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FRINGE BENEFIT PROVISIONS FROM STATE MINIMUM WAGE LAWS AND ORDERS

September 1, 1966

WOMEN'S BUREAU BULLETIN 293



U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

WOMEN'S BUREAU
Mary Dublin Keyserling, Director

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(Revision of Bulletin 280)

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W. Willard Wirtz, Secretary
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INTRODUCTION

Many State minimum wage laws and orders include supplementary provisions designed to safeguard the basic minimum wage rates. Among these supplementary provisions are requirements governing: overtime pay and minimum daily wage; extra pay for split shifts and long overall spread of hours; minimum meal and rest periods; pay for waiting time and travel time; handling of tips and gratuities; maximum deductions for meals, lodging, and uniforms; and other special provisions affecting working conditions. This bulletin gives detailed information on the supplementary provisions in effect as of September 1, 1966.

In many States with minimum wage laws, these supplementary provisions have been established by wage orders for individual industries and occupations. In some States they are provided in the minimum wage statute itself. Similar provisions established by

other State laws affecting women, and applicable to occupations for which minimum wage rates are in effect, are included in an appendix to this bulletin.

As indicated, minimum wage laws and orders in over two-thirds of the States apply to men as well as women or women and minors.

The major work on this bulletin was done by Eliza B. Donnell under the supervision of Regina M. Neitzey, of the Women's Bureau's Labor Law Branch in the Division of Legislation and Standards.

This bulletin is designed for use in conjunction with Women's Bureau Bulletin 291, "Analysis of Coverage and Wage Rates of State Minimum Wage Laws and Orders," obtainable from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, for 40 cents.

FRINGE BENEFIT PROVISIONS FROM STATE MINIMUM WAGE LAWS AND ORDERS

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>ALASKA:</p> <p><i>Wage fixed in law, Feb. 14, 1962.</i></p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 8 a day, over 40 a week, with specified exceptions.</i></p>					<p>Director may permit deduction for reasonable cost of board and lodging, when customarily furnished.</p>		

SEE Appendix for additional provisions.

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

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>ARKANSAS:</p> <p><i>Wage fixed in law.</i> Mar. 20, 1915. (Hour law amended 1943.)</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 8 a day and on 7th consecutive day. Permit from Commissioner of Labor required for permanent overtime in excess of 1 hour a day.</i></p>							

