ² except student part-time workers.</p> | <p>\$1.25 an hour.....</p> | <p>Maximum for women and minors, 9 a day, 48 a week.⁴</p> |

Laundry and Drycleaning Industries, No. 3-R, June 1, 1951 (applicable to employees exempt from wage fixed in law).

Restaurant, Hotel Restaurant, and Public Housekeeping Occupations. Rates effective Sept. 3, 1963.⁵

Administrative Regulations.
(Supersedes rates effective Sept. 3, 1962, which superseded rates of Oct. 1, 1957, and partially superseded Order Nos. 5-R-2, Jan. 1, 1954, and 6, Sept. 15, 1947.)

more specifically, by hotels, clubs, and like business establishments, or by automatic cleansers, self-service cleansers, or other types of rental cleansers.

Same as Laundry and Drycleaning Occupations under Administrative Regulations.

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, employees, members or guests of members, or paying guests.

Public housekeeping occupations include all employment connected directly or indirectly with the offering or furnishing of rooms and/or lodging for remuneration to the public, employees, members or guests of members, 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, linenroom worker, elevator operator, cashier, clerical worker such as room and desk clerk, coatroom 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 roominghouse.

Student ⁶ part-time workers:
Experienced (240 hours in establishment).
Inexperienced (less than 240 hours in establishment).

All employees ² except student part-time workers.

For restaurant or hotel restaurant employee when spread of hours exceeds 10 (12 in resort hotels) in any day, or there is more than one interval off duty (two intervals in resort hotels).

For public housekeeping employee when spread of hours exceeds 10 (12 in seasonal resort hotels) in any day, or there is more than one interval off duty.

70 cents an hour.....

65 cents an hour.....

\$1.25 an hour.....

50 cents a day in addition to hourly wage.

75 cents a day in addition to hourly wage.

Allowance for gratuities, under specified conditions, as part of the hourly wage rate may not exceed 40 cents.

22 hours or less a week.⁷

Do.⁷

Maximum for women and minors, 9 a day, 48 a week.⁴

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|---|--------------------|---|
| RHODE ISLAND—Con. Restaurant and Hotel Restaurant Occupations, No. 5-R-2, Jan. 1, 1954 (applicable to employees exempt from wage fixed in law). | Same as restaurant and hotel restaurant occupations in Restaurant, Hotel Restaurant, and Public Housekeeping Occupations under Administrative Regulations. | Employees in resort restaurants: Full-time— Nonservice..... 72 cents an hour (60 cents with meals). Service..... 52 cents an hour (40 cents with meals). Overtime..... 1½ times basic hourly rate..... Part-time— Nonservice..... 77 cents an hour (65 cents with meals). Service..... 57 cents an hour (45 cents with meals). Employees in resort hotels who receive full maintenance: Nonservice..... \$19.20 a week..... Service..... \$12.00 a week..... Student ⁵ part-time workers: Nonservice..... 77 cents an hour (65 cents with meals). Service..... 57 cents an hour (45 cents with meals). | | Over 45 hours a week. 24 hours or less a week. Do. 48 hours or less a week. Do. 22 hours or less a week. ⁷ Do. |
| Public Housekeeping Occupations, No. 6, Sept. 15, 1947 (applicable to employees exempt from wage fixed in law). | Same as public housekeeping occupations in Restaurant, Hotel Restaurant, and Public Housekeeping Occupations under Administrative Regulations. | Employees in resort hotels with restaurant: Nonservice— Full-time..... 50 cents an hour..... Part-time..... 55 cents an hour..... Service ⁸ — Full-time..... 30 cents an hour..... Part-time..... 35 cents an hour..... Student ⁶ part-time workers: Nonservice..... 55 cents an hour..... Service ⁸ 35 cents an hour..... | | 40 hours or more a week. Less than 40 hours a week. 40 hours or more a week. Less than 40 hours a week. 22 hours or less a week. ⁷ Do. ⁷ |

Retail Trade Occupations.
Rates effective Sept. 3,
1963.⁵

Administrative Regula-
tions.
(Supersedes rates effective
Sept. 3, 1962, which
superseded rates effective
Oct. 1, 1957, and par-
tially superseded Order
No. 4-R-3, July 1, 1958.)

Retail Trade Occupations,
No. 4-R-3, July 1, 1958
(applicable to employees
exempt from wage fixed
in law).

All employment in or for any industry or busi-
ness selling or offering for sale any type of
merchandise, wares, goods, articles, or com-
modities to the consumer; all work connected
with the soliciting of sales or opportunities for
sales and/or the distributing of such merchan-
dise, wares, goods, articles, or commodities
and the rendering of services incidental to the
sale, use, or upkeep of the same, whether per-
formed on the employer's premises or else-
where. *Exception:* Home delivery of news-
papers.

Same as Retail Trade Occupations under
Administrative Regulations.

All employees ² ⁹ except student part-
time workers.

On 7th consecutive day-----
If employee works a split shift, or
spread of hours exceeds 12, or both.

Traveling and outside salesmen-----
Student ⁶ part-time workers: ¹¹
18 years and over-----
Under 18 years-----

\$1.25 an hour-----

do-----
\$1 a day in addition to applica-
ble minimum wage.

95 cents an hour-----

95 cents an hour ¹²-----
85 cents an hour ¹²-----

Maximum for women and
minors, 9 a day, 48 a
week.⁴

(¹⁰)

22 hours or less a week.¹³
Do.¹³

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|---|---|--|
| SOUTH DAKOTA: Wage fixed in law. Rates effective July 1, 1964. Code of 1939 with 1960 supplement, sec. 17. 0607, as amended by H.B. 708 (L. 1964). (Supersedes rates of July 1, 1945. ³) | Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packinghouse. | Females over 14 years of age: ¹ In cities with population of 2,500 or over. Elsewhere..... Hourly rate..... | \$20 a week..... \$17 a week..... Weekly rate prorated..... | Maximum for females, 10 a day, 54 a week, in cities over 3,000 population; elsewhere, 10 a day. ² Maximum for females, 10 a day. ³ Less than a week. |

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|--|---|---|
| UTAH: Laundry, Cleaning, Dyeing, and Pressing Industries, No. 5, Jan. 1, 1965. (Supersedes Order No. 5, Sept. 1, 1960, which superseded Order No. 4, as last amended July 1, 1959.) | Includes any place where washing, ironing, cleaning, dyeing, pressing, or processing incidental thereto of any kind of fabric is conducted. | Women and minors: ^{1 2} Experienced (500 hours in the industry)— Zone 1 (Salt Lake, Weber, Utah, and Davis Counties): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 2 (cities, not in the above-named counties, with population of 5,000 or more): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 3 (all other incorporated and unincorporated areas): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Inexperienced..... Student worker ³ | \$1.10 an hour..... \$1.15 an hour..... \$1.05 an hour..... \$1.10 an hour..... 95 cents an hour..... \$1.00 an hour..... 10 cents an hour less than the applicable minimum wage. 20 cents an hour less than the applicable established rate for experienced employee. | Standard hours for women, 8 a day, 48 hours and 6 days a week; for minors, 8-44-6. Do. Do. Do. Do. Do. Do. Do. |
| Public Housekeeping Industry, No. 5, Jan. 1, 1965. (Supersedes Order No. 5, Sept. 1, 1960, which superseded Order No. 3, as last amended Aug. 1, 1959.) | Hotels, boardinghouses, roominghouses, motels, apartment houses, buildings offering space for rent, resort hotels, hospitals, nursing homes, and institutions. Includes linenroom girls, maids, cleaners, charwomen, elevator operators, and any other female or minor employee connected with the establishment. <i>Exceptions:</i> Registered nurses, licensed practical nurses, and resident managers. | Women and minors: ^{1 4} Experienced (500 hours in the industry)— Zone 1 (Salt Lake, Weber, Utah, and Davis Counties): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 2 (cities, not in the above-named counties, with population of 5,000 or more): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 3 (all other incorporated and unincorporated areas): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Inexperienced..... Student worker ³ | \$1.10 an hour..... \$1.15 an hour..... \$1.05 an hour..... \$1.10 an hour..... 95 cents an hour..... \$1.00 an hour..... 10 cents an hour less than the applicable minimum wage. 20 cents an hour less than the applicable established rate for experienced employee. | Do. Do. Do. Do. Do. Do. Do. |

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|---|---|
| UTAH—Continued Restaurant Industry, No. 5, Jan 1, 1965. (Supersedes Order No. 5, Oct. 25, 1962, which superseded Order No. 2, as last amended Oct. 1, 1961.) | All food service establishments where refreshments or meals in solid or liquid form may be obtained by the public generally or selected portions of the public. Includes but is not limited to cafes, restaurants, cafeterias, coffee-shops, soda fountains, snackbars, drive-ins, food caterers, and all other persons or corporations supplying meals or refreshments. | Women and minors: ¹ Experienced (500 hours in the industry)— Zone 1 (Salt Lake, Weber, Utah, and Davis Counties): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 2 (cities, not in the above-named counties, with population of 5,000 or more): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Zone 3 (all other incorporated and unincorporated areas): Until Jan. 1, 1966..... On and after Jan. 1, 1966..... Inexperienced..... Student worker ² | \$1.10 an hour..... \$1.15 an hour..... \$1.05 an hour..... \$1.10 an hour..... 95 cents an hour..... \$1.00 an hour..... 10 cents an hour less than the applicable minimum wage. 20 cents an hour less than the applicable established rate for experienced employee. | Standard hours for women, 8 a day, 48 hours and 6 days a week; for minors, 8-44-6. Do. Do. Do. Do. Do. Do. Do. |

Retail Trade Industry, No. 5, Jan. 1, 1965.
(Supersedes Order No. 5, Sept. 1, 1960, which superseded Order No. 1, as last amended July 1, 1959.)