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA:</p> <p><i>Agricultural Occupations, No. 14-65, Sept. 15, 1965.</i></p>	<p><i>Minimum daily wage:</i> For reporting for work on any day as required: 4 hours, pay at employee's regular rate for women and minors 16 years of age or over paid on an hourly or piecework basis.</p>		<p><i>Meal period:</i> 30-minute meal period after 5 hours of work, except meal period may be waived by mutual consent of employer and employee when 6 hours completes a workday.</p> <p><i>Rest period:</i> 10-minute paid rest period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.</p> <p>Commission may grant exemptions.</p>			<p>Meals and/or lodging furnished by employer must be at rates agreed to by employer and employee, but not in form of deduction from wage rates which results in payment of less than specified minimum wage.</p>	<p>Employer must provide and maintain required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p>	<p><i>Prohibits deductions</i> from wage or refund by employee for cash shortage, breakage, or loss of equipment, except for dishonest or willful act or gross negligence.</p> <p>Employer must provide and maintain tools and equipment required or necessary to performance of the job.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p> <p><i>Weightlifting:</i> (a) lifting or carrying over 25 pounds by females prohibited, except on permit; (b) carrying any object weighing 10 pounds or more up any ladder by females or minor males under 16 years of age prohibited.</p> <p><i>Sanitation and physical welfare:</i> Standards established for drinking water, toilet and washing facilities, and first-aid supplies.</p> <p>NOTE.—Upon written application from employer, exemption in writing from weightlifting, sanitation, and physical welfare provisions may be made if, after investigation, Industrial Welfare Commission finds enforcement would not materially affect comfort, health, or safety of employees and would work undue hardship on employer.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA— Con.</p> <p><i>Amusement and Recreation Industry</i>, No. 10-63; <i>Broadcasting Industry</i>, No. 11-63; <i>Laundry, Linen Supply, Drycleaning, and Dyeing Industry</i>, No. 6-63; <i>Manufacturing Industry</i>, No. 1-63; <i>Mercantile Industry</i>, No. 7-63; <i>Personal Service Industry</i>, No. 2-63; <i>Professional, Technical, Clerical, Mechanical, and Similar Occupations</i>, No. 4-63; <i>Public House-keeping Industry</i>, No. 5-63; <i>Transportation Industry</i>, No. 9-63; Aug. 30, 1964.</p>	<p><i>Overtime:</i> (1) Except for specified resident housemothers, camp counselors, and resident managers of homes for the aged having less than 8 beds: 1½ times employee's regular rate for hours over 8 up to and including 12 a day and first 8 on 7th day; double the rate for hours over 12 a day and over 8 on 7th day. (Overtime permitted only for women 18 years and over, in emergencies, when not prohibited by 8-hour law, or when necessary to prevent perishable products from spoiling. <i>Exceptions:</i> Employment on 7th day permitted when total hours do not exceed 30 a week, 6 a day. Emergency requirement waived for regular bank employees receiving not less than \$300 a month, provided overtime is limited to 2 hours a day, total weekly hours do not exceed 48, and not less than 1½ times employee's regular rate is paid for such overtime hours.)</p> <p>(2) Specified resident housemothers, camp counselors, and resident managers of homes for the aged with less than 8 beds: 1½ times employee's regular rate for hours over 54 a week and for over 6 days a week, in emergency.</p> <p><i>Minimum daily wage:</i> Half usual day's pay, but in no event less than 2 hours' pay, at employee's regular rate for reporting for work on any day as required.</p>	<p><i>Split shift:</i> \$1.30 additional for any day on which employee works a split shift. <i>Exception:</i> Employees residing at place of employment.</p> <p>Defines split shift.</p> <p><i>Overall spread:</i> 12 hours.</p> <p><i>Between days worked:</i> 12 hours, except 8 hours permitted for bona fide change of shift.</p>	<p><i>Meal period:</i> 30-minute period after 5 hours of work, except meal period may be waived by mutual consent of employer and employee when 6 hours completes a workday.</p> <p>"On-duty" meal period permitted only when nature of work prevents relief from all duty; to be counted as time worked.</p> <p>Defines "on-duty" meal period.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of work, or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.</p> <p>Commission may grant exemptions.</p>		<p><i>Prohibits counting tips, gratuities, or service charges in the nature of gratuities from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.</i></p>	<p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals:</i> 50 cents, 85 cents, and \$1.25 for bona fide breakfast, lunch, and dinner, respectively, consistent with employee's work shift.</p> <p><i>Lodging:</i> \$6.50 a week for private room; \$5.20, shared room; ⅔ ordinary rental value (not to exceed \$107.50 a month), apartment.</p> <p>If employee required to live at place of employment or occupy quarters owned or controlled by employer, rent limited to values listed above.</p> <p><i>Prohibits deduction for meals not eaten and for lodging not used.</i></p> <p>Defines meals and lodging.</p>	<p>Employer must provide and maintain required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p>	<p><i>Prohibits deductions from wage or requiring refund from employee for cash shortage, breakage, or loss of equipment, except for dishonest or willful act or gross negligence.</i></p> <p>Employer must provide and maintain required tools or equipment. <i>Exception:</i> Beauty salon, schools of beauty culture, and barbershop employees may be required to furnish specified equipment.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p> <p><i>Wage statement of gross wages paid, payroll period, and all deductions must be furnished employee with wage payment.</i></p> <p><i>Weightlifting:</i> Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><i>Sanitation and physical welfare:</i> Standards established for cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevators; and first-aid supplies, except on permit.</p> <p><i>Nightwork:</i> Suitable transportation and hot food and drink facilities, if meal period occurs, must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA— Con.</p> <p><i>Amusement and Recreation Industry, etc.—Con.</i></p>								<p>NOTE.—Weightlifting and sanitation and physical welfare provisions applicable to women employed in administrative, executive, and professional capacities, who are exempt from other provisions of orders.</p>
<p><i>Canning, Freezing, and Preserving Industry, No. 3-63, Aug. 30, 1964.</i></p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 8 up to and including 12 a day and first 8 on 7th consecutive day and each day thereafter until employee given 24 hours off; double the rate for hours over 12 a day and over 8 on 7th day and each day thereafter until employee given 24 hours off. (Overtime permitted only for women 18 years and over during periods necessary to prevent spoilage or in emergencies when not prohibited by 8-hour law. Maximum: 72 hours in any 7 consecutive days, after which employee may not be employed for 24-hour period. <i>Exception:</i> Employment on 7th day permitted when total hours do not exceed 30 a week, 6 a day.)</p> <p><i>Minimum daily wage:</i> 2 hours' pay at employee's regular rate for reporting for work on any day as required; 1 hour's pay for reporting for work 2d time on any day as required.</p>		<p><i>Meal period:</i> 30-minute period after 5 hours of work, except meal period may be waived by mutual consent of employer and employee on 6-hour workday.</p> <p>"On-duty" meal period permitted only when nature of work prevents relief from all duty; to be counted as time worked.</p> <p>Defines "on-duty" meal period.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.</p> <p>Commission may grant exemptions.</p>		<p><i>Prohibits counting tips, gratuities, or service charges in the nature of gratuities from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.</i></p>	<p><i>Permits specified deductions from the minimum wage.</i></p> <p><i>Meals:</i> 50 cents, 85 cents, and \$1.25 for bona fide breakfast, lunch, and dinner, respectively, consistent with employee's work shift.</p> <p><i>Lodging:</i> \$6.50 a week for private room; \$5.20, shared room; ¾ ordinary rental value (not to exceed \$107.50 a month), apartment.</p> <p>If employee required to live at place of employment or quarters owned or controlled by employer, rent limited to values listed above.</p> <p><i>Prohibits deduction for meals not eaten and lodging not used.</i></p> <p>Defines meals and lodging.</p>	<p>Employer must provide and maintain required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p>	<p><i>Prohibits deductions from wage or requiring refund from employee for cash shortage, breakage, or loss of equipment, except for dishonest or willful act or gross negligence.</i></p> <p>Employer must provide and maintain required tools or equipment.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p> <p><i>Wage statement of gross wages paid, payroll period, and all deductions must be furnished employee with wage payment.</i></p> <p><i>Weightlifting:</i> Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><i>Sanitation and physical welfare:</i> Standards established for cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; and first-aid supplies, except on permit.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA— Con. <i>Canning, Freezing, and Preserving Industry—Con.</i>								<p><i>Nightwork:</i> Suitable transportation and hot food and drink facilities, if meal period occurs, must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p> <p><i>Work recess:</i> Employer permitted to declare work recess of $\frac{1}{4}$ hour or more, other than meal period, which need not be treated as hours worked, provided employee is notified when to report back to work and may leave premises. Recess periods limited to 2 in any shift and to 3-hour duration, except on permit.</p> <p><i>NOTE.—</i>Weightlifting and sanitation and physical welfare provisions applicable to women employed in administrative, executive, and professional capacities, who are exempt from other provisions of order.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CALIFORNIA— Con.</p> <p><i>Industries Handling Products After Harvest</i>, No. 8-57, Nov. 15, 1957; and <i>Industries Handling Products After Harvest on the Farm</i>, No. 13-61, Aug. 28, 1961.</p> <p>NOTE.—Orders 8-57 and 13-61, revised Aug. 30, 1963, are in court.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 8 up to and including 12 a day and first 8 on 7th consecutive day; double the rate for hours over 12 a day and over 8 on 7th day. (Overtime permitted only for women 18 years and over during periods necessary to prevent spoilage or in emergencies when not prohibited by 8-hour law. Maximum: 72 hours in any 7 consecutive days, after which employee may not be employed for 24-hour period. <i>Exception</i>: Employment on 7th day permitted when total hours do not exceed 30 a week, 6 a day.)</p> <p><i>Minimum daily wage</i>: 2 hours' pay at employee's regular rate for reporting for work on any day as required; 1 hour's pay for reporting for work 2d time on any day as required.</p>		<p><i>Meal period</i>: 30-minute period after 5 hours of work, except meal period may be waived by mutual consent of employer and employee when 6 hours completes a workday.</p> <p>"On-duty" meal period permitted only when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><i>Rest period</i>: 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on workdays totaling less than 3½ hours.</p> <p>Commission may grant exemptions.</p>		<p><i>Prohibits counting tips, gratuities, or service charges in the nature of gratuities from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.</i></p>	<p><i>Permits specified deductions from the minimum wage.</i></p> <p><i>Meals</i>: 40, 65, and 95 cents for bona fide breakfast, lunch, and dinner, respectively, when such meals are eaten and consistent with employee's work shift.</p> <p><i>Lodging</i>: \$5 a week for private room; \$4, shared room; ⅔ ordinary rental value (not to exceed \$86 a month), apartment.</p> <p>Defines meals and lodging.</p>	<p><i>Prohibits contribution, direct or indirect, from wage for the purchase or maintenance of required uniforms.</i></p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p>	<p><i>Prohibits deductions from wage for cash shortage, breakage, or loss of equipment, except for dishonest or willful act or gross negligence.</i></p> <p><i>Also prohibits contribution, direct or indirect, from wage for purchase or maintenance of tools or equipment.</i></p> <p><i>Wage statement of gross wages and all deductions must be furnished employee with wage payment.</i></p> <p><i>Weightlifting</i>: Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><i>Sanitation and physical welfare</i>: Standards established for cleanliness and upkeep of premises, equipment; floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation; temperature; exits; elevator; and first-aid supplies, except on permit.</p> <p><i>Nightwork</i>: Suitable transportation and hot food and drink facilities, if meal period occurs, must be available for women beginning or ending work between 10 p.m. and 6 a.m.</p> <p><i>Work recess</i>: Employer permitted to declare work recess of ½ hour or more, other than meal period, which need not be treated as hours worked, provided employee is notified when to report back to work and may leave premises. Recess periods limited to 2 in any shift and to 3-hour duration, except on permit.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA— Con. <i>Industries Handling Products After Harvest, etc.—Con.</i>								NOTE.—Weightlifting and sanitation and physical welfare provisions applicable to women employed in administrative, executive, and professional capacities, who are exempt from other provisions of orders.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CALIFORNIA— Con. <i>Motion Picture Industry</i> , No. 12-63, Aug. 30, 1964.	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 8 up to and including 12 a day and first 8 on 7th consecutive day; double the rate for hours over 12 a day and over 8 on 7th day. (Overtime permitted only for women 18 years and over in emergencies. Maximum: 16 hours including meal periods in any 1 day from time employee is required and does report until dismissed.)</p> <p><i>Minimum daily wage:</i> Half the usual day's pay, but in no event less than 2 hours' pay, at employee's regular rate for reporting for work on any day as required.</p> <p>A full day's agreed wages must be paid <i>extra players</i> required to fit costumes at place of employment or at costumer's, when not given employment in production for which fitted.</p> <p>Not less than minimum wage must be paid <i>extra players</i> for interviews or auditions which exceed 1½ hours in length.</p>	<p><i>Split shift:</i> \$1.30 additional for any day on which employee works a split shift. <i>Exception:</i> Employees residing at place of employment.</p> <p><i>Between days worked:</i> 10 hours after termination of previous day's employment before employee may be required to report to work.</p>	<p><i>Meal period:</i> 30 minutes (minimum), 60 minutes (maximum) after 5½ hours of work.</p> <p>"On-duty" meal period permitted only when nature of work prevents relief from all duty; to be counted as time worked.</p> <p>Defines "on-duty" meal period.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.</p> <p>Additional interim rest periods during actual rehearsal or shooting must be given to swimmers, dancers, skaters, and other performers engaged in strenuous physical activities.</p>		<p><i>Prohibits counting tips, gratuities, or service charges in the nature of gratuities from patrons or others as part of minimum wage, or requiring employee to report tips or gratuities for this purpose.</i></p>	<p><i>Permits specified deductions</i> from minimum wage.</p> <p><i>Meals:</i> 50 cents, 85 cents, and \$1.25 for bona fide breakfast, lunch, and dinner, respectively, consistent with employee's work shift.</p> <p><i>Lodging:</i> \$6.50 a week for private room; \$5.20, shared room; ¾ ordinary rental value (not to exceed \$107.50 a month), apartment.</p> <p>If employee required to live at place of employment or quarters owned or controlled by employer, rent limited to values listed above.</p> <p><i>Prohibits deduction</i> for meals not eaten and lodging not used.</p> <p>Defines meals and lodging.</p>	<p>Employer must provide and maintain required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p> <p><i>Extra players:</i> Employer must have cleaned, laundered, and/or made sanitary any wardrobe after prior use by another, before requiring extra player to wear it.</p>	<p><i>Prohibits deductions</i> from wage or requiring any refund for cash shortage, breakage, or loss of equipment, except for dishonest or willful act or gross negligence.</p> <p>Employer must provide and maintain required tools or equipment.</p> <p>(Employer may require reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.)</p> <p><i>Wage statement</i> of gross wages paid, payroll period, and all deductions must be furnished employee with wage payment.</p> <p><i>Weightlifting:</i> Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><i>Sanitation and physical welfare:</i> Standards established for cleanliness and upkeep of premises; equipment; floors, etc.; seats; dressing and rest rooms; drinking water and washing facilities; toilet rooms; lighting; ventilation, temperature; exits; elevator; and first-aid supplies, except on permit.</p> <p><i>Nightwork:</i> Food and hot drink must be provided employees required to work after 11:30 p.m. Transportation must be furnished those not dismissed in time to return home by public-service transportation.</p> <p>NOTE.—Weightlifting and sanitation and physical welfare provisions applicable to women employed in administrative, executive, and professional capacities, who are exempt from other provisions of order.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADO: <i>Beauty Service Occupations</i> , No. 17, May 1, 1966.	<i>Overtime</i> : 1½ times employee's regular rate for hours over 40 a week; hours over 8 a day, by permit in emergencies or under conditions demanding immediate action.	<i>Between days worked</i> : 12 hours, except 8 hours permitted for bona fide change of shift.	<i>Meal period</i> : 30-minute meal period after 5 hours of work, except may be waived on 6-hour workday. "On-duty" meal period permitted only when nature of work prevents relief from all duty; to be paid for as time worked; meal to be furnished at no charge to employee. <i>Rest period</i> : 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days work time is less than 3½ hours.			<i>Prohibits deduction</i> from wage for meals.	Employer must furnish and maintain required uniforms free of charge. (Employer may require a reasonable deposit as security for return of items furnished by him, upon issuance of receipt to employee.) Defines uniform.	<i>Prohibits deductions</i> from employee's earnings for meals, and/or refunds for any cash shortage, unpaid check, breakage, or loss of equipment, unless caused by a dishonest or willful act or by gross negligence of employee. <i>Commission, bonus</i> : In computing minimum wage, any commission must be counted in period earned. <i>Prohibits requiring</i> employee to provide implements or supplies, except manicure instruments, haircutting scissors, clippers, eyebrow tweezers, razors, and combs. NOTE.—Order exempts supervisors. (No exemption from maximum 8-hour day permitted, except as provided by Women's 8-Hour Law.)
<i>Laundry Industry</i> , No. 14, May 1, 1966.	<i>Overtime</i> : 1½ times employee's regular rate for hours over 40 a week; hours over 8 a day, by permit in emergencies or under conditions demanding immediate action.	<i>Between days worked</i> : 12 hours, except 8 hours permitted for bona fide change of shift.	<i>Meal period</i> : 30-minute meal period after 5 hours of work, except may be waived on 6-hour workday. "On-duty" meal period permitted only when nature of work prevents relief from all duty; to be paid for as time worked; meal to be furnished at no charge to employee. <i>Rest period</i> : 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days work time is less than 3½ hours.			<i>Meals</i> : Employer may not make any deduction from wages for meals, may not charge for meals to which employee entitled under wage rate agreement, and must furnish meal at no charge to employee when "on-duty" meal period necessary. Establishes wage differential when meals furnished: if 1 or more, 10 cents less an hour; if full maintenance, 25 cents less. <i>Lodging</i> : Permits counting lodging as part of minimum wage. Maximum: \$5 a week for private room; \$4, shared room.	Employer must furnish and maintain required uniforms free of charge. (Employer may require a reasonable deposit as security for return of items furnished by him, upon issuance of receipt to the employee.) Defines uniform.	<i>Prohibits deductions</i> from employee's earnings for meals, and/or refunds for any cash shortage, unpaid check, breakage, or loss of equipment, unless caused by a dishonest or willful act or by gross negligence of employee. <i>Miscellaneous</i> : Laundries with work from other districts must pay employees at rate in effect in district where work originated. NOTE.—Order exempts supervisors. (No exemption from maximum 8-hour day permitted, except as provided by Women's 8-Hour Law.)

SEE Appendix for additional provisions.

State law or title, of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
COLORADC— Con. <i>Public Housekeeping Industry</i> , No. 16, May 1, 1966.	<i>Overtime:</i> 1½ times employee's regular rate for hours over 45 a week (42, effective 5/1/67); hours over 8 a day, by permit in emergencies or under conditions demanding immediate action. Permit not required for emergencies in hospitals, nursing homes, sanitariums, and convalescent homes.	<i>Between days worked:</i> 12 hours except 8 hours, permitted for bona fide change of shift.	<i>Meal period:</i> 30-minute meal period after 5 hours of work, except may be waived on 6-hour workday. "On-duty" meal period, permitted only when nature of work prevents relief from all duty; to be paid for as time worked; meal to be furnished at no charge to employee. <i>Rest period:</i> 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.		Permits 10-cents-an-hour "service employee" credit. Such employees must receive at least \$1 a day as tips or gratuities, and employer must maintain certified record.	<i>Meals:</i> Employer may not make any deduction from wages for meals, may not charge for meals to which employee entitled under wage rate agreement, and must furnish meal at no charge to employee when "on-duty" meal period necessary. Establishes wage differential when meals furnished: if 1 or more, 10 cents less an hour; if full maintenance, 25 cents less. <i>Lodging:</i> Permits counting lodging as part of minimum wage. Maximum: \$5 a week for private room; \$4, shared room.	Employer must furnish and maintain required uniforms free of charge. (Employer may require a reasonable deposit as security for return of items furnished by him, upon issuance of a receipt to the employee.) Defines uniform.	<i>Prohibits deductions</i> from employee's earnings for meals, and/or refunds for any cash shortage, unpaid check, breakage, or loss of equipment, unless caused by a dishonest or willful act or by gross negligence of employee. NOTE.—Order exempts specified professional, technical, and civil service employees; supervisors; and resident managers. (If business covered by Women's 8-Hour Law, no exemption therefrom for supervisors or resident managers, except as provided therein.)
<i>Retail Trade Industry</i> , No. 15, May 1, 1966.	<i>Overtime:</i> 1½ times employee's regular rate for hours over 44 a week (40, effective 5/1/67); hours over 8 a day, by permit in emergencies or under conditions demanding immediate action.	<i>Between days worked:</i> 12 hours except 8 hours permitted for bona fide change of shift.	<i>Meal period:</i> 30-minute meal period after 5 hours of work, except may be waived on 6-hour workday. "On-duty" meal period permitted only when nature of work prevents relief from all duty; to be paid for as time worked; meal to be furnished at no charge to employee. <i>Rest period:</i> 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of work period, except on days worktime is less than 3½ hours.			<i>Meals:</i> Employer may not make any deduction from wages for meals, may not charge for meals to which employee entitled under wage rate agreement, and must furnish meal at no charge to employee when "on-duty" meal period necessary. Establishes wage differential when meals furnished: if 1 or more, 10 cents less an hour; if full maintenance, 25 cents less. <i>Lodging:</i> Permits counting lodging as part of minimum wage. Maximum: \$5 a week for private room; \$4, shared room.	Employer must furnish and maintain required uniforms free of charge. (Employer may require a reasonable deposit as security for return of items furnished by him, upon issuance of a receipt to the employee.) Defines uniform.	<i>Prohibits deductions</i> from employee's earnings for meals, and/or refunds for any cash shortage, unpaid check, breakage, or loss of equipment, unless caused by a dishonest or willful act or by gross negligence of employee. NOTE.—Order exempts outside salesmen, supervisors, and registered pharmacists regulated by law. Supervisors not exempt from the maximum 8-hour day, except as provided by the Women's 8-Hour Law.)