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

Women and minors:¹

Experienced (after 500 hours employment in the industry)—

Zone 1 (Salt Lake, Weber, Utah, and Davis Counties):

Until Jan. 1, 1966.....

\$1.10 an hour.....

On and after Jan. 1, 1966.....

\$1.15 an hour.....

Zone 2 (cities, not in the above-named counties, with population of 5,000 or more):

Until Jan. 1, 1966.....

\$1.05 an hour.....

On and after Jan. 1, 1966.....

\$1.10 an hour.....

Zone 3 (all other incorporated and unincorporated areas):

Until Jan. 1, 1966.....

95 cents an hour.....

On and after Jan. 1, 1966.....

\$1.00 an hour.....

Inexperienced.....

10 cents an hour less than the applicable minimum wage.

Student worker ³.....

20 cents an hour less than the applicable established rate for experienced employee.

Standard hours for women, 8 a day, 48 hours and 6 days a week; for minors, 8-44-6.

Do.

Do.

Do.

Do.

Do.

Do.

Do.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|--|--|--|--|
| <p>VERMONT: Wage fixed in law. Rate effective Sept. 1, 1959. Act 303 (L. 1957), as amended by Acts 32 and 109 (L. 1959). (Supersedes rates effective Sept. 1, 1957.) Editor's Note: H.B. 40 (L. 1965) increases the minimum rate to \$1.25 an hour effective Oct. 1, 1965.</p> | <p>Any industry, trade, or business or branch thereof or class of work therein of employers of two or more employees. <i>Exceptions:</i> Agriculture; domestic service in or about a private home; employees of the United States, the State, or any political subdivision thereof; employees of public-supported nonprofit organizations except laundry employees, nurses' aides, or practical nurses; bona fide executive, administrative, or professional employees; persons subject to the Federal Fair Labor Standards Act; newsboys on home delivery; taxicab drivers; outside salesmen; students working any part or all of school year or regular vacation period; switchboard operators employed in a public telephone exchange servicing not more than 750 stations.</p> | All employees ¹ ----- | \$1 an hour----- | Maximum for women and minors, 9 a day, 50 a week. ² |
| <p>Hotel, Motel, Tourist Place, and Restaurant Industry, No. 2, Oct. 8, 1959. (Order No. 2 of May 20, 1958, as amended by Acts 32 and 109 (L. 1959).) Editor's Note: Order revised. Nonservice rate \$1.25 an hour, effective Dec. 3, 1965.</p> | <p>Any establishment, including tourist place, inn, cabin, and motel, which, as a whole or part of its business activities, offers lodging accommodations for hire to the public or to members or guests of its members, and services in connection therewith; and any establishment conducting any activity directly connected with the preparation and serving of food to the public, for pay, and where lodging is not furnished for pay. <i>Exception:</i> Students (exempt from the minimum wage law).</p> | <p>All employees:³ Nonservice ⁴----- Apprentice or learner (not more than 30 days). Counter employees----- Service ⁴----- Resort hotels: ⁵ Chambermaids----- Other service employees----- Other hotels, restaurants-----</p> | <p>\$1 an hour----- 75 cents an hour----- 70 cents an hour----- 75 cents an hour----- 50 cents an hour----- 55 cents an hour----- (Employer entitled to deduct from minimum wage an allowance for meals and lodging, in amounts as specified.)</p> | |
| <p>Laundry and Drycleaning Industry, No. 3, Oct. 8, 1959. (Order No. 3 of July 23, 1958, as amended by Acts 32 and 109 (L. 1959).) Editor's Note: Order revised. Rate for experienced workers, \$1.25 an hour; learners, \$1.10 an hour, effective Dec. 13, 1965.</p> | <p>the collection, washing, or cleaning of garments, household articles, etc. <i>Exception:</i> Students (exempt from the minimum wage law).</p> | <p>Experienced employees ¹----- Learners ⁶ (3 months or 520 hours in industry).-----</p> | <p>\$1 an hour----- 85 cents an hour-----</p> | <p>Do.² Do.²</p> |

Retail, Wholesale, and Service Establishments, No. 4, Oct. 8, 1959. (Order No. 4 of July 23, 1958, as amended by Acts 32 and 109 (L. 1959).)

Editor's Note: Order revised. Rate for all employees, \$1.25 an hour, except \$1.10 for learners, effective Dec. 13, 1965.

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

Any industry, trade, or business, or branch thereof, or class of work therein in which the worker is gainfully employed. *Exception:* Students (exempt from the minimum wage law.)

Children's camps, including the counseling staff and the service staff, i.e., caretakers, stable hands, kitchen and maintenance staff, etc. *Exceptions:* Preseason training of counseling staff; ⁹ students working during all or any part of school year or regular vacation periods.

All employees, except handicapped persons ¹ and learners. Learners ⁶ (3 months or 520 hours in any branch of employment).

All employees:
 Service staff (resident and non-resident).
 Counseling staff ⁷ &—
 Nonresident:
 Experienced
 Apprentice II
 Apprentice I
 First-year learner
 All counselors
 Resident (with meals and lodging):
 Experienced
 Apprentice II
 Apprentice I
 First-year learner
 All counselors
 Camper-trainee (resident and non-resident).

\$1 an hour
 85 cents an hour
 (Deductions may be made for furnished meals, in amount specified.)

\$1 an hour
 \$6 a day
 \$5 a day
 \$4 a day
 \$3 a day
 Wages prorated
 \$31.25, 6-day week
 \$25, 6-day week
 \$18.75, 6-day week
 \$12.50, 6-day week
 Wages prorated ¹¹
 Reasonable compensation ¹²
 (Minimum wage for service staff members may be reduced by board, room, and laundry allowance, in amounts specified.)

Do.²

Do.²

Actual time worked.

Less than 8 a day.

(10)

(10)

(10)

(10)

Over 6-day week.

(10)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|----------------------------|------------|
| <p>WASHINGTON: Wage fixed in law June 30, 1961. Rate effective Jan. 1, 1962.³ Ch. 18 (L. 1961). (Amends Ch. 294 (L. 1959) and supplements wage order provisions established under 1913 Minimum Wage Law.)</p> | <p>Any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment. <i>Exceptions:</i> Farm employment (as defined); employment in packing, packaging, grading, storing, or delivery to storage or market or to a carrier for transportation to market, of agricultural or horticultural products; domestic service in a private home; executive, administrative, or professional personnel; outside salesmen; employees of the United States Government; newspaper vendors or carriers; employees of a carrier subject to regulation by Part I of the Interstate Commerce Act; employment in forest protection and fire prevention activities; employees engaged in the activities of an educational, charitable, religious, or nonprofit organization where employer-employee relationship does not, in fact, exist and services rendered are gratuitous; any individual employed (1) by the State, any county, city, town, municipal or quasi-municipal corporation, political subdivision, or any instrumentality thereof; (2) by any charitable institution charged with child care responsibilities engaged primarily in the development of character or citizenship, promoting health or physical fitness, providing or sponsoring recreational opportunities or facilities for young people or members of the Armed Forces; (3) in performing services in a hospital licensed pursuant to Ch. 70.41 RCW or Ch. 71.12 RCW or in a nursing home licensed pursuant to Ch. 18.12 RCW; any individual whose duties require that he reside or sleep at the place of employment or who otherwise spends a substantial portion of his time subject to call, and not engaged in the performance of active duties; students enrolled in and employed by an institution of higher education; minors under 18.</p> | <p>All employees 18 and over¹.....</p> | <p>\$1.25 an hour.....</p> | <p>(2)</p> |

Counselor Staff Occupations in Organized Seasonal Recreational Camps, No. 11-63, Oct. 14, 1963.

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

Includes all work involving duties primarily relating to guidance, instruction, supervision, and care of campers in organized camps, whether such work involves direct charge of, or responsibility for, such activities, or merely assistance to persons in charge (exclusive of preseason training courses), including but not limited to head counselors; assistant head counselors; specialist counselors or instructors (swimming, arts, crafts, etc.); group or division leaders; camp mothers; teachers; supervising, general, senior, bunk, assistant, and junior counselors; cocounselors; counselor aides; and kitchen helpers working no more than 27 hours in a given workweek. *Exceptions:* Kitchen helpers working in excess of 27 hours a week and camp cooks (covered by Public Housekeeping Order No. 9-62); women and minors 16 years and over who are regular or associate members of the organized group conducting the camp and who serve as volunteer members of the counselor staff; resident campers under 16 years engaged in an intraining program which requires no more than 24 on-duty hours weekly, under specified conditions.

Organized camp defined as a resident group camp established and maintained for recreational, educational, vacation, or religious purposes for use by organized groups, wherein these activities are conducted on a closely supervised basis and wherein day-to-day living facilities, including food and lodging, are provided either free of charge or by payment of fee.

Food Processing Industry, No. 5-62, Mar. 1, 1962. (Supersedes Order No. 51, Mar. 12, 1951, as amended by Ch. 18 (L. 1961), Jan. 1, 1962. Order No. 51 superseded Order No. 38, July 3, 1942.)