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT:</p> <p><i>Wage fixed in law, Oct. 1, 1961, as amended.</i></p> <p>Applies also to men.</p> <p><i>Administrative Regulations.</i> (Applicable to employees covered by the law and not under separate industry wage order.)</p>				<p>Waiting time and "on-call" time at designated place considered as working time and must be paid for as such.</p> <p>Travel for benefit of employer, including additional travel occasioned by employee working at other than usual place of employment, considered as working time and must be paid for as such. Travel expense must be paid by employer when payment by employee would bring earnings below the minimum. <i>Exception:</i> Outside salesmen exempt from recordkeeping requirements.</p>	<p><i>Permits counting gratuities as part of minimum wage, provided: (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for credit is recorded separately on weekly basis, and (3) employer provides substantial evidence that claimed amount was actually received.</i></p> <p><i>Maximum deductions:</i> 45 cents an hour in restaurant industry, including hotel restaurant, and 35 cents in other industries where gratuities have customarily been counted as part of wage for hiring purposes.</p>	<p><i>Permits specified deductions from minimum wage, if a condition of employment.</i></p> <p><i>Meals:</i> Light meals, as supplied: 35 cents; daily maximum, 70 cents. Full meals, as supplied: 60 cents; daily maximum, \$1.80.</p> <p>Defines light and full meals. Prohibits election of light meals in lieu of full meals available. Requires meals to be consistent with shift when employee on duty, and with regular meal schedule when off duty.</p> <p><i>Lodging:</i> \$4 a week for private room; \$3, shared room. No deduction permitted for shared bed. Reasonable allowance, in accordance with prevailing rentals for similar quarters, for housing of more than 1 room.</p> <p>Defines lodging.</p>	<p><i>Permits deduction from minimum not to exceed \$1.50 a week or actual cost, whichever is lower, for maintenance or for laundering and cleaning of apparel furnished by employer.</i></p> <p>Defines apparel.</p> <p>Employer must furnish necessary protective garments.</p>	<p><i>Commission, bonus:</i> Commission must be settled in full monthly.</p> <p>Bonus may constitute part of minimum wage if paid on a weekly basis and in accordance with a fixed plan.</p> <p><i>Prohibits application toward minimum wage of special gift payments, amounts of which are not dependent on hours worked, production, or efficiency, and of sums paid in recognition of service during a particular period if paid at sole discretion of employer.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
CONNECTICUT —Con.								
<i>Beauty Shops</i> , No. 1, Oct. 1, 1963. Applies also to men.	<i>Overtime:</i> For hours over 44 a week: applicable minimum hourly rate in addition to and exclusive of other earnings for operators; 1½ times employee's regular rate for all other employees. <i>Minimum daily wage:</i> 4 hours' pay at employee's regular rate for reporting for duty on any day by request or permission.			Waiting time considered as working time and must be paid for accordingly; also, travel time when employee is required to travel to a place other than regular place of employment.	<i>Prohibits counting tips as part of minimum wage.</i>		Charges or deductions made to employees for uniforms and maintenance may not exceed actual cost charge to employers and may in no case bring wage paid below the minimum.	<i>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by Labor Department.</i> <i>Also prohibits charging employee for beauty service rendered or materials used therefor. Charge for sharpening of instruments must not bring wage paid below the minimum.</i> Employer must furnish cosmetics and supplies, including, but not limited to, emery boards, orangewood sticks, combs, hair-brushes, nets, permanent wave rods and protectors, and curlers and linens. Employee must furnish implements, including nippers, scissors, files, buffers, tweezers, and marcel irons, except such as are part of shop equipment.
<i>Cleaning and Dyeing Occupation</i> , Nos. 3A and 3B, Oct. 1, 1961. Applies also to men.	<i>Overtime:</i> 1½ times employee's regular rate for hours over 45 a week for females and male minors. <i>Minimum daily wage:</i> 4 hours' pay for regularly reporting or being called for work: at minimum or at regular rate, whichever is higher, for females and male minors; at minimum rate for adult males. <i>Exception:</i> When operations are suspended due to breakdown or an act of God.			Waiting time and required travel time considered as working time and must be paid for accordingly.				<i>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by the Labor Department.</i>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT —Con.</p> <p><i>Laundry Occupation, Nos. 2A and 2B, Oct. 1, 1961.</i></p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 44 a week for females and minors and adult males on production work ordinarily performed by females and minors.</i></p> <p><i>Minimum daily wage: 4 hours' pay at minimum or at regular rate, whichever is greater, for regularly reporting for work, unless given adequate notice the day before to contrary, for females, minors, and adult males on production work, except 3 hours' pay when working day on Saturday is less than 4 hours.</i></p>			<p>Waiting time and required travel time considered as working time and must be paid for accordingly.</p> <p>Travel time includes time spent in travel by employee on training program at other than regular workplace, attendance at lectures, or any other activity connected with said program.</p>		<p><i>Permits deductions from minimum wage, if a condition of employment, at rates set by Commissioner. (SEE Wage fixed in law, p. 13.) Exception: Employees receiving training at place other than regular workplace.</i></p>		<p><i>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by the Labor Department.</i></p> <p><i>Also prohibits deduction for travel expenses supplied by employer to employee in training at place other than regular workplace or traveling in connection with such program.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT —Con.</p> <p><i>Mercantile Trade</i>, Nos. 7A and 7B, Oct. 1, 1961.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 44 a week; except if commission or bonus forms part of earnings, \$1 for each hour over 44 a week, in addition to other earnings, or 1½ times regular hourly rate computed to include commissions plus established hourly or weekly wage, or combination thereof. <i>Exceptions:</i> Executive, administrative, or professional employees, outside salespersons, and automobile service mechanics, as defined.</p> <p><i>Minimum daily wage:</i> 4 hours' pay at employee's regular rate for reporting for duty on any day by request or permission.</p> <p>Provision may be waived where employment of less than 4 hours is regularly scheduled, as mutually agreed to in writing and approved by Labor Department, provided daily pay is twice applicable minimum hourly rate.</p>			<p>Waiting time considered as working time.</p>			<p><i>Prohibits charging</i> employees for cost and maintenance of required uniforms and other facilities, if such charge would bring wage paid below the minimum.</p>	<p><i>Commission, bonus:</i> Commission must be settled at least monthly.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>CONNECTICUT —Con.</p> <p><i>Restaurant and Hotel Restaurant Occupations, No. 8, May 1, 1962.</i></p> <p>Applies also to men.</p>	<p><i>Overtime:</i> 1½ times minimum rate for hours over 48 a week and on 7th consecutive day; except salaried employee with salary in excess of required minimum, additional \$1.50 for each hour worked over usual and regular work-week.</p> <p><i>Minimum daily wage:</i> 2 hours' pay at not less than minimum rate for employee regularly reporting for work, unless given adequate notice the day before to contrary, and for any employee able and willing to work who is called to work on any day.</p> <p>Provision may be waived for employee unable and unwilling to work necessary hours to insure the 2-hour guarantee, provided statement to that effect, signed by employee, is filed as part of employer's record.</p>			<p>All time employee is required to be on employer's premises or to be on duty included in hours worked.</p> <p>Required travel time must be paid for at working time rate; reimbursement for cost of transportation must be made.</p>	<p><i>Permits counting gratuities as part of minimum wage, provided: (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for credit is recorded separately on weekly basis, (3) employer provides substantial evidence that claimed amount was actually received, and (4) gratuities in excess of 45 cents an hour need not be reported or recorded.</i></p> <p><i>Maximum deduction:</i> 45 cents an hour.</p>	<p><i>Permits deductions from minimum wage, if a condition of employment, at rates set by Commissioner. (SEE Wage fixed in law, p. 13.)</i></p>	<p><i>Prohibits requiring a deposit from employee for uniforms or for any other purpose, except by permission of Labor Department.</i></p>	<p><i>Prohibits deductions from minimum wage, except as required or authorized by law and except for specified types of insurance premiums, with employee's written consent kept on file and subject to review by Labor Department.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>DELAWARE:</p> <p><i>Wage fixed in law, Sept. 26, 1965.</i></p> <p>Applies also to men.</p>	(Law permits regulations governing overtime pay.)				<p>Permits allowance for gratuities, upon employer application, in any occupation in which gratuities have customarily and usually constituted and been recognized as part of remuneration for hiring purposes, in amount determined by regulation of Department of Labor and Industrial Relations to be necessary or appropriate to preserve or safeguard minimum wage rate.</p>	<p>(Law permits regulations defining and governing charges or allowances for board, lodging, or other facilities or services customarily furnished by employers to employees.)</p>	<p>(Law permits regulations defining and governing charges or allowances for apparel or other facilities or services customarily furnished by employers to employees.)</p>	<p>(Department of Labor and Industrial Relations is empowered to make, revise, or rescind regulations deemed necessary or appropriate to safeguard minimum wage rate for any occupation, after public hearing and consultation with an advisory board.)</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA:								
<i>Beauty Culture Occupation</i> , No. 6, May 23, 1960.	<i>Overtime:</i> \$1.25 for hours over 42 a week. <i>Minimum daily wage:</i> 4 hours' pay for reporting for work under general or specific instructions. <i>Exception:</i> Students under 18 years on days school is in session.	\$1.25 in addition to applicable minimum wage for any day employee works a split shift or spread of hours exceeds 10, or both.		Waiting time and required travel time on employer's business defined as working time.	<i>Prohibits counting gratuities as part of the wage.</i>			<i>Prohibits deductions which bring wage below legal minimum, except as required by law or court order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.</i>
<i>Building Service Occupation</i> , No. 11, Oct. 8, 1965.	<i>Overtime:</i> \$1.40 for hours over 40 a week (\$1.45, 10/8/67; \$1.50, 10/8/69). <i>Minimum daily wage:</i> 4 hours' pay at the applicable rate for reporting for work under general or specific instructions. <i>Exceptions:</i> Students under 18 years on days school is in session; where employer needs only one employee to perform a specific type of work which can be finished in less than 4 hours.	\$1.40 in addition to minimum wage for any day employee works a split shift or spread of hours exceeds 11. Defines split shift.		Waiting time and required travel time on employer's business defined as working time. In addition to minimum wage, employer must pay travel expenses incurred by employee in performance of employer's business.	<i>Prohibits counting gratuities as part of the wage.</i>	<i>Permits specified deductions from minimum wage.</i> <i>Meals:</i> 40 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals. <i>Lodging:</i> \$6.50 a week for single room, \$5 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment as determined by comparison with value of similar accommodations in vicinity of those furnished.	Employer must purchase, maintain, and clean uniforms. In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly 3 cents an hour in addition to minimum wage. Defines uniform.	<i>Prohibits deductions which bring wage below legal minimum, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.</i>
<i>Clerical and Semi-technical Occupations</i> , No. 9, Oct. 8, 1965.	<i>Overtime:</i> \$1.40 for hours over 40 a week (\$1.45, 10/8/67; \$1.50, 10/8/69). <i>Minimum daily wage:</i> 4 hours' pay at applicable rate for reporting for work under general or specific instructions. <i>Exception:</i> Students under 18 years on days school is in session.	\$1.40 in addition to minimum wage for any day employee works a split shift or spread of hours exceeds 11. <i>Exception:</i> Students employed by educational institution they are attending. Defines split shift.		Waiting time and required travel time on employer's business defined as working time. In addition to minimum wage, employer must pay travel expenses incurred by employee in performance of employer's business.	<i>Prohibits counting gratuities as part of the wage.</i>	<i>Permits specified deductions from minimum wage.</i> <i>Meals:</i> 40 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals. <i>Lodging:</i> \$6.50 a week for single room, \$5 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment as determined by comparison with similar accommodations in vicinity of those furnished.	Employer must purchase, maintain, and clean uniforms. In lieu of purchasing, maintaining, and cleaning uniforms, employer may elect to pay regularly 3 cents an hour in addition to minimum wage. Defines uniform.	<i>Prohibits deductions which bring wage below legal minimum, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.</i>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
DISTRICT OF COLUMBIA—Con. <i>Hotel, Restaurant, and Allied Occupations, No. 10, Aug. 15, 1964.</i>	<i>Overtime:</i> For hours over 40 a week: \$1.16, nonservice; 73 cents, service employees. <i>Minimum daily wage:</i> 4 hours' pay at applicable minimum rate for employee who usually works 36 hours or more a week for reporting for work under general or specific instructions; 3 hours' pay at applicable minimum rate for employee on part time. <i>Exceptions:</i> Students under 18 years on days school is in session and where only 1 employee is needed to perform a specific type of work that can be finished in less than 3 hours.	75 cents in addition to minimum wage for any day employee works a split shift or spread of hours exceeds 11. Defines split shift.		Waiting time and required travel time on employer's business defined as working time. In addition to minimum wage, employer must pay travel expenses incurred by employee in performance of employer's business.	<i>Prohibits counting gratuities as part of the wage.</i> (Lower wage rate set for service employees.)	<i>Permits specified deductions</i> from the minimum wage. <i>Meals:</i> 40 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals. <i>Lodging:</i> \$5 a week for single room, \$4 a week for each of 2 persons in double room, or "reasonable" value of apartment as determined by a comparison with the value of similar accommodations in the vicinity of those furnished.	Employer must purchase, maintain, and clean uniforms and special costumes. In lieu of purchasing, maintaining, and cleaning plain and washable uniforms, employer may pay an additional 3 cents an hour. This privilege does not apply to costumes or uniforms which are not plain and washable. Defines uniform.	<i>Prohibits deductions</i> which bring wage below legal minimum, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.
<i>Laundry and Dry-cleaning Occupation, No. 5, July 6, 1963.</i>	<i>Overtime:</i> \$1.25 for hours over 40 a week. <i>Minimum daily wage:</i> 4 hours' pay at applicable rate for reporting for work under general or specific instructions. <i>Exception:</i> Students under 18 years on days school is in session.	<i>Split shift:</i> \$1.15 in addition to minimum wage for any day employee works a split shift. Defines split shift.		Waiting time and required travel time on employer's business defined as working time. In addition to minimum wage, employer must pay travel expenses incurred by employee on business of employer.	<i>Prohibits counting gratuities as part of the wage.</i>		Employer must pay cost of purchase, maintenance, and cleaning of uniforms. Defines uniform.	<i>Prohibits deductions</i> which bring wage below legal minimum, except as specifically authorized by law or court order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.
<i>Manufacturing and Wholesaling Occupation, No. 8, Aug. 15, 1959.</i>	<i>Overtime:</i> \$1.65 for hours over 40 a week. <i>Minimum daily wage:</i> 4 hours' pay for reporting for work under general or specific instructions. <i>Exception:</i> Students under 18 years on days school is in session.	<i>Split shift:</i> \$1.10 in addition to minimum wage for each day employee works a split shift. Defines split shift.		Waiting time and required travel time on employer's business defined as working time. In addition to minimum wage, employer must pay travel expenses incurred by employee on business of employer.	<i>Prohibits counting gratuities as part of the wage.</i>		Employer must pay cost of purchase, maintenance, and cleaning of uniforms. Defines uniform.	<i>Prohibits deductions</i> which bring wage below legal minimum, except as authorized by law or court order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>DISTRICT OF COLUMBIA—Con.</p> <p><i>Retail Trade Occupation, No. 3, Jan. 27, 1962.</i></p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week. Maximum: 48 hours a week.</p> <p><i>Minimum daily wage:</i> 4 hours' pay at applicable rate for employee to whom minimum weekly wage applies for reporting for work under general or specific instructions on any day; 3 hours' pay for employee on part-time hourly rate. <i>Exception:</i> Students under 18 years on days school is in session.</p>	<p><i>Split shift:</i> \$1.25 in addition to minimum wage for any day employee works a split shift.</p> <p>Defines split shift.</p>		<p>Waiting time and required travel time on employer's business defined as working time.</p> <p>In addition to minimum wage, employer must pay travel expenses incurred by employee on business of employer.</p>	<p><i>Prohibits counting gratuities as part of the wage.</i></p>	<p><i>Permits specified deductions</i> from minimum wage.</p> <p><i>Meals:</i> 36 cents for each meal furnished. If employee works 4 hours or less, 1 meal; over 4 hours, 2 meals; and if living at place of employment, 3 meals.</p> <p><i>Lodging:</i> \$5 a week for single room, \$4 a week for each of 2 persons in double room, or "reasonable" deduction for rental of apartment as determined by comparison with similar accommodations in vicinity of those furnished.</p>	<p>Employer must purchase, maintain, and clean uniforms.</p> <p>In lieu of purchasing, maintaining, and cleaning uniforms, employer may pay 3 cents an hour in addition to minimum wage.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i> which bring wage below legal minimum, except as specifically authorized by law or by court or wage order, without written consent of employee and written approval of Minimum Wage and Industrial Safety Board.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>HAWAII: <i>Wage fixed in law, July 1, 1962.</i> Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week, except 1½ times regular rate for hours over 48 a week during 20 weeks a year for agricultural employees, under specified conditions.</i></p>	<p>Hours worked on split shift must fall within 14 consecutive hours in any 24-hour period, except in extraordinary emergency.</p>			<p><i>Prohibits counting tips and gratuities as wages.</i></p>	<p>By regulation, reasonable deductions permitted for board and lodging.</p>	<p>By regulation, employer must furnish and launder uniforms, if nature of business requires employees to wear them.</p>	<p><i>Prohibits deductions from wages for tools of the trade and other materials and services incidental to carrying on employer's business.</i> <i>Wage statement of gross wages, hours worked, overtime compensation, deductions, net compensation, and period covered must be furnished employee each pay period.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>IDAHO:</p> <p><i>Wage fixed in law, May 18, 1963.</i></p> <p>Applies also to men.</p>					<p><i>Prohibits counting tips and gratuities as wages.</i></p>	<p><i>Permits deductions and allowances for reasonable value of board and lodging.</i></p> <p>By regulation: <i>Meals:</i> \$14 a week, 66$\frac{2}{3}$ cents a meal; except for hotel and restaurant employees, 50 cents a day or any fraction thereof, \$3 for a 6-day week, \$3.50 for a 7-day week.</p> <p><i>Lodging:</i> \$1 a day; \$7 a week.</p> <p>Defines board and lodging.</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>INDIANA:</p> <p><i>Wage fixed in law, July 1, 1965.</i></p> <p>Applies also to men.</p>					<p><i>Permissible adjustment, by regulation of Wage Adjustment Board: 50 cents an hour for waiters and waitresses in establishments serving food and alcoholic beverages, car waiters and waitresses, bellmen, and doormen; 35 cents an hour for waiters and waitresses in establishments serving food only; 10 cents an hour for counter waitresses (not including counter attendants in cafeterias).</i></p>	<p><i>Permissible adjustment, by regulation of Wage Adjustment Board (where employer furnishes meal without cost to employee):</i></p> <p><i>Light meal: 25 cents each.</i></p> <p><i>Complete meal: 50 cents each.</i></p> <p>Defines meals.</p> <p><i>Lodging, when furnished at the election of employee where employer and employee have not agreed upon a fixed value: \$1 a day, \$5 a week, \$20 a month.</i></p> <p>If employer and employee agree on allowance different from above, it shall not be valid to the extent that it exceeds 50 cents an hour. Such agreement must be in writing and filed with Director of the Minimum Wage Department.</p>	<p><i>Permissible adjustment, by regulation of Wage Adjustment Board (where employer furnishes laundering or cleaning of uniforms without cost to employee): 35 cents a day.</i></p>	<p><i>Wage adjustment determinations: No adjustment, or combination of adjustments, may be used which exceeds a total of 50 cents an hour as credit against statutory minimum.</i></p> <p><i>Wage statement of hours worked, wages paid, and deductions must be furnished employee each pay period.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>KENTUCKY:</p> <p>NOTE.—Coverage of minimum wage law extended to men, effective June 16, 1966.</p> <p><i>All Industries and Occupations</i> (except employment under any special State minimum wage order), Nov. 1, 1961.</p> <p><i>Hotel and Restaurant Industry</i>, Aug. 1, 1962.</p>	<p><i>Overtime:</i> \$1.12½, \$1.05, and 97½ cents an hour in zones 1, 2, and 3, respectively (1½ times applicable minimum wage) for hours over 44 a week. Maximum for females: 10 hours a day, 60 hours a week.</p>		<p><i>Rest period:</i> 10-minute paid rest period after 4 consecutive hours of work, in addition to regularly scheduled lunch period.</p>	<p>Waiting time counted as working time and must be paid for at regular rate.</p>		<p><i>Prohibits deductions</i> from minimum wage for meals and/or lodging.</p> <p>By regulation, charges permitted for meals and lodging where employee is voluntarily domiciled with employer, after approval by Department of Industrial Relations of written agreement.</p> <p>Following maximum rates are for zones 1, 2, and 3, respectively:</p> <p><i>Meals:</i> 40, 35, and 30 cents for breakfast; 50, 45, and 40 cents for lunch; 60, 55, and 50 cents for dinner.</p> <p><i>Lodging:</i> \$1, 90 cents, and 80 cents a night.</p> <p><i>Room and board:</i> \$75, \$67.50, and \$60 a month.</p> <p>(Order prohibits charging for room and board when employee is required to reside and/or eat on employer's premises.)</p> <p>Defines meals.</p>	<p><i>Prohibits deduction</i> by employer in excess of actual cost for uniforms or other articles or services furnished to employee.</p>	<p><i>Prohibits deductions</i> from minimum wage, other than those provided for by State or Federal statutes.</p>
	<p><i>Overtime:</i> \$1.12½, \$1.05, and 97½ cents an hour in zones 1, 2, and 3, respectively (1½ times applicable minimum wage) for hours over 48 a week.</p>	<p>75, 70, and 65 cents in zones 1, 2, and 3, respectively, in addition to hourly wages earned for any day on which employee has more than 1 interval off duty (excluding meal period of 1 hour) or spread of hours exceeds 12, or both.</p>	<p><i>Rest period:</i> 10-minute paid rest period after 4 consecutive hours of work, in addition to regularly scheduled lunch period.</p>	<p>Waiting time counted as working time and must be paid for at regular hourly rate.</p>	<p>Wages defined as cash remuneration from employer and as not including gratuities and tips.</p>	<p><i>Prohibits deductions</i> from minimum wage for meals and/or lodging.</p> <p>By regulation, charges permitted for meals and lodging where employee is voluntarily domiciled with employer, after approval by Department of Industrial Relations of written agreement.</p> <p>Rates for meals and lodging same as for All Industries and Occupations Order.</p>	<p>Employer must supply required uniforms, and bear entire cost of purchase, maintenance, and laundry.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i> from minimum wage, other than those provided for by State or Federal statutes.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>KENTUCKY— Con.</p> <p><i>Hotel and Restaurant Industry—Con.</i> Aug. 1, 192.</p> <p><i>Laundry, Drycleaning, and Dyeing Industry,</i> Sept. 1, 1961.</p>	<p><i>Overtime: \$1.12½, \$1.05, and 97½ cents an hour for zones 1, 2, and 3, respectively (1½ times applicable minimum wage) for hours over 44 a week.</i></p>		<p><i>Rest period: 10-minute paid rest period after 4 consecutive hours of work, in addition to regularly scheduled lunch period.</i></p>	<p>Waiting time counted as working time and must be paid for at regular hourly rate.</p>		<p>Maximum deductions by month: <i>Room and board: \$75, \$67.50, \$60. Room only: \$30, \$27, \$24. Board only: \$45, \$40.50, \$36.</i></p>	<p><i>Prohibits deduction by employer in excess of actual cost for uniforms or other articles or services furnished to employee.</i></p>	