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, or any other products for the purpose of preserving them for food purposes.

Fresh Fruit and Vegetable Packing Industry, No. 6-62, Mar. 1, 1962. (Supersedes Order No. 52, as amended by Ch. 18 (L. 1961), Jan. 1, 1962. Order No. 52 of Apr. 16, 1951, superseded Order No. 39, Sept. 7, 1942.)

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 fruits and vegetables for market. *Exception:* Minors engaged in agriculture (as defined by statute).

Women and minors:

Nonresident employee—

Counselor III (at least 3 seasons of employment).....

\$31.20 a week.....

6-day week.⁴

Counselor II (at least 1 season of employment).....

\$22.20 a week.....

Do.⁴

Counselor I (new employee).....

\$16.20 a week.....

Do.⁴

Resident employee—

Counselor III (at least 3 seasons of employment).....

\$25.00 a week.....

Do.⁴

Counselor II (at least 1 season of employment).....

\$16.00 a week.....

Do.⁴

Counselor I (new employee).....

\$10.00 a week.....

Do.⁴

Women and minors ⁵.....

\$1.25 an hour.....

Order specifies that the hours of employment of women and minors in this industry shall be subject to any applicable statutes of the State and United States.³

Women and minors ⁵.....

\$1.25 an hour.....

Do.³

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|---|--|--|---|
| WASHINGTON—Con. Health Care Industry, No. 10-62, July 1, 1962. (Partially supersedes Public Housekeeping Industry Order No. 46, Jan. 23, 1950, as amended by Ch.18 (L. 1961), Jan. 1, 1962.) | Any industry, business, or establishment offering board or lodging in addition to medical, surgical, nursing, convalescent, or child care services; including, but not limited to, hospitals, sanitariums, nursing homes, rest homes, child care nurseries and institutions, homes for the aged, and similar institutions. <i>Exception:</i> Such operations performed in an industry covered by another wage order. | Women and minors: ⁴ Until July 1, 1963..... July 1, 1963..... Minor learners (first 480 hours in industry), by permit. | \$1.15 an hour..... \$1.25 an hour..... \$1 an hour..... | |
| Laundry, Drycleaning, and Dyeworks Industry, No. 3-62, Mar. 1, 1962. (Supersedes Order No. 48, June 5, 1950, as amended by Ch. 18 (L. 1961), Jan. 1, 1962. Order No. 48 superseded Order No. 25, Dec. 14, 1921.) | 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 connection 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>Exception:</i> Such operations performed in an industry covered by another wage order. | Women and minors ⁴ | \$1.25 an hour..... | 6 days in a calendar week. Maximum for females, 8 a day. ³ |
| Manufacturing Industry and General Working Conditions, No. 2-62, Mar. 1, 1962. (Supersedes Order No. 50, July 17, 1950, as amended by Ch. 18 (L. 1961), Jan. 1, 1962. Order No. 50 superseded Order No. 40, Sept. 7, 1942.) | 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. <i>Exception:</i> Such activities covered by Food Processing Order or by another wage order. | Women and minors ⁶ | \$1.25 an hour..... | Do. ³ |

Mercantile Industry,
Wholesale and Retail,
No. 1-62, Mar. 1, 1962.
(Supersedes Order No. 44,
June 6, 1949, as amended
by Ch. 18 (L. 1961), Jan.
1, 1962. Order No. 44
superseded Order No. 41,
Sept. 7, 1942.)

Officeworkers, No. 13-63,
Oct. 14, 1963.
(Supersedes Officeworkers
Order No. 43, Apr. 1,
1949, as amended for
women by Ch. 18 (L.
1961), Jan. 1, 1962.)
(Previously amended by
Ch. 294 (L. 1959), June
11, 1959. Order No. 43
of Apr. 1, 1949, super-
seded Order No. 37, Jan.
1, 1942.)

Personal Service Industry,
No. 4-62, Mar. 1, 1962.
(Supersedes Beauty Cul-
ture Industry, Order No.
47, Feb. 13, 1950, as
amended by Ch. 18 (L.
1961), Jan. 1, 1962.)
(Order No. 47 superseded
Order No. 35-A, Dec. 1,
1940.)

Any industry, business, or establishment oper-
ated for the purpose of purchasing, selling, or
distributing goods or commodities at whole-
sale or retail; or of renting goods or commodi-
ties. *Exception:* Such operations performed in
an industry covered by another wage order.

Includes but is not limited to accountants, ac-
counting clerks, appraisers, board markers,
bookkeepers, canvassers, cashiers, checkroom
attendants, checkers, circulation clerks, claims
adjusters, clerks, collectors, compilers, comput-
ers, demonstrators, instructors, interviewers,
investigative shoppers, librarians and their as-
sistants, messengers, office machine operators,
PBX and office telephone operators, physi-
cians' and dentists' assistants, secretaries, so-
cial workers, statisticians, stenographers, tele-
phone solicitors, tellers, ticket agents, tracers,
typists, and other related or similar occupa-
tions. *Exceptions:* Office and similar occupa-
tions performed in an industry, business, or
establishment specifically covered by another
wage order; employees of an interstate com-
mon carrier subject to Federal regulations.

Any industry, business, or establishment oper-
ated for the purpose of rendering, directly or
indirectly, any service, operation, or process
used or useful in the care, cleansing, or beauti-
fication of the body, skin, nails, or hair, or in
the enhancement of personal appearance or
health; or in selling, or demonstrating or ap-
plying beauty preparations, cosmetics, or
supplies, either to the demonstrator or other
persons; instructing students in any of the
foregoing occupations; and all services or op-
erations incidental to such occupations, includ-
ing the services of instructors in beauty schools.
Includes but is not limited to beauty salons,
barbershops, bath and massage parlors, phys-
ical conditioning and weight control salons,
charm schools, and mortuaries.

Women and minors ¹-----
Minor learners (first 480 hours in
industry), by permit.

\$1.25 an hour-----

\$1 an hour-----

Maximum for females, 8
a day.³

Women and minors ¹-----

\$1.25 an hour-----

8 a day, 6 days a week.

Women and minors ¹-----

\$1.25 an hour-----

Order specifies that the
hours of women in this
industry shall be sub-
ject to any applicable
statutes of the State.³

See footnotes at end of table.

Theatrical Amusement and Recreation Industry, No. 7-62, and General Amusement and Recreation Industry, No. 8-62, Mar. 6, 1962.

(Supersede Orders Nos. 45 and 45-A, Nov. 28, 1949, as amended by Ch. 18 (L. 1961), Jan. 1, 1962.)

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, but excluding other segments of the Amusement and Recreation Industry.

General Amusement and Recreation Industry includes, but is not limited to, dancehalls, theaters, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, racetracks, amusement parks, athletic fields, public swimming pools, private and public gymnastiums, golf courses, tennis courts, carnivals, wired-music studios, fairs, expositions, rodeos, circuses, and concessions in any and all amusement establishments, but excluding the Theatrical Amusement and Recreation Industry. *Exception:* Such operations performed in an industry covered by another wage order.

Women and minors ¹-----

\$1.25 an hour-----

Minor learners (first 480 hours in industry), by permit.

\$1 an hour-----

The wage orders for both branches of this industry specify that the hours of employment of women and minors shall be subject to any applicable statutes of the State. ³
Do. ³

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|---|---|---|--|--|
| WISCONSIN: Minimum Wage Regulations for Adult Women and Minors, Wisconsin Administrative Code Sections Ind 72 and 73. Agriculture, Ind 72.04. Rates effective Sept. 1, 1964. ² (Supersedes rates of June 1, 1960, which superseded rates of May 1, 1956.) | "Agriculture" means the same as "farm premises," as defined in Workmen's Compensation Act. | Adult women and minors 16 and over: Hourly basis..... Weekly basis..... Minors under 16: Hourly basis..... Weekly basis..... | \$1.00 an hour ¹ (Allowance may be made for furnished board and lodging in amounts specified.) \$45 a week (with board, \$29.25; with board and lodging, \$21.25). 75 cents an hour ¹ (See above for allowance.) \$33.75 a week (with board, \$20.25; with board and lodging, \$13.50). | Actual time worked. 45 or more a week. Actual time worked. 45 or more a week. |
| Any Occupation, Trade, or Industry, Ind 72.02. Rates effective Sept. 1, 1964. ² (Supersedes rates of June 1, 1960, which superseded rates of May 1, 1956.) | Any occupation, trade, or industry. <i>Exceptions:</i> Domestic service and agriculture. | Adult women and minors 16 and over (including homeworkers): In cities with population of 1,000 or more. ³ Elsewhere in State..... Minors under 16: In cities with population of 1,000 or more. ³ Elsewhere in State..... | \$1.10 an hour ¹ \$1.00 an hour ¹ 85 cents an hour ¹ 75 cents an hour ¹ (Allowance may be made for furnished board and lodging in amounts specified in order.) | In general: maximum for women, 9 a day, 50 a week; for minors, 8 a day, 48 a week. ⁴ |
| Canning or First Processing Fresh Fruits and Vegetables, Ind 73.06. Rates effective Sept. 1, 1964. ² (Supersedes rates of June 1, 1960, which superseded rates of June 1, 1956.) | Canning or first processing fresh fruits and vegetables. <i>Exception:</i> Factories engaged in dehydrating fruits and vegetables which are covered by general factory regulations. | Adult women and minors..... Overtime: Women 18 and over, and boys ⁵ and girls 16 to 18 years. | Same as rates for "Any Occupation, Trade, or Industry." 1½ times employee's regular rate. | (5) Over 9 a day, 54 a week. |

Domestic Service in Private Homes, Ind 72.03. Rates effective Sept. 1, 1964.²
(Supersedes rates of June 1, 1960, which superseded rates of May 1, 1956.)

Domestic service in private homes. *Exception:* Casual employment in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade, or profession of the employer, such as caring for children, mowing lawns, raking leaves, shoveling snow, etc. "Casual employment" defined as employment for a period of not more than 15 hours a week for one employer.

Adult women and minors 16 and over:
Hourly basis.....

Same as rates for "Any Occupation, Trade, or Industry."

Less than 45 a week,⁷

Weekly basis—

In cities with population of 1,000 or more.

\$49.50 a week (with board, \$32.75; with board and lodging, \$24.00).

45 or more a week.

Elsewhere in the State.....

\$45.00 a week (with board, \$29.25; with board and lodging, \$21.25).

Do.

Minors under 16:

Hourly basis.....

Same as rates for "Any Occupation, Trade, or Industry."

Less than 45 a week,⁷

Weekly basis—

In cities with population of 1,000 or more.³

\$38.25 a week (with board, \$23.00; with board and lodging, \$15.50).

45 or more a week.

Elsewhere in State.....

\$33.75 a week (with board, \$20.25; with board and lodging, \$13.50).

Do.

Adult women and minors.....

Same as rates for "Any Occupation, Trade, or Industry."

(8) (9)

Operators in Telephone Exchanges, Ind 72.05. Rates effective Sept. 1, 1964.²
(Supersedes rates of June 1, 1960, which superseded rates of June 1, 1956.)

Operators in telephone exchanges. *Exception:* Exchanges in a private residence operated by members of the household.¹⁰

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM WAGE COVERAGE AND RATES—Continued

| State, law or title of order, and effective date | Occupation or industry covered | Class of employees covered | Minimum wage rates | Hours |
|--|--|---|---------------------|---|
| WYOMING: Wage fixed in law. Rate effective May 22, 1965. Stat. 1957, sec. 27-208, as amended by Ch. 97 (L. 1965). (Supersedes rate effective May 20, 1955.) | Any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment. <i>Exceptions:</i> Agriculture; domestic service in or about a private home; any person employed in a bona fide executive, administrative, or professional capacity; by the U.S., or by the State or any political subdivision; in activities of an educational, charitable, religious, or nonprofit organization where no employer-employee relationship exists, or where services are voluntary; minors under 18 years; part-time and piece workers; outside salesmen solely on commission basis; any person who drives an ambulance or other vehicle as necessity requires but who is on call at any time. | All employees (except minors under 18, see <i>Exceptions</i>). | \$1.00 an hour..... | Maximum for females 16 and over, 8 a day, 48 a week. ¹ |

FOOTNOTES

ALASKA

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

² 1962 enactment requires wages at a rate not less than 50 cents greater than the "prevailing Federal Minimum Wage Law" (that is, the applicable rate under the Federal Fair Labor Standards Act, as amended May 5, 1961); under applicable regulations of the Commissioner, handicapped workers, learners, and apprentices may be employed at wages lower than the minimum.

³ Agriculture defined to include farming in all its branches, and, among other things, the cultivation and tillage of the soil; dairying; the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities; the raising of livestock, bees, furbearing animals, or poultry; and any practices (including forestry or lumbering operations) performed by a farmer, or on a farm, including preparation for market and delivery to storage, market, or carrier for transportation to market.

⁴ For a period of not more than 14 workweeks in calendar year during the mining season (as defined), overtime provision inapplicable to employees engaged in small mining operations where not more than 12 are employed, provided hours worked are not in excess of 12 a day, 56 a week.

ARIZONA

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

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

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

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

⁵ Number with less than 1 year of experience in retail trade may not exceed 33 1/4 percent of the number of women employed in an establishment, except that 1 learner or apprentice permitted if less than 3 women employed. Rule not applicable during the month of December or for 2 weeks immediately preceding Easter.

ARKANSAS

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

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

CALIFORNIA

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

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

³ The number of minors (or the number of learners) employed at \$1.05 an hour may not exceed 10 percent of the persons regularly employed in an establishment, except that employers of less than 10 persons may employ 1 minor and 1 learner at the lesser rate. The provision for minors applies to all orders, except the number may not exceed 20 percent of the persons regularly employed and employers of less than 10 persons may employ 2 minors at the lesser rate in Industries Handling Products After Harvest and Industries Preparing Agricultural Products for Market, on the Farm Orders. The provision for learners is applicable only to following orders: Industries Handling Products After Harvest; Industries Preparing Agricultural Products for Market, on the Farm; Laundry, Linen Supply, Drycleaning, and Dyeing; Manufacturing; Mercantile; and Professional, Technical, Clerical, Mechanical, and Similar Occupations.

CALIFORNIA—Continued

⁴ Orders include a step-up pay provision. Rates effective Aug. 30, 1963, were \$1.25 for women and minors, \$1.00 for learners and/or minors under 18 years, and \$1.25 a day additional for split shift.

⁵ Women employed in administrative, executive, or professional capacities (as defined) are exempt from all provisions of wage orders except those relating to working conditions and one under the Motion Picture Industry Order that women required to work at night who are not dismissed in time to return home by public transportation must be provided transportation by the employer.

⁶ Hours may not exceed 72 in any 7 consecutive days, after which the employer may not employ the worker for 24-hour period.

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

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

⁹ For regular employees in banks, receiving not less than \$300 a month, the emergency requirement for overtime (that is, an unpredictable or unavoidable occurrence at unscheduled intervals requiring immediate action) is waived, provided nonemergency overtime is limited to 2 hours a day, not less than 1½ times the employee's regular rate is paid for such time, weekly hours do not exceed 48, and such nonemergency overtime is on a voluntary basis.

¹⁰ Hours provisions inapplicable to women 18 years and over employed as resident housemothers with direct responsibility for children under 18 receiving 24-hour care, or as resident managers of homes for the aged having less than 8 beds. Such women are permitted to work 54 hours, 6 days a week, at regular rate of pay, and, in case of emergency, over 54 hours, 6 days, at 1½ times employee's regular rate.

COLORADO

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

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

³ The number of junior operators paid less than the established rate for senior operators may not exceed 20 percent of the total number of operators. In shops employing less than 5 operators, 1 junior operator may be employed at the "junior" rate.

⁴ In emergencies, women permitted to work over 8 hours a day, as provided by Women's Eight Hour Law; overtime rate must be paid and employer must first obtain relaxation permit from Industrial Commission. Relaxation permit not required for hospitals, sanitariums, and convalescent homes under Public Housekeeping Order.

⁵ Number of employees receiving lower rate may not exceed 20 percent of the total number of employees in any establishment at any one time. If fewer than 5 persons are employed, 1 inexperienced person may be employed at lower rate.

CONNECTICUT

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

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

³ Handicapped worker whose earning capacity is impaired may be employed at less than the minimum fair wage, by special license issued by the Labor Commissioner for a specified period of time.

⁴ "Clerk" means any person who performs the work of an appointment clerk, desk clerk, telephone operator, bookkeeper, stenographer, typist, or other clerical work. "Minor" means any person under 18 years of age.

⁵ "Operator" means any person holding a license issued by the State of Connecticut for registered hairdresser and cosmetician or assistant hairdresser and cosmetician.

⁶ Learner and apprentice rate permitted after written approval has been received from Labor Commissioner. Number of learners may not exceed 10 percent of the total number of employees.

⁷ Overtime rate inapplicable to adult males engaged in production work (as defined) in laundry occupation that is not ordinarily performed by women and minors under 18 years. Adult males so employed must be paid not less than the minimum fair wage for hours in excess of 44 a week.

⁸ Number of beginners over 18 years of age may not exceed 5 percent of the number of persons regularly employed in the establishment.

⁹ (a) If employee receives a commission or bonus as part of his earnings, overtime may be figured at \$1 an hour in addition to and exclusive of all other earnings, or at 1½ times the regular hourly rate which when computed will include commission in addition to the established hourly or weekly wage or any combination thereof. (b) Order expressly exempts from overtime provision: executive, administrative, and professional employees; outside salesmen and automobile service mechanics, under specified conditions.

¹⁰ (a) If employee is engaged partly in restaurant occupation and partly in an occupation covered by Mercantile Order, the provisions of Mercantile Order shall apply to entire work period, except that when time spent in each occupation is segregated and separately recorded, allowance for gratuities as part of the minimum fair wage may be applied to hours worked in restaurant service category. (b) If employee is engaged partly in an occupation under the Restaurant Order and partly in an occupation covered by another wage order other than Mercantile, the higher provision of each order shall apply to entire work period, except that when time spent in each occupation is definitely segregated and recorded, provisions of applicable wage order shall apply.

¹¹ In the case of a salaried employee whose salary is in excess of the required minimum, the excess over the minimum may not be applied to cover overtime in excess of the usual and regular workweek; instead employee should receive an additional \$1.50 for each hour worked over usual and regular workweek.

¹² "Service" means any employee who serves food and/or beverage solely to patrons seated at tables or booths and performs duties incidental to such service, and who customarily receives gratuities. A person shall not be considered as customarily receiving gratuities unless a minimum of \$10 a week in gratuities is received by full-time employees, of \$2 a day by part-time employees, as evidenced by a signed statement of employee and by records maintained by employer. "Nonservice" means employee other than service, including but not limited to counter girls, counter waitresses, counter men, counter waiters, and those serving food or beverage to patrons at tables or booths and who do not customarily receive gratuities (as defined).