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MAINE:</p> <p><i>Wage fixed in law, Oct. 15, 1965.</i></p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times regular hourly rate for all hours worked over 48 a week. Exemptions: Specified food processing industries; nursing homes and hospitals.</i></p>				<p>(Waiter, waitress, carhop (except counter waiter or waitress and those required to divide tips with others); doorman, bellhop; chambermaid in resort establishment are exempt from coverage of the law.)</p>	<p>Wages, as defined, include reasonable cost to employer of furnishing board and lodging.</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MARYLAND: <i>Wage fixed in law, June 1, 1965.</i> Applies also to men.</p>					<p>Defines gratuities as "voluntary contributions received by an employee from a guest, patron, or customer for service rendered, and no part of which shall be returned to the employer."</p>	<p>(Law provides for establishment of an allowance for board and lodging, by regulation.)</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS:</p> <p><i>Wage fixed in law, May 24, 1962, as amended.</i></p> <p>(New rates effective Feb. 2, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week (with specified exceptions).</i></p>							
<p><i>Amusement and Recreation Occupations, No. 27B, as amended Sept. 5, 1965.</i></p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week. Exception: Caddies.</i></p> <p><i>Minimum daily wage: 2 hours' pay at applicable minimum rate for reporting for work as required.</i></p>			<p>Waiting time counted as working time. <i>Exceptions: Caddies and pin-boys.</i></p> <p>Required travel time must be paid for at rate not less than specified in order; reimbursement for travel expenses must be made.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage.</i></p>	<p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals: 50 cents for each meal furnished.</i></p> <p><i>Prohibits deduction for meals not eaten.</i></p> <p><i>Lodging: \$3.25 a week.</i></p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring a deposit from employee for uniforms or for any other purpose, except on permission from Minimum Wage Commission.</i></p> <p>Defines uniform.</p> <p><i>Prohibits counting as part of wages any payment to employees for laundry.</i></p>	<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below the minimum, without employee's consent and Commission's approval.</i></p> <p><i>Prohibits deposits. (SEE Uniforms.)</i></p>
<p><i>Building Service Occupations, No. 28B, as amended Sept. 5, 1965.</i></p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week. Exception: Building service employee furnished living quarters, whose basic work-week is 28 hours or more.</i></p> <p><i>Minimum daily wage: 3 hours' pay at applicable minimum rate for reporting for work as required. Exception: Employees furnished living quarters and those working for more than 1 employer.</i></p> <p>If employee unable or unwilling to work 3 hours, Minimum Wage Commission may permit employment for less.</p>			<p>All time employee is required to be on employer's premises, on duty, or at a prescribed workplace, except as modified in order, included in working time.</p> <p>Required travel time must be paid for at rate not less than called for by order; reimbursement for transportation expenses must be made.</p>	<p><i>Prohibits counting gratuities as part of minimum wage.</i></p>	<p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals, if employee gives written consent and if actually furnished: 50 cents each for breakfast, lunch, or dinner. Deduction for 1 meal if employee works 3 hours or more; 2 meals if hours worked cover 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permission from Commission.</i></p> <p><i>Lodging: \$4.25 a week for single room; \$2.50 a week per person in double room; "reasonable" rental for apartment.</i></p> <p>Defines meals, lodging, and living quarters.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring deposit from employee for uniforms or for any other purpose, except on permission from Commission.</i></p>	<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's written consent and Commission's approval.</i></p> <p><i>Prohibits deposits. (SEE Uniforms.)</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><i>Clerical, Technical, and Similar Occupations</i>, No. 24D, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week. <i>Exceptions</i>: Bona fide executive, administrative, professional, managerial, or supervisory persons and qualified trainees earning more than \$80 a week.</p> <p><i>Minimum daily wage</i>: (1) 3 hours' pay at applicable minimum rate for reporting for work on any day as required; (2) 4 hours' pay for employees on call during the night in funeral homes, doctors' offices, and similar places of business whose duties principally are to answer telephone and doorbell, and who are provided sleeping quarters.</p> <p>If employee unable or unwilling to work specified hours, Commission may permit payment for less than specified number of hours.</p>			<p>All time employee is required to be on employer's premises, on duty, or at a prescribed workplace, including relief periods but excluding meal periods, included in working time.</p> <p>Required travel time must be paid for at rate specified in order; reimbursement for transportation expenses must be made.</p>		<p><i>Permits specified deductions</i> from minimum wage.</p> <p><i>Meals</i>, if employee gives written consent and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permission from Minimum Wage Commission.</p> <p><i>Lodging</i>, if desired by employee: \$4 a week.</p> <p><i>Prohibits deduction</i> for sleeping quarters furnished employees on nighttime call in specified establishments.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring deposit</i> from employee for uniforms or other purpose, except on permission from Commission.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i>, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's consent and Commission's approval.</p> <p><i>Homework</i>: Permit to distribute homework must be obtained from Department of Labor and Industries, and work must be paid for at minimum rate or piece-rate equivalent.</p> <p>Work-connected expenses, such as stationery, envelopes, typewriter ribbons, carbon paper, and similar supplies, must be paid by employer.</p> <p>For heat, light, power, office machinery, and equipment furnished by homeworker, 5 cents an hour must be added to minimum wage.</p> <p><i>Commission, bonus</i>: Averaging commissions over more than 1 week prohibited.</p> <p><i>Prohibits deposits</i>. (SEE Uniforms.)</p>
<p><i>Drycleaning Occupation</i>, No. 29B, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week.</p> <p><i>Minimum daily wage</i>: 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception</i>: When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Required travel time must be paid for; reimbursement for transportation expenses must be made.</p> <p>Working time, as defined, includes all relief periods.</p>			<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p><i>Prohibits requiring deposit</i> from employee for uniforms or other purpose, except on permission from Minimum Wage Commission.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i>, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below the minimum, without employee's consent and Commission's approval.</p> <p><i>Prohibits deposits</i>. (SEE Uniforms.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><i>Food Processing Occupations</i>, No. 31, as amended Sept. 5, 1963.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week. <i>Exception</i>: Operations declared seasonal by Commissioner of Labor and Industries.</p> <p><i>Minimum daily wage</i>: 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Minimum Wage Commission may permit employment for less.</p>			<p>Waiting time included in working time.</p> <p>Required travel time must be paid for at working time rate; reimbursement for transportation expenses must be made.</p>		<p><i>Permits specified deductions</i> from minimum wage.</p> <p><i>Meals</i>, if employee gives written consent and if actually furnished: 35, 50, and 50 cents for breakfast, lunch, and dinner, respectively. Deduction for 1 meal if employee works 3 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permission from Commission.</p> <p><i>Lodging</i>, if desired and used: \$4 a week.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring deposit</i> from employee for uniforms or for any other purpose, except on permission from Commission.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i>, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's consent and Commission's approval.</p> <p><i>Homework</i>: Permit to distribute homework must be obtained from Department of Labor and Industries, work must be paid for at minimum rate or piece-rate equivalent, and work-connected expenses must be paid by employer.</p> <p><i>Prohibits deposits</i>. (SEE Uniforms.)</p>
<p><i>Laundry Occupations</i>, No. 30B, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week.</p> <p><i>Minimum daily wage</i>: 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception</i>: When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Required travel time must be paid for at working time rate; reimbursement for transportation expenses must be made.</p> <p>Working time, as defined, includes all relief periods.</p>		<p><i>Permits specified deductions</i> from minimum wage.</p> <p><i>Meals</i>, if employee consents and if actually furnished: 50 cents for each meal. Deduction for 1 meal if employee works 4 or more hours; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours; 3 meals if lodging is provided, or on special permission from Minimum Wage Commission.</p> <p><i>Lodging</i>, if desired and used: \$4 a week.</p> <p>Employee consent for meal and lodging deductions may be revoked on 3 days' notice.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring deposit</i> from employee for uniforms or for any other purpose, except on permission from Commission.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i>, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, except with employee's consent and Commission's approval.</p> <p><i>Prohibits deposits</i>. (SEE Uniforms.)</p> <p>NOTE.—Order excludes certain salespersons.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><i>Mercantile Occupations</i>, No. 26D, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week, except \$1.35 for employees of gasoline stations for hours over 44 a week. <i>Exceptions:</i> Newsboys, outside salesmen, and buyers.</p> <p><i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exceptions:</i> Newsboys and bootblacks.</p> <p>If employee unable or unwilling to work 3 hours, Minimum Wage Commission may permit employment for less.</p>			<p>Waiting time counted as working time.</p> <p>Required travel time must be paid for at rate not less than called for by order; reimbursement for travel expenses must be made.</p> <p>Working time, as defined, includes all relief periods.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage.</i></p> <p>(Lower rate set for service employees.)</p>		<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p><i>Prohibits requiring deposit from employee for uniforms or other purpose, except on permission from Commission.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's written consent and Commission's approval.</i></p> <p><i>Homework:</i> Work must be paid for at established minimum rate or its piece-rate equivalent, and work-connected expenses must be paid by employer.</p> <p><i>Prohibits deposits.</i> (SEE Uniforms.)</p>
<p><i>Needle Trade and Garment Occupations</i>, No. 32, as amended Sept. 5, 1963.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week.</p> <p><i>Minimum daily wage:</i> 4 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> When there is no work because of riot, general breakdown, etc., or other physical causes not employer's fault.</p>			<p>Waiting time counted as working time.</p> <p>Required travel time must be paid for at working time rate; reimbursement for transportation expenses must be made.</p>				<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's consent and Minimum Wage Commission's approval.</i></p> <p><i>Homework:</i> Permit to distribute homework must be obtained from Department of Labor and Industries, work must be paid for at minimum rate or its piece-rate equivalent, and work-connected expenses must be paid by employer.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MASSACHUSETTS—Con.</p> <p><i>Personal Services Occupations</i>, No. 23C, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week.</p> <p><i>Minimum daily wage</i>: 3 hours' pay at applicable minimum rate for reporting for work as required.</p> <p>If employee unable or unwilling to work 3 hours, Minimum Wage Commission may permit employment for less.</p>			<p>All time, excepting meal time, when employee is required to be on employer's premises, on duty, or at a prescribed workplace included as working time.</p> <p>Required travel time must be paid for at working time rate; reimbursement for transportation expenses must be made.</p>	<p><i>Prohibits counting gratuities as part of minimum wage.</i></p>		<p>Employer must furnish, launder, clean, and maintain required uniforms.</p> <p><i>Prohibits requiring deposit from employee for uniforms or for any other purpose, except on permission from Commission.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's consent and Commission's approval.</i></p> <p><i>Commission</i>: Averaging commissions over more than 1 week prohibited.</p> <p><i>Prohibits deposits.</i> (SEE Uniforms.)</p>
<p><i>Public Housekeeping Occupations</i>, No. 25C, as amended Sept. 5, 1965.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate for hours over 40 a week. <i>Exceptions</i>: Hotels, motels, motor courts, restaurants; hospitals, sanatoriums, convalescent or nursing homes; nonprofit schools and colleges, summer camps operated by nonprofit charitable organizations; and rest homes and infirmaries.</p> <p><i>Minimum daily wage</i>: 4 hours' pay at applicable minimum rate for reporting for work as required. <i>Exceptions</i>: Charitable organizations, hospitals, schools, colleges, universities, and summer camps.</p> <p>If employee unable or unwilling to work 4 hours, Minimum Wage Commission may permit employment for less.</p>			<p>All time, excepting meal time, during which an employee is required to be on employer's premises, on duty, or at a prescribed workplace included as working time.</p> <p>Required travel time must be paid for at working time rate; reimbursement for transportation expenses must be made.</p>	<p><i>Prohibits counting gratuities as part of minimum wage.</i></p> <p>(Lower rate set for service employees.)</p>	<p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals</i>, if employee gives written consent and if actually furnished: 50 cents each. Deduction for 1 meal if employee works 3 hours or more; 2 meals if hours of work entirely cover such 2 meal periods or 8 hours of work; 3 meals if lodging is furnished, or on special permission from Commission.</p> <p><i>Lodging</i>, if desired by employee: \$4 a week each for not more than 2 in a room; \$3.25 each, more than 2 in a room.</p> <p>Defines meals and lodging.</p>	<p>Employer must furnish, launder, clean, and maintain required uniforms without cost to employee.</p> <p><i>Prohibits requiring deposit from employee for uniforms or any other purpose, except on permission from Commission.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions, other than those required by law, from minimum fair wage rate or from higher wages which will bring them below minimum, without employee's consent and Commission's approval.</i></p> <p><i>Prohibits deposits.</i> (SEE Uniforms.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>MICHIGAN:</p> <p><i>Wage fixed in law, Jan. 1, 1965.</i></p> <p>Applies also to men.</p>					<p><i>Permits deductions for gratuities in hotel and restaurant industry, by regulation of Wage Deviation Board: 10% of the minimum wage rate for drive-ins, lunch counters, and luncheonettes; 25% of the minimum wage rate for hotels, motels, and other establishments serving complete meals.</i></p>	<p><i>Permits deductions for value of board and lodging in hotel and restaurant industry, by regulation of Wage Deviation Board.</i></p> <p><i>Meals: Light meals: 12½% of minimum wage rate for 3 meals a day; 9% for 2 a day; 5% for 1 a day in drive-ins, lunch counters, and luncheonettes. Full meals: 12½% of minimum wage rate for 2 meals a day; 6¼% for 1 a day in hotels, motels, and other establishments serving complete meals.</i></p> <p><i>Defines complete meals.</i></p> <p><i>Lodging: 9% of minimum wage rate for single occupancy; 4½%, multiple occupancy.</i></p>	<p><i>Permits deduction for uniforms furnished and laundered by employer for hotel and restaurant industry, by regulation of Wage Deviation Board: 4% of minimum wage rate.</i></p>	<p><i>Wage statement of hours worked, wages paid, and deductions made each pay period must be furnished employee.</i></p> <p><i>Total deductions limited to 40% of hourly wage rate (25%, effective 3/1/67).</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MINNESOTA:								
<i>Amusement Industry, No. 23, Feb. 17, 1957.</i>								
<i>Laundry and Dry-cleaning Industry, No. 21, Jan. 14, 1957.</i>								
<i>Manufacturing and Processing Industry, No. 28, Apr. 27, 1962.</i>								
<i>Personal Service Industry, No. 26, Apr. 22, 1961.</i>								
<i>Professional, Technical, Clerical, and Similar Occupations, No. 29, May 6, 1962.</i>								
<i>Public Housekeeping Industry, No. 25, July 8, 1959.</i>					<i>Permits allowance for gratuities as part of minimum wage for service employees: 10 cents an hour maximum.</i> <i>Signed statements re gratuities required from employees affected.</i>	<i>Permits deductions from minimum wage for furnished meals and lodging.</i> <i>Meals: 35, 45, and 55 cents for breakfast, lunch, and dinner, respectively.</i> <i>Lodging: 40 cents a night.</i> <i>Defines meals and lodging.</i>	<i>Prohibits requiring employee to contribute from minimum wage for purchase or maintenance of uniforms.</i> <i>Defines uniform.</i>	<i>Prohibits deductions from minimum wage for breakage or loss of equipment, unless it can be shown to be caused by dishonest or willful act.</i>
<i>Retail Merchandising Industry, No. 22, Jan. 14, 1957.</i>								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
MINNESOTA —Con. <i>Transportation Industry,</i> No. 27, Mar. 2, 1962.								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEVADA:</p> <p><i>Wage fixed in law.</i> July 1, 1965.</p> <p>(Applies to females. SEE Appendix.)</p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 8 up to 12 a day, over 48 up to 56 in any 7-day week.</p> <p>(Overtime permitted regularly employed females in event of illness of employer or other employees, or temporary unforeseen increase of business and if no additional capable persons are available.)</p> <p><i>Minimum daily wage:</i> ½ day's pay at rate agreed upon in contract of employment for reporting for duty as required. <i>Exception:</i> Employees notified at least 8 hours prior to time required to report.</p>	<p><i>Overall spread:</i> 8 hours in any 13-hour period.</p>	<p><i>Meal period:</i> ½ hour after 3d and before 6th hour of work.</p> <p><i>Rest period:</i> 2 10-minute periods; the 1st within the 1st 4 hours of work, the 2d within the last 4 hours of work. <i>Exception:</i> Meal and rest period provisions do not apply to female engaged in communications industry who is only employee at place of employment.</p>			<p><i>Permits deductions</i> from wages, if mutually agreed upon by employee and employer.</p> <p><i>Meals:</i> 35, 45, and 75 cents for breakfast, lunch, and dinner, respectively, when such meals are eaten.</p> <p><i>Lodging:</i> \$5 a week.</p> <p><i>Meals and lodging:</i> \$2 a day.</p>	<p>Employer must furnish and launder required uniforms, without cost to employee.</p>	<p><i>Physical welfare:</i> Suitable seats for all female employees required.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW HAMPSHIRE:</p> <p><i>Wage fixed in law.</i> Jan. 1, 1965.</p> <p>Applies also to men.</p>								
<p><i>Beautician Occupation,</i> No. 4-A, Jan. 1, 1965.</p>	<p><i>Minimum daily wage: 3 hours' pay at not less than minimum rate for reporting for work as required.</i></p>			<p>Waiting time must be paid for at regular hourly rate.</p>			<p><i>Prohibits deductions from minimum wage for uniforms, except with Labor Commissioner's approval.</i></p>	<p><i>Prohibits deductions from minimum wage, other than Federal and State taxes, without Commissioner's approval.</i></p> <p><i>Commission: Employee working on a commission basis must be employed at rate which yields wage not less than minimum fair wage standard.</i></p>
<p><i>Drycleaning Occupation,</i> No. 7 (directory), Jan. 1, 1965.</p>				<p>Waiting time must be paid for.</p>				<p><i>Prohibits deductions from minimum wage, except as provided by Federal and State laws.</i></p> <p><i>Commission or bonus: Where employee receives commission on sales or bonus in lieu of wages, said commission or bonus must equal minimum fair wage standards per hour established by order.</i></p>
<p><i>Hotel, Motel, Cabin, Tourist Home, and Restaurant Occupations,</i> No. 7, Apr. 1, 1965.</p>	<p><i>Minimum daily wage: 3 hours' pay for reporting for work as required.</i></p>			<p>Waiting time must be paid for at regular hourly rate.</p> <p>Time off duty for split shift not considered waiting time.</p>	<p><i>Prohibits counting gratuities as part of minimum wage.</i></p> <p>(Lower rate set for service employees.)</p>	<p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals: 40 cents each; \$8.40 a week.</i></p> <p><i>Lodging, approved by Commissioner: 60 cents a day; \$3.75 a week.</i></p> <p><i>Full board and room: \$1.75 a day; \$12 a week.</i></p> <p>Defines meal.</p>	<p><i>Prohibits deductions from minimum wage for cost of required uniforms.</i></p>	<p><i>Prohibits deductions from minimum wage, except as provided by order and by Federal and State laws.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW JERSEY:</p> <p><i>Wage fixed in law, June 17, 1966.</i></p> <p>(Rate effective Dec. 15, 1966.)</p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times regular hourly wage rate for hours over 40 a week, or as established or modified by a wage order. Exceptions: Executive, administrative, and professional employees; employees in a hotel; farm labor and employees raising or caring for livestock; employees of a common carrier of passengers by motor-bus; employees for whom wage order provides higher wages.</i></p>				<p>(Law permits regulation establishing average value of gratuities received by an employee, which shall be acceptable in determining compliance in absence of evidence of actual value.)</p>	<p>(Law permits regulation establishing fair value of food and lodging provided by employer to employees, which shall be acceptable in determining compliance in absence of evidence of actual value.)</p>	<p>(Law permits regulation establishing permitted charges to employees for apparel or other facilities or services customarily furnished by employers to employees.)</p>	
<p><i>Beauty Culture Occupations, No. 12, May 17, 1961.</i></p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week. Exception: Bona fide managerial, executive, and supervisory employees compensated on weekly salary basis of \$80 or more.</i></p> <p><i>Minimum daily wage: 4 times regular hourly wage rate for reporting for work as required.</i></p>			<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage or employee's regular wage rate.</i></p>			<p>Employer must furnish material and equipment pertinent to performance of work, with exception of personal manicuring and hair-cutting tools.</p>
<p><i>Laundry and Cleaning and Dyeing Occupations, No. 13, Dec. 3, 1962.</i></p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 40 a week. Exception: Bona fide supervisors and executives whose salary, when reduced to a weekly basis, is \$75 a week or more.</i></p> <p><i>Minimum daily wage: 4 times regular hourly wage rate for reporting for work as required. Exception: Minor students attending school.</i></p>			<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p> <p>Required travel time must be paid for at employee's regular rate; reimbursement for travel expenses must be made.</p>				