¹³ Gratuities may be recognized as constituting part of minimum fair wage when: (a) employee is in employment in which gratuities customarily and usually constitute and are recognized as part of remuneration for hiring purposes; (b) amount received in gratuities claimed as credit for part of minimum fair wage is recorded on a weekly basis as a separate item; (c) employer obtains a weekly statement from employee that amount claimed as gratuities has been received; and (d) gratuities in excess of 40 cents an hour (45 cents an hour, May 1, 1964) need not be reported or recorded.

DELAWARE

Hour law establishes a maximum of 10 hours a day, 55 hours a week, and 6 days a week for females employed in 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, except canning, preserving or preparation of perishable fruits and vegetables.

DISTRICT OF COLUMBIA

¹ Rate of pay for a woman whose earning capacity is impaired shall be fixed by the Minimum Wage and Industrial Safety Board and stated in special license issued to such person by the board.

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

³ Order repealed all parts of Public Housekeeping Occupation Order that prescribed minimum wage rates for the building service occupation.

⁴ The student certificate expires after 9 months, after which the part-time hourly wage must be paid.

⁵ Order repealed all parts of Building Service Occupation Order that prescribed minimum wage rates for building service occupations in retail trade. Section 1(a) of Building Service Occupation Order amended to delete the word "stores" from definition.

HAWAII

¹ The act authorizes the Director of Labor and Industrial Relations to make regulations providing for payment of a lower hourly rate to learners, apprentices, part-time employees who are full-time students, and handicapped workers.

² Agricultural employers and employers engaged primarily in first processing of, or in canning or packing, seasonal fresh fruits and who are not engaged in agriculture have special exemptions for overtime work up to 48 hours in 20 weeks, under specified conditions.

³ Act 19, effective July 1, 1962, provides that if the minimum wage paid an employee covered by the Federal Fair Labor Standards Act for any workweek is less than the minimum wage prescribed by the Hawaii Wage and Hour Law, the higher minimum shall apply to such employees for such workweek; and if the maximum workweek for employees under the Federal Fair Labor Standards Act for purposes of overtime compensation is higher than the workweek for such purposes under the Hawaii law, then the maximum hour provision of the Hawaii law shall apply to such employees for such workweek.

IDAHO

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

² Statute provides that females may not be employed over 8 hours a day or 48 hours a week without payment of 1½ times the rate for hours worked in excess of 8 a day or 48 a week.

³ As determined by Employment Security Agency.

KENTUCKY

¹ Authorization of Commissioner of Industrial Relations required for hiring of learners at a rate lower than the legal minimum wage; number of learners may not exceed one-third of the total number of regular full-time employees. Under All Industries and Occupations Order, period may not exceed 540 hours; Laundry and Drycleaning Order, 250 hours; Hotel and Restaurant Order, 90 days.

² Handicapped employees whose earning capacity is impaired may be paid less than the minimum wage, by special license from Commissioner.

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

⁴ Maximum hours for women and girls in nearly all industries and occupations, 10 a day, 60 a week.

MAINE

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

² Hours law establishes a maximum 9- to 50-hour workweek for females employed as production workers in workshops, factories, manufacturing or mechanical establishments; a maximum 9- to 54-hour workweek for females employed as nonproduction workers in such establishments, and for females employed in mercantile establishments, beauty parlors, hotels, commercial places of amusement, restaurants, dairies, bakeries, laundries, drycleaning establishments, telegraph offices, telephone exchanges with more than 750 stations, express or transportation companies, nursing homes, and retail establishments where frozen dairy products are manufactured with specified exceptions.

MARYLAND

¹ Hours law establishes a maximum 10 hours a day and 60 hours a week for females 18 years and over employed in any manufacturing, mechanical, mercantile, printing, bakery, or laundry establishment, except canning, preserving, or preparing for canning or preserving perishable fruits and vegetables. By interpretation, female officeworkers employed in enumerated establishments are exempt from the maximum hours provisions.

MASSACHUSETTS

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

² Existing wage minimums established by wage order were automatically raised (with exceptions) to 75 cents an hour by Ch. 762 (L. 1955) and Ch. 185 (L. 1956), effective Apr. 1, 1956; to 80 cents an hour by Ch. 740 (L. 1956), effective Jan. 4, 1957; to 90 cents an hour by Ch. 616 (L. 1958), except to \$1 an hour for manufacturing by Ch. 620 (L. 1958), effective Jan. 1, 1959; to \$1 an hour by Ch. 551 (L. 1959), effective Dec. 2, 1959; to \$1.15 an hour by Ch. 134 (L. 1962), effective May 24, 1962; and to \$1.25 an hour by Ch. 586 (L. 1963), effective Sept. 5, 1963. Ch. 586 (L. 1963) raised service rates to 80 cents an hour effective July 31, 1963, and to 85 cents an hour effective Sept. 4, 1964.

³ Hours law establishes a maximum 9- to 49-hour workweek for women and minors employed in any factory or workshop; manufacturing, mechanical, or mercantile establishment; hospital (other than professional personnel); beauty culture, weight-reducing, or other similar establishment; telegraph office; telephone exchange (including switchboard operator in a private exchange); express or transportation company; private club; office; lettershop; financial institution; laundry; hotel; manicuring or hairdressing establishment; motion picture theater or other place of amusement; or garage; or as elevator operators; with specified exceptions and permissible variations.

⁴ Homeworkers must be paid at the established minimum rates or the equivalent in piece rates. Employer is liable for expenses incurred in connection with employment, and under the Clerical, Technical, and Similar Occupations Order, employer must pay an additional 5 cents an hour where heat, light, power, machinery, and equipment are furnished by the homeworker. Under Food Processing and Clerical Orders, special permit must be obtained by employer before such work may be distributed.

⁵ The Minimum Wage Commission may grant a special license permitting payment of less than the established minimum to any school, college, university, or summer camp in the case of students enrolled and employed therein in these occupations. Also, under the Clerical Order, it may grant a similar license to any school, college, university, hospital, laboratory, or other training establishment in the case of each person, including learners, apprentices, or student technicians, whose employment for wages is part of an organized training program, at such wages and for such period of time as shall be fixed by the Commission and stated in the license.

⁶ For any person, including a learner or apprentice, whose employment in the occupation is part of a cooperative educational program, Commission may grant a special cooperative educational license authorizing a subminimum rate fixed by the Commission and applicable to the period stated in the license.

⁷ The 1,040 hours shall not include the time spent or required in a school.

MICHIGAN

¹ Hours law establishes an average 9 hours a day (10 maximum) and 54 hours a week for females employed in any factory; mill; warehouse; workshop; quarry; clothing, dressmaking, or millinery establishment; or any place where the manufacture of any goods is carried on; or where any goods are prepared for manufacturing; or in any laundry, store, shop, or any other mercantile establishment; or in any office, restaurant, theater, concert hall, music hall, hotel, or hospital; or in the operation of an elevator; or on street or electric railways.

² Act provides that any increases or decreases in the minimum hourly rate, established in the act after 1967, shall reflect corresponding increases or decreases in the cost of living.

MINNESOTA

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

² Any woman or minor earner, apprentice, or handicapped person may not be employed at less than the minimum except pursuant to M.S. 1957, sec. 177.121.

³ "Service employees" are defined as (1) those whose primary duty is the serving of food and/or beverage to patrons and (2) bellhops, both of whom customarily receive gratuities equal to or greater than 10 cents an hour directly from patrons they serve. Employees whose primary duties are the preparation or cooking of food or beverage, washing dishes, or maintaining or cleaning premises are not included under service employee.

NEVADA

- ¹ Handicapped or incapable workers must be paid the minimum wage rate, the same as other workers. (Op. Atty. Gen., Apr. 11, 1957)
- ² Hours law provides that in event of illness of employer or other employees, or a temporary unforeseen increase of business, under specified conditions, regularly employed females may be permitted to work up to 12 hours a day, up to 56 hours in any week of 7 days, provided $1\frac{1}{2}$ times employee's regular rate is paid for each hour over 8 a day and 48 a week.

NEW HAMPSHIRE

- ¹ Rate effective Jan. 1, 1964, was \$1.15 an hour.
- ² Hours law for women and minors sets a maximum of 10 a day, 48 a week, for manual or mechanical work in any manufacturing establishment; of $10\frac{1}{4}$ a day, 54 a week, for such work in other employment. It expressly exempts hotel and cabin labor, including dining and restaurant service operated therewith and incidental thereto, and boardinghouse labor.
- ³ Notice must be filed with Labor Commissioner within 5 days after date of employment.
- ⁴ Number of apprentices in any establishment at any time limited to one; apprentices must be registered with the Board of Registration of Hairdressers and the Minimum Wage Board.
- ⁵ Number of learners and apprentices may not exceed 10 percent of the number of women and minors in any one establishment, except that each establishment is allowed one learner.
- ⁶ Labor Commissioner is authorized to make regulations as to wages and hours with reference to the service of students employed while attending school who receive meals and/or room in lieu of pay.
- ⁷ Number of learners may not exceed 10 percent of the number of women and minors employed in any establishment, except that each establishment is permitted one learner. Learning period for part-time workers may be computed on a cumulative basis until after 1,040 hours, or 1 year of part-time employment. Order provides that no part-time employee, able and willing to work, shall be employed less than 4 hours in any 1 day.

NEW JERSEY

- ¹ Handicapped worker whose earning capacity has been impaired may be paid less than minimum, by special license from Commissioner of Labor and Industry.
- ² Hours law applicable to females 18 years of age and over sets a maximum of 10 a day, 54 a week, in manufacturing or mercantile establishments, bakeries, laundries, or restaurants, with specified exceptions and permissible variations.
- ³ Orders for Restaurant Occupations and for Laundry and Cleaning and Dyeing Occupations declared to be invalid to the extent of their application to hotel restaurants and hotel laundries, even though hotel restaurants cater to persons who are not guests and hotel laundries handle articles not belonging to the hotel. (*Hotel Suburban System v. Holderman*, 42 N.J. Super. 84, 125 A. (2d) 908). (Decision rendered prior to Laundry and Cleaning and Dyeing Occupations Order of Dec. 2, 1962.)
- ⁴ Overtime rates became effective for hours over 48 a week beginning Jan. 1, 1957; over 45 beginning July 1, 1957; and over 40 beginning Jan. 1, 1958.
- ⁵ Overtime rates became effective for hours over 48 a week beginning Feb. 19, 1956; over 44 beginning May 20, 1956; over 40 beginning Aug. 18, 1956.

NEW MEXICO

- ¹ Section of definition of "service employees" which includes drugstore employees held invalid. (*Burch v. Foy* (1957), 62 N.M. 219, 308 P. (2d) 199) "All employees of drugstores . . . are to be paid a minimum wage of 75 cents an hour." (Op. Atty. Gen., Apr. 16, 1957) (Minimum wage of 75 cents an hour increased to 80 cents by Ch. 227 (L. 1963); to 90 cents by Ch. 121 (L. 1965).)
- ² Hours law sets a maximum of 8 a day, 48 a week, for females employed in any industrial or mercantile establishment; hotel; restaurant, cafe, or eating house; laundry; office as stenographer, clerk, bookkeeper, or in any other clerical position; place of amusement; telephone or telegraph office; other public utility; with specified exceptions and permissible variations.
- ³ The term "3 months" means calendar months, irrespective of number of days actually worked. After such period worker becomes eligible for minimum wages. (Op. Atty. Gen., July 11, 1956) Pieceworkers may be paid on a quantity basis and are exempt from the 75-cent-an-hour minimum. (Op. Atty. Gen., Oct. 8, 1958) (Minimum increased to 80 cents by Ch. 227 (L. 1963).)

NEW YORK

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

² Hours law establishes a maximum 8- to 48-hour week for females 16 years and over employed in factories, mercantile establishments, beauty parlors, hotels, or restaurants, with permissible variations. Exempt from coverage of hour law provisions are females employed in resort or seasonal hotels or restaurants and beauty parlors in towns of less than 15,000 population, as specified.

³ Statute applies to nonprofitmaking institutions (as defined), except under option available to nonprofitmaking institutions.

⁴ Statute provides that (1) exceptions from coverage shall be as defined by regulations of the Commissioner; and (2) exclusion from the term "employee" of those to whom Fair Labor Standards Act applies shall not apply to the statutory minimum wage established by statute.

⁵ Handicapped worker whose earning capacity has been impaired may be paid not less than 75 percent of the applicable minimum wage after allowances, by special certificate obtained upon application signed by employer and employee, filed with the Commissioner.

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

⁷ Employees exempt from coverage of the Minimum Wage Act, Ch. 619 (L. 1960), are exempt from coverage of all minimum wage orders. In addition, each order specifically exempts establishments operated by any corporation, unincorporated association, community chest, fund, or foundation organized exclusively for religious, charitable, or educational purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual.

⁸ Minimum weekly wage shall not apply and not less than the applicable minimum hourly rate shall be paid for each hour of working time: in case of voluntary absence (as defined); in any week there is a total stoppage of the whole plant in excess of 6 hours in a day because of a legal holiday, riot, general breakdown, or act of God; to new employees, under specified conditions; and under Cleaning and Dyeing Order only, to minors whose hours are limited by law to fewer than 30 a week (in no event shall such minors' earnings for working 24 or more hours a week be less than the minimum amount that may be earned at the part-time rate for working time of less than 24 hours a week).

⁹ The part-time hourly rate shall not apply to a full-time employee who works less than the full-time hours in a week as a result of voluntary absence.

¹⁰ An employee who works 32 hours on 4 days in any week and reports for work by request or permission of employer on 5th day shall be paid the minimum weekly rate. This provision is not applicable, and full-time hourly rate must be paid: to new employees hired after beginning of week; to employees voluntarily absent during the period; to employee students between 14 and 18 years of age who are required to attend a full-time school during the period; and in any week there is a total stoppage of the whole plant in excess of 6 hours a day due to holiday, riot, breakdown, or act of God.

¹¹ In no event shall the earnings for a workweek of more than 32 hours be less than the total that may be earned at the part-time rate for 32 hours in any such week.

¹² The wages of an employee who works at diversified employment shall be subject to no allowance for gratuities for that day, provided he works for 2 hours or more as a nonservice employee. Wages of service employee in resort hotel who works 2 hours or more as a chambermaid on any day are subject to allowance for chambermaid for that day.

¹³ A residential employee shall not be permitted to work or required to be available for work during his normal sleeping hours solely because he is required to be on call during such hours or at any time when he is free to leave the place of employment.

¹⁴ In no event shall the earnings for total hours worked in excess of 30 in any week be less than the total that may be earned at the part-time rate for 30 hours in any such week.

¹⁵ Restaurant Industry Order No. 5-d of Apr. 1, 1962, set hourly rate of \$1.10 until Nov. 3, 1962; \$1.15 between Nov. 3, 1962, and Sept. 3, 1963; \$1.25 on and after Sept. 3, 1963.

¹⁶ In case of voluntary absence, the minimum hourly rate shall be paid for each hour of working time.

NORTH CAROLINA

- ¹ Handicapped workers, learners, and apprentices may be employed at a wage lower than the minimum, under regulations of the Commissioner of Labor.
- ² Law (Ch. 1123 (L. 1963)) provides that a husband, wife, son, daughter, or parent of an employer shall not be enumerated in the number of persons for the purpose of determining certain establishments excluded from coverage of the law.
- ³ Hours law sets a maximum 9- to 48-hour week for females employed in establishments with 9 or more persons, with exceptions; 10- to 55-hour week for females employed as clerks, salespersons, or waitresses in retail or wholesale establishments or other businesses and public eating places with 3 but less than 9 persons; and 11- to 55-hour week for females employed in the following establishments with less than 9 persons: laundries, drycleaning establishments, pressing clubs, workshops, factories, manufacturing establishments, or mills.

NORTH DAKOTA

- ¹ Only women are covered by wage order for specified occupations or industries. According to Order No. 6, "Minors in All Occupations," Aug. 15, 1939, minors up to 18 years of age of either sex are entitled to the wage of an experienced adult worker and to an apprentice wage, if not experienced.
- ² Hours law establishes a maximum of 8 $\frac{1}{4}$ a day, 48 a week, 6 days a week, with permissible variations, for females employed in manufacturing, mechanical, or mercantile establishment; hotel or restaurant; telephone or telegraph establishment or office; express or transportation company. Statute is not applicable to females employed in municipalities of less than 500 population, rural telephone exchanges, and small telephone and telegraph offices where Commissioner, after hearing, determines that work is too light to justify application of the act.
- ³ Number of employees paid less than the rates for experienced workers may not exceed 25 percent of the employees in an establishment.
- ⁴ Order provides that "all existing State wage and hour laws applying to women workers shall apply to all manufacturing industries and establishments." (See footnote 2.)
- ⁵ Upon application to the Commissioner, any woman physically defective by age or otherwise may secure a permit allowing her to work under conditions and for wages not specified in order.
- ⁶ Employer shall so arrange consecutive hours of continuous employment that part-time employee may have fair opportunity to secure other employment to enable her to earn a full week's wage.
- ⁷ Order provides that in exchanges of less than 250 main stations (not covered by hours law) arrangement of operators' schedules and maximum number of hours a day and days a month shall be arrived at by mutual agreement between employer and employee, such agreement to be made known to the Department of Agriculture and Labor, and, when no agreement, the matter shall be referred for adjustment to the Department.

OHIO

- ¹ Women and minors engaged at combined laundry and drycleaning occupations as part of one job shall be paid for all hours worked at the minimum fair rate for the cleaning and dyeing trade.
- ² Hours law establishes a maximum 8- to 48-hour week for females employed in any mercantile establishment, office, or laundry and drycleaning establishment, with specified exceptions and permissible variations.
- ³ In no event shall earnings for total hours worked in excess of 30 in any week be less than the total that may be earned at part-time rates for 30 hours in any week.
- ⁴ Part-time rates shall not apply to: (a) full-time employees who voluntarily absent themselves for any period during the week; (b) high school students enrolled in the part-time cooperative school-work program conducted by the Ohio Department of Education, for a period not exceeding 1 school year.