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW JERSEY— Con. <i>Mercantile Occupations</i> , No. 11, Oct. 9, 1956.	<i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week. <i>Exception:</i> Persons whose regular wage rate is in excess of \$2 an hour. <i>Minimum daily wage:</i> \$2 a day for reporting for work as required. <i>Exceptions:</i> Any day on which, prior to commencement of work, the minimum number of hours of work have been agreed upon by employer and employee; minor students attending school.			Waiting time counted as working time and must be paid for at employee's regular rate. Required travel time between establishments within New Jersey must be paid for at working time rate; reimbursement for carfare must be made.				<i>Commission:</i> Employee on piecework or commission basis must be employed at rate which yields not less than minimum fair wage standards. Minimum wage of commissioned employees may be charged against commission earned.
<i>Restaurant Occupations</i> , No. 9, Feb. 19, 1956.	<i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week. <i>Exception:</i> Bona fide supervisors and executives whose salary, when reduced to a weekly basis, exceeds \$60 a week. <i>Minimum daily wage:</i> 4 hours' pay at applicable minimum rate for reporting for work as required.	50 cents in addition to other wages earned on day in which employee has more than 1 interval off duty or spread of hours exceeds 10.		Waiting time counted as working time and must be paid for at employee's applicable wage rate. "On-duty" travel time must be paid for at employee's applicable minimum rate; reimbursement for carfare must be made.	<i>Prohibits counting tips as part of minimum wage.</i> (Lower rate set for service employees.)	<i>Establishes wage differential when meals and/or lodging are furnished.</i> <i>Meals, if 2 or more are received: 13 cents less an hour.</i> <i>Board and lodging, if received: 16 cents less an hour.</i> Defines meals.	Employer must reimburse, in same week, employee required to furnish more than one style, type, or color of uniform during any 1 year. Defines uniform.	