OREGON

- ¹ Permit required to hire a learner at a rate less than the minimum established.
- ² Restrictions on types of employment for minors are specified in the order.
- ³ Women or minor employees who feel they are being required to work overtime too frequently, or unnecessarily, or for excessive number of hours shall have the right to appeal to the Wage and Hour Commission.
- ⁴ No employer shall employ a minor under 18 years of age in excess of 10 hours a day, except as approved by the Commissioner of Labor.
- ⁵ Order as amended includes a step-up pay provision only for women and minors in hospitals and nursing homes.
- ⁶ Hours regulations not applicable in the event of a disaster within the community.
- ⁷ Every woman and minor shall have 1 day's rest in 7; unless a different arrangement is made by employer, Sunday shall be considered the established day of rest. Office Order provides that employee desiring a greater number of consecutive days off may work not to exceed 10 days without a day off, by employer-employee agreement.
- ⁸ At least 24 consecutive hours' free time or time off each week must be allowed; in lieu of the 24 consecutive hours, the camp may allow 48 consecutive hours each 2-week period.
- ⁹ No minor under 16 years of age shall be assigned duties prior to 6 a.m. or after 10 p.m., nor more than 8 hours a day.
- ¹⁰ Counselor defined as a person whose duties primarily relate to guidance, instruction, supervision, or care of campers: (a) special activities counselor has health, safety, and sanitation responsibilities, such as waterfront, horseback riding, dining room, etc.; (b) senior counselor has had at the beginning of the camping season at least three seasons' employment on a counselor staff; (c) junior counselor has had at least one but less than three seasons' employment; (d) first-year trainee counselor has never before been employed a full season in any counselor staff occupation.
- ¹¹ Every volunteer or counselor shall be allowed time off or free time amounting to at least 2 hours between 7 a.m. and 7 p.m. each day.
- ¹² Wages are in addition to board and lodging.
- ¹³ In case a telegraph office or telephone exchange does not demand the uninterrupted attention of the operator, the manager, upon application to the Wage and Hour Commission, may obtain a special license for the employment of operators under different conditions as to hours and wages than those specified in order, provided such conditions are satisfactory to employee and are approved by the Commission.
- ¹⁴ Day of rest provision is not applicable to employee who works 6 hours or less a day.

PENNSYLVANIA

- ¹ Handicapped worker whose earning capacity has been impaired may be paid less than the applicable minimum rate, by license from the Department of Labor and Industry, granted to employer after joint application of employer and employee.
- ² Hour law establishes a maximum 10- to 48-hour week for females employed in any establishment; a maximum 8- to 44-hour week for minors under 18 years.
- ³ Number employed at applicable learner rate limited to no more than 1 employee to 4 experienced workers employed in the establishment; any employer shall be entitled to 2 employees at learner rate. Employees subject to student and learner provisions of the Fair Labor Standards Act meet requirements of this regulation. Longer than 200 hours' learning period permitted, by permit from Department of Labor and Industry.
- ⁴ Number employed at applicable learner rate limited to no more than 1 employee to 2 other persons employed in establishment.
- ⁵ Only male minors 18 years of age and over may be legally employed in excess of 48 hours a week or for 7 days a week.
- ⁶ Department of Labor and Industry may grant resort hotels, operating less than 100 days a year between May 25 and September 30, a variation in the number of learners.
- ⁷ Employers in restaurant occupations in mercantile establishments are subject to minimum wage regulations applicable to restaurant occupations.
- ⁸ Metropolitan Philadelphia and Pittsburgh means (a) all cities, boroughs, and townships any part of which are within a radius of 21 air miles of City Hall, Philadelphia, and (b) all of Allegheny County.

PUERTO RICO

- ¹ Secretary of Labor may issue a special permit to apprentice or handicapped worker permitting employment at a minimum rate not less than 50 percent of the fixed minimum.
- ² No maximum hours established, but law requires double the regular rate to be paid for hours over 8 a day, 48 a week, and hours worked on holidays or on day of rest, with specified exceptions and variations.
- ³ The provisions contained in the orders "in force on the date this act is approved, other than those relative to minimum wage, shall subsist with full force and effect even if the Board shall subsequently, by decree or order to that effect, change the minimum wage rates."
- ⁴ Includes carpenter and painter helper, hand bottle washer, rum filled-bottle cleaner, grounds keeper, hand loader and trucker, stacker, watchman, janitor, gateman, and messenger.
- ⁵ "Any work or service necessary or related to the activities mentioned" includes the work of transporting materials used by the farmer in his farm and the transportation of coffee to the market when such transportation is not done by an independent contractor; any repair, conservation, or maintenance work done by a coffee farmer on his own account in buildings, fixed structures, equipment, machinery, or real or personal property used only for agricultural purposes and in relation to coffee production.
- ⁶ Zone I includes farms in the municipalities of Aguadilla, Cidra, Corozal, Lajas, Las Piedras, Mayaguez, Morovis, Naranjito, San German, Toa Alta, the wards (barrios) to the south of Road No. 2, or to the west of Road No. 167, within the municipal jurisdiction of Bayamon, and any other municipality of the mountainous region of Puerto Rico, or of the west coast; Zone II, farms in all other areas.
- ⁷ Zone I includes an area which, with the city of San Juan as a center, describes a semicircle with the following boundaries: on the east, along the road by the sea leading to Loiza Alden up to Loiza River; by Road No. 1 going to Caguas up to La Muda; and by Road No. 2 from San Juan to Bayamon, up to the town of Bayamon itself, including the Catano Zone; Zone II includes the remainder of Puerto Rico.
- ⁸ Whenever the laborer works on a piecework basis, he shall be entitled to receive the highest minimum wage.
- ⁹ Zone I includes establishments located in the urban zone of the capital and on the margins of Road No. 187 from Santurce to Boca de Cangrejos, including the International Airport, those in the urban zone of Bayamon and on the margin of Road No. 2 from San Juan to Bayamon; Zone II, those in the urban zone of Aguadilla, Arecibo, Caguas, Guayama, Humacao, Mayaguez, and Ponce, and those on the margins of Road No. 1 from Rio Piedras to Caguas; Zone III, those in the remainder of Puerto Rico.
- ¹⁰ When an establishment engaged in wholesale and retail trade employs more than 2 employees part of the time, or 1 or more employees full time in wholesale activities, said employees shall be covered by the order applicable to those activities. In case of a mixed establishment which in addition to engaging in retail trade engages in any activity other than wholesaling, it shall be understood that the worker or employee is covered by the order applicable to the enterprise or activity he cares for exclusively or chiefly or to which he devotes more than half of his working time.
- ¹¹ Zone I includes establishments located in the urban zone of the capital and Bayamon and on the margins of Road No. 2 from San Juan to Bayamon and Road No. 187 from Santurce to Boca de Cangrejos, including the International Airport; Zone II, the urban zone of Aguadilla, Arecibo, Caguas, Guayama, Humacao, Mayaguez, and Ponce, and those on the margins of Road No. 1 from Rio Piedras to Caguas; Zone III, the remainder of Puerto Rico.
- ¹² In addition to the basic daily wages, the order provides that for every 10 cents of increase (or part thereof) in the price of the hundredweight of sugar (duty-paid basis, delivered) over a basic price of \$5.50, wages will increase by $6\frac{1}{2}$ cents a day.
- ¹³ First-class theaters include theaters and motion picture theaters charging 75 cents or more for admission to adults in night shows at least 3 days a week and including drive-in theaters; second-class theaters include those charging 40 to 74 cents; and third-class theaters include the rest of the theaters and motion picture theaters not comprised in the other two classes.
- ¹⁴ Zone I comprises the routes in the metropolitan area served or to be served in the future by the Metropolitan Bus Authority of Puerto Rico. Zone II comprises all other routes in Puerto Rico.
- ¹⁵ Zone I includes the establishments located in the urban zone of the capital and on the margins of Road No. 1 from Rio Piedras to the urban zone of Caguas, Road No. 2 from San Juan to the urban zone of Bayamon, Road No. 3 from Rio Piedras to the urban zone of Carolina, Roads No. 20 and 23 from Rio Piedras to the urban zone of Guaynabo, Road No. 833 to Guaynabo (known as *Camino Alejandrino*), Road No. 187 from Santurce to Boca de Cangrejos, including Roads No. 26 and 187 from Isla Verde to the 65th Infantry Avenue, Road No. 850 from Rio Piedras to the urban zone of Trujillo Alto, Road No. 24 from San Juan to the urban zone of Catano, Road No. 167 from Bayamon to Catano, as well as those establishments located in the housing developments adjacent to these roads; Zone II includes the establishments located in the remainder of Puerto Rico.

¹⁶ Zone I includes the establishments located along the north coastal zone, from the territorial jurisdiction of the municipality of Vega Baja to the territorial jurisdiction of Fajardo; Zone II includes the establishments located in the remainder of Puerto Rico.

RHODE ISLAND

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

² Handicapped worker whose earning capacity is impaired and learner and apprentice (for 90 days of employment) may be employed at wages lower than the minimum wage, by special license issued under regulations of the Department of Labor. Provisions for handicapped worker are applicable to administrative regulations for Laundry and Drycleaning; Retail Trade; and Restaurant, Hotel Restaurant, and Public Housekeeping.

³ Ch. 105 (L. 1962) established minimum wage rates of \$1.15 and 90 cents an hour between Sept. 3, 1962, and Sept. 3, 1963; \$1.25 and \$1.00 an hour thereafter.

⁴ Hours law establishes a 9- to 48-hour workweek for women and minors 16 to 18 years employed in any factory, manufacturing, mechanical, business, or mercantile establishment, if 5-day week, 9½ hours a day permitted. (By permit from the local school department, minors 14 to 16 years of age may work up to 8- to 40-hour week; employment prohibited during hours school is in session.)

⁵ Regulations included a step-up pay provision. Between Sept. 3, 1962, and Sept. 3, 1963, the minimum rate was \$1.15 an hour.

⁶ Student is one who is registered for full-time attendance at a recognized institution of learning.

⁷ Any week in which student works longer than specified part-time hours, hours worked must be paid for at \$1.25 an hour.

⁸ Service occupations include only bellboys, page boys, and porters who regularly receive gratuities.

⁹ Minimum wage may not be reduced due to summer or seasonal schedule of hours; wages of regular employees, whether full- or part-time, may not be reduced for week in which holiday occurs because of time lost on holiday.

¹⁰ At least 24 consecutive hours of rest in each period of 7 consecutive days should be scheduled by every employer for all employees in retail trade occupations.

¹¹ Number of part-time students employed at 85-cent hourly rate shall not exceed 15 percent of the total number of employees in an establishment.

¹² Retail establishments covered by the Federal Fair Labor Standards Act may not pay part-time student workers less than \$1.25 an hour unless they hold a Federal certificate.

¹³ During school vacation periods and 2 calendar weeks preceding Easter and Christmas, weekly maximum may not exceed 36 hours.

SOUTH DAKOTA

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

² Hours law establishes a maximum 10- to 54-hour week for females, except for 5 days prior to Christmas when they may be employed for not more than 12 hours a day. Provision not applicable to farm laborers, domestic servants, telephone and telegraph operators, or persons engaged in the care of livestock. Cities with a population of 3,000 or less exempt from 54-hour limitation.

³ The provisions of the 1943 Act enacted for a 2-year period were made permanent in 1945.

UTAH

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

² Minors between 16 and 18 years may be employed as markers, shakers, folders, and general clerks for receiving, recording, dispatching, and handling of business traffic in the laundry, cleaning, dyeing, and pressing industry.

³ Student worker defined as a student receiving instruction in an accredited school, college, or university and employed on a part-time basis or during summer vacations.

⁴ Order prohibits the employment of girls under 18 in hotels, and as messengers in the distribution or delivery of goods or messages.

VERMONT

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

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

³ Handicapped person may be paid at a reduced rate upon application to the Commissioner of Industrial Relations for a work permit.

⁴ Service employees include bellboys, porters, doormen, room service waiters, caddy masters, waiters, waitresses, and bartender waiters in hotels and chambermaids in resort hotels; waiters, waitresses, and bartender waiters in restaurants; and carhops in drive-in restaurants. Counter waiters and waitresses are not included in service employees. Nonservice employees, in either hotels or restaurants, are those not listed under service employees, including bartenders who do not wait on tables and chambermaids in other than resort hotels.

⁵ Resort hotel defined as any hotel that offers complete lodging and dining services to the public, not more than 10 months of the year, and further provides, or has immediate access to, recreational facilities, but in any specific case classification may be determined by the Commissioner of Industrial Relations.

⁶ Total number of learners may not exceed 10 percent of regular employees, except employer with at least one experienced employee may employ one learner.

⁷ (a) Counseling staff includes experienced counselor who, at the beginning of camping season, has had at least three seasons' employment in a counselor staff occupation; apprentice II, no more than two seasons' previous employment; apprentice I, one season's previous employment; first-year learner (excluding camper-trainee), no previous employment in a counselor staff position; and camper-trainee, under 17 years, who assists in the guidance and/or instruction of other campers and receives supervision and training from a counselor and/or camp supervisor. (b) No more than 20 percent of the counseling staff may be paid at the first-year learner rate, and no more than 70 percent may be paid at the first-year and apprentice rates together. At least one counselor shall be paid at the experienced rate.

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

⁹ Preseason training courses for counseling staff members are exempt from provisions, except that service and maintenance work in any substantial amount shall be paid for at the minimum wage of \$1 an hour.

¹⁰ A resident employee is entitled to 24 hours off duty per week, 12 hours of which should be consecutive.

¹¹ If a counselor works more than a 6-day week, he or she should be given additional compensation prorated on the established scale, except that the first and last weeks of the camp season a longer week without such additional compensation may be permitted.

¹² Camper-trainee shall receive a reasonable compensation in accord with the value of the service rendered and the value of instruction received, by a reduction of tuition, in addition to maintenance, as agreed between the camper-trainee and the camp director.

WASHINGTON

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

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

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

⁴ Minimum wage rates established by wage order are based on a 6-day week. Order provides that unless the equivalent in time off duty has been received, a premium of 25 percent of the employee's applicable rate for each week of employment must be paid to resident counselors at termination of employment. Premium payment for 1 week is the equivalent to 24 hours off duty, 12 hours of which must be in sequence.

⁵ Wage provisions do not apply to apprentices registered under program approved by State Apprenticeship Council, or to learners or to handicapped workers, by special certificate.

WISCONSIN

¹ Where payment of wages is made on other than time rate basis, actual wage shall not be less than provided in order, except piece rates on a particular kind of work are deemed adequate if they yield 5 cents an hour more than the prescribed minimum to 65 percent of the women and minors.

² Regulations include a step-up pay provision. Hourly rates effective Nov. 1, 1963, were 15 cents an hour less for women and minors 16 and over; 10 cents an hour less for minors under 16.

³ Includes communities and isolated establishments which are within the commercial and industrial areas of such cities, although outside their territorial limits.

⁴ Hours law establishes a maximum of 9 a day, 50 a week, for daywork and 8 a day, 48 a week, for nightwork for females 18 and over employed in any manufacturing, mechanical, or mercantile establishment, beauty parlor, restaurant, laundry, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment, with specified exceptions. In emergency or peak period for 4 calendar weeks in year, maximum hours may be exceeded, provided $1\frac{1}{2}$ times the employee's regular rate is paid for such overtime and Commission is notified. NOTE.—Industrial Commission is empowered to change hours specified in statute by orders regulating hours of work.

⁵ During the canning season, maximum hours for women and minors over 16 years are 9 a day, 54 a week, except on 12 emergency days in the season of actual canning of a product, when women and minors 16 to 18 years may be employed 11 hours a day, 60 hours a week. In addition, hour limitations may be waived for boys 16 and 17 years in 10 weeks during the canning season under conditions specified in the order. Before and after the canning season, maximum hours are 9 and 50 for women 18 years and over; 8 and 48 for boys and girls 17 years of age; 8 and 40 for boys and girls 16 years of age, except that during school vacations they may work 48 hours a week.

⁶ Overtime rate need not be paid to a boy 16 or 17 years of age under specified conditions, provided his rate of pay is at least equal to the lowest hourly rate paid to male employees and in no case less than \$1.15 an hour (\$1 between Nov. 1, 1963, and Sept. 1, 1964).

⁷ Regulations specify that employees not living in the home who are required to be on duty more than 45 hours must be paid, as a minimum, for 45 hours a week.

⁸ Minimum wage regulations specify the following pay hours for telephone operators: (a) for 16-hour period between 6 a.m. and 10 p.m., 12 hours' pay where there are 1 to 199 telephones, and 16 hours' pay where there are 200 telephones or more; for 8-hour period between 10 p.m. of one day and 6 a.m. of next day, 3 hours' pay where there are 1 to 199 telephones, 4 hours' pay for 200 to 399 telephones, 6 hours' pay for 400 to 599 telephones, and 8 hours' pay for 600 telephones or over.

⁹ Maximum hours of work for women operators 18 years of age or over (Ind 74.22, effective June 1, 1956): 9 a day, 50 a week, for exchanges with 1,500 telephones or more; 10 a day, 50 a week, when 600 but less than 1,500 telephones; 10 a day, 54 a week, when 200 but less than 600 telephones; and 10 a day, 60 a week, when less than 200 telephones. In exchanges having 1,500 telephones and over, if any part of a woman's work is done before 6 a.m. or after 6:30 p.m. on more than 1 day a week, hours are limited to 8 and 48 during that week.

¹⁰ In exchanges located in a private residence and operated primarily by members of the household, the payment of a wage for the operation of the switchboard of \$1.40 a month (\$1.25 between Nov. 1, 1963, and Sept. 1, 1964) per telephone will be regarded as compliance with the minimum wage law, but, if outside help is employed, such help must be paid the minimum wage rates.

WYOMING

¹ Hours law establishes a maximum of 8- to 48-hour workweek for females 16 years of age and over employed in manufacturing, mechanical, or mercantile establishments, laundries, hotels, public lodginghouses, apartment houses, places of amusement, or restaurants. Statute permits overtime for females 18 years and over, provided time and one-half is paid for hours over 8 a day in a 12-hour period.

SELECTED WOMEN'S BUREAU PUBLICATIONS

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191. State Minimum-Wage Laws and Orders: 1942. An Analysis. 1942.
227. State Minimum-Wage Laws and Orders, July 1, 1942–July 1, 1950. Revised Supp. to Bull. 191. 1950. Supplements to January 1, 1953.
247. State Minimum-Wage Laws and Orders, July 1, 1942–March 1, 1953. 1953. Supplements to August 16, 1956.
267. State Minimum-Wage Laws and Orders, July 1, 1942–July 1, 1958.
 - Part I—Historical Development and Statutory Provisions, 1958.
 - Part II—Analysis of Rates and Coverage. 1958. Supplements to January 1, 1962; completely revised January 1, 1963.

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144. State Labor Laws for Women. 1937.