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW MEXICO: <i>Wage fixed in law,</i> June 16, 1965. Applies also to men.</p>								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK:</p> <p><i>Wage fixed in law, Oct. 15, 1962, as amended.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p> <p><i>Amusement and Recreation Industry, No. 8-b, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Minimum daily wage:</i> 4 hours' pay for motion picture theater usher for reporting for duty as required, except 2 hours' pay if theater open daily only from 6 p.m. on.</p> <p><i>Exception:</i> 1 employee in establishment.</p>	<p><i>Spread of hours:</i> 1 additional hour's pay at $1\frac{1}{4}$ times minimum hourly rate for any day spread of hours exceeds 11. <i>Exceptions:</i> Pinsetters, ushers at sports exhibitions, and golf caddies.</p> <p>Defines spread of hours.</p>		<p>Waiting time and time spent in traveling as part of duties considered as working time. <i>Exceptions:</i> Pinsetters, ushers at sports exhibitions, and caddies.</p> <p>Reimbursement for expenses of "on-duty" travel must be made.</p>	<p>Wages defined to include allowances for gratuities.</p> <p><i>Prohibits counting tips or gratuities as part of minimum wage; except a tip allowance of 35 cents an hour may be considered part of the minimum wage for cabana boys and beach chair, umbrella, and locker room attendants in beachclubs, provided: (1) such employees receive at least 35 cents an hour in tips; (2) evidence, such as signed statement by employees that they actually received the amount in tips is provided; and (3) allowance claimed by employer is recorded on weekly basis as separate item in payroll record.</i></p>	<p>Wages defined to include allowances for furnished meals and lodging.</p> <p><i>Permits specified allowances. Meals and lodging furnished may be considered as part of minimum wage.</i></p> <p><i>Meals:</i> 25 cents each.</p> <p><i>Lodging:</i> 40 cents a day; \$2.50 a week.</p> <p>Defines meal.</p>	<p>Wages defined to include allowance for apparel and other such items, services, and facilities.</p> <p><i>Prohibits allowance as part of minimum wage for supply, maintenance, and laundering of required uniforms. If employee purchases required uniform, reimbursement for cost thereof must be made not later than time of next wage payment.</i></p> <p>In lieu of laundering or maintaining required uniforms, employer must pay \$1.50 a week to employee who works more than 30 hours weekly, or \$1 a week to employee who works 30 hours or less weekly, in addition to required minimum wage.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wage, except as authorized by order or required by law.</i></p> <p><i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i></p> <p><i>Wage statement of hours worked, rates paid, and total earnings must be given employee with each weekly payment of wages. In place of hours worked for pinsetters, caddies, and ushers at sports events, number of lines set, or number of rounds caddied, or number of events worked must be recorded.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK—Con.</p> <p><i>Beauty Service Industry, No. 2-d, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Overtime: \$1.87½ (1½ times present minimum) for hours over 40 a week.</i></p> <p><i>Exceptions: Maids, cleaning women, and porters.</i></p> <p><i>Minimum daily wage: 4 hours' pay at part-time rate (\$1.55 an hour) for part-time employee for reporting for duty as required. Exception: 1 employee in establishment.</i></p>			<p>Waiting time and time spent in required travel considered as working time.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage.</i></p>	<p><i>Permits specified allowances. Value of meals and lodging furnished may be considered part of minimum wage.</i></p> <p><i>Meals: 25 cents each.</i></p> <p><i>Lodging: 40 cents a day; \$2.50 a week.</i></p> <p>Defines meal.</p>	<p>If required uniform is sold to employee, charge may not exceed actual cost to employer; weekly deduction may be made only from wage above the minimum weekly rate.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wage, except as authorized by order or required by law.</i></p> <p><i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i></p> <p><i>Wage statement of hours worked, rates paid, and total earnings must be given employee with each wage payment.</i></p> <p>Employer must furnish cosmetics and supplies, including, but not limited to, emery boards, orangewood sticks, combs, hair-brushes, nets, permanent wave rods and protectors, and linens.</p> <p>Defines booth renter.</p>
<p><i>Building Service Industry, No. 9-b, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Overtime: \$1.87½ (1½ times present minimum) for employee other than janitor in residential building for hours over 40 a week.</i></p>				<p><i>Prohibits counting tips and gratuities as part of minimum wage.</i></p>	<p><i>Lodging: Apartment furnished by employer in residential building may be considered part of minimum wage. Allowance depends on size of building and other factors, but may not exceed rent allowed on March 10, 1961.</i></p>	<p><i>Prohibits allowance as part of minimum wage for supply or maintenance of uniforms. If employee advances cost or maintenance charge of uniform, reimbursement must be made at next payment of wages.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wage, except as authorized by law.</i></p> <p><i>Prohibits allowance as part of minimum wage for special tools and supplies required by employer for maintenance of building. If employee advances cost of tools and supplies, reimbursement must be made at next payment of wages.</i></p> <p><i>Prohibits reduction of minimum wages by expenses incurred by employee in carrying out assigned duties.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK—Con. <i>Cleaning and Dyeing Industry</i> , No. 4-d, Oct. 15, 1962. (New rates effective Jan 1, 1967, and Feb. 1, 1968.) Applies also to men.	<i>Overtime</i> : \$1.87½ (1½ times present minimum) for hours over 40 a week. <i>Minimum daily wage</i> : 4 hours' pay at applicable minimum rate for reporting for duty as required; except 3 hours' pay for full-time student on days during the regular school year. <i>Exceptions</i> : 1 employee in establishment; delivery boys attending full-time school on days during regular school year; new workers on 1st day of employment. During summer vacation the 4 hours' pay provision is applicable to student delivery boys and student workers.	<i>Split shift</i> : Overtime rate for working time on any day employee works a split shift.		Waiting time and time spent in required travel considered as working time.	<i>Prohibits counting tips or gratuities as part of minimum wage.</i>	<i>Permits specified allowances</i> . Meals and lodging furnished may be considered part of minimum wage. <i>Meals</i> : 25 cents each. <i>Lodging</i> : 40 cents a day; \$2.50 a week.	<i>Prohibits allowance as part of minimum wage for maintenance and laundering of required uniforms and replacement of required uniforms after each 2-year period</i> . If employee purchases required uniform, reimbursement must be made at next payment of wages. In lieu of laundering or maintaining required uniforms, employer must pay \$1.50 a week to employee who works more than 30 hours weekly, or \$1 a week to employee who works 30 hours or less weekly, in addition to the required minimum wage. Defines uniform.	<i>Prohibits deductions from minimum wage, except as authorized by order or required by law.</i> <i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i> <i>Wage statement of hours worked, rates paid, and total earnings must be given employee with each wage payment.</i>
<i>Confectionery Industry</i> , No. 3-c, Oct. 15, 1962. (New rates effective Jan. 1, 1967, and Feb. 1, 1968.) Applies also to men.	<i>Overtime</i> : \$1.87½ (1½ times present minimum) for full-time workers for hours over 8 a day and 40 a week, and for part-time workers for hours over 8 a day. <i>Minimum daily wage</i> : 4 hours' pay at applicable minimum rate. <i>Exceptions</i> : 1 employee in establishment; full-time students (14 to 18 years) on days during regular school year; new workers on 1st day of employment if remaining hours of plant operation make it impossible to offer 4 hours' work. During summer vacation the 4 hours' pay provision is applicable to students 14 to 18 years of age.			Waiting time and time spent in travel as part of duties of employee included as working time.			<i>Prohibits allowance as part of minimum wage for supplying uniforms</i> . If employee purchases required uniform, reimbursement must be made at next payment of wages. Defines uniform.	<i>Prohibits deductions from minimum wage, except as authorized by law.</i> <i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i> <i>Wage statement of hours worked, rates paid, and total earnings must be given employee with each wage payment.</i>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK—Con.</p> <p><i>Hotel Industry, No. 6-g, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> <i>All-year hotels:</i> <i>Nonresident:</i> 1½ times basic hourly rate, after taking into account allowance for tips but not for meals and lodging, for hours over 40 a week in N.Y.C. and over 42 outside N.Y.C.</p> <p><i>Resident:</i> 1½ times basic hourly rate, after taking into account allowance for tips but not for meals and lodging, for hours over 44 a week.</p> <p><i>Resort hotels:</i> 1½ times basic hourly rate, after taking into account allowance for tips but not for meals and lodging, for hours over 48 a week and on 7th consecutive day.</p> <p><i>Minimum daily wage:</i> <i>All hotels:</i> <i>Nonresident:</i> 3 hours' pay for reporting for duty on any day; 6 hours' pay for reporting 2 times; 8 hours' pay for reporting 3 times.</p> <p>Time actually worked must be paid for at applicable minimum rate, after taking into account allowance for tips; the balance of the time, at applicable minimum rate without allowance for tips. <i>Exceptions:</i> 1 employee in establishment; full-time students under 18 years of age on days during the regular school year.</p>	<p><i>Split shift:</i> <i>All-year hotels:</i> <i>Nonresident:</i> \$1 a day in addition to hourly wages earned for any day employee has more than 1 interval off duty or spread of hours exceeds 10, or both situations occur.</p> <p>Defines split shift.</p>		<p><i>All-year hotels:</i> Waiting time counted as working time and must be paid for at not less than the minimum rate, before taking into account allowance for meals received and total number of hours of working time for that week.</p> <p>On-duty travel time must be paid for at minimum rate, before taking into account allowance for tips; reimbursement for carfare must be made.</p> <p><i>Resort hotels:</i> Hours employee is required to be available for work at a prescribed place and time spent in required travel must be paid for at the minimum hourly rate.</p>	<p><i>Permits allowance</i> for tips as part of minimum wage: 35 cents an hour for service employees; 15 cents an hour for chambermaids in resort hotels.</p>	<p><i>Permits specified allowances.</i> Value of meals and lodging may be considered part of minimum wage.</p> <p><i>All-year hotels:</i> <i>Meals:</i> 50 cents each. Allowance for not more than 1 meal for employee working less than 5 hours.</p> <p><i>Lodging:</i> 14 cents an hour.</p> <p><i>Resort hotels:</i> <i>Meals</i> (nonresidential employees): 50 cents each on work-days.</p> <p><i>Lodging:</i> 14 cents an hour.</p> <p><i>Lodging and 3 meals:</i> \$3 for each day worked.</p> <p>Defines meal and lodging.</p>	<p>If employer fails to furnish required uniform, employee must be reimbursed for the cost thereof at next wage payment following purchase of uniform.</p> <p>In lieu of laundering and cleaning required uniforms, employer must pay an additional 5 cents an hour; additional amount in resort hotels not to exceed \$2.40 a week.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i> from minimum wage, except as authorized by this order or required by law.</p> <p><i>Prohibits reduction</i> of minimum wage by expenses incurred by employee in carrying out assigned duties.</p> <p><i>Wage statement</i> of hours worked, rates paid, gross wages, allowances (if any), deductions, and net wages must be given employee with each wage payment.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NEW YORK—Con. <i>Hotel Industry—</i> Con.	During summer vacation the minimum daily wage provision is applicable to students under 18 years.							
<i>Laundry Industry,</i> No. 1-d, Oct. 15, 1962. (New rates effective Jan. 1, 1967, and Feb. 1, 1968.) Applies also to men.	<i>Overtime:</i> \$1.87½ (1½ times present minimum) for hours over 40 a week. <i>Minimum daily wage:</i> 4 hours' pay at applicable minimum rate for reporting for duty as required. <i>Exceptions:</i> 1 employee in establishment; full-time students on days during the regular school year. During summer vacation the 4 hours' pay provision is applicable to students.			Waiting time and time spent in required travel considered as working time.	<i>Prohibits counting</i> tips as part of minimum wage.	<i>Permits specified allowances.</i> Value of meals and lodging furnished employee may be considered part of minimum wage. <i>Meals:</i> 25 cents each. <i>Lodging:</i> 40 cents a day; \$2.50 a week. Defines meal.	<i>Permits allowance</i> not exceeding one-half of purchase cost of required uniforms as part of minimum wage. <i>Prohibits allowance</i> as part of minimum wage for maintenance or laundering of uniforms. Defines uniform.	<i>Prohibits deductions</i> from minimum wage, except as specifically authorized by order or required by law. <i>Prohibits reduction</i> of minimum wage by expenses incurred by employee in carrying out assigned duties. <i>Wage statement</i> of hours worked, rates paid, and total earnings must be given employee with each wage payment.
<i>Restaurant Industry,</i> No. 5-e, Oct. 15, 1962. (New rates effective Jan. 1, 1967, and Feb. 1, 1968.) Applies also to men.	<i>Overtime:</i> For hours over 40 a week: \$1.87½ for nonservice; \$1.35, after allowance for tips, for service employees. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work for 1 shift of 3 consecutive hours or less; 6 hours' pay for 2 shifts totaling 6 hours or less; 8 hours' pay for 3 shifts totaling 8 hours or less. <i>Exceptions:</i> 1 employee in establishment; full-time students on days during regular school year. During summer vacation the 3 hours' pay provision is applicable to students.	1 hour's pay at full-time hourly rate, before allowances, in addition to required minimum wage, for any day employee has more than 1 interval off duty or spread of hours exceeds 10, or both situations occur. Defines split shift.		Waiting time and time spent in required travel considered as working time.	<i>Permits allowance</i> for tips as part of minimum wage: 35 cents an hour for service employees.	<i>Permits specified allowances</i> for meals and lodging furnished. <i>Meals:</i> 50 cents each. Allowance permitted for not more than 1 meal for employee working less than 5 hours, and 2 meals for employee working 5 or more hours; except 1 meal for each shift for employee working split shift. <i>Lodging</i> (may be considered as part of minimum wage): 40 cents a day; \$2.50 a week. Defines meal and lodging.	<i>Prohibits allowance</i> as part of minimum wage for supply, maintenance, or laundering of required uniforms. If employee purchases required uniform, employer must reimburse employee for cost at next wage payment. In lieu of laundering or maintaining required uniforms, employer must pay an additional 4 cents an hour. Defines uniform.	<i>Prohibits deductions</i> from minimum wage, except as authorized by order or required by law. <i>Prohibits reduction</i> of minimum wage by expenses incurred by employee in carrying out assigned duties. <i>Wage statement</i> of hours worked, rates paid, gross wages, allowances (if any), deductions, and net wages must be given employee with each wage payment.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NEW YORK—Con.</p> <p><i>Retail Trade Industry, No. 7-c, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>	<p><i>Overtime: \$1.87½ (1½ times present minimum) for hours over 40 a week.</i></p> <p><i>Minimum daily wage: 4 hours' pay at applicable minimum wage rate for reporting for work as required. Exceptions: 1 employee in establishment; full-time students on days during regular school year; establishments open less than 4 hours on 1 day, provided employee is paid applicable minimum wage rate for total hours establishment is open on such day.</i></p> <p><i>During summer vacation the 4 hours' pay provision is applicable to students.</i></p>	<p>1 hour's pay at basic hourly rate, in addition to minimum wage, for any day employee works split shift or spread of hours exceeds 10, or both situations occur.</p> <p><i>Exception: Full-time students when school attendance intervenes between shifts.</i></p> <p>Defines split shift.</p>		<p>Waiting time and time spent in required travel considered as working time.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage.</i></p>	<p><i>Permits specified allowances. Meals and lodging furnished may be considered part of minimum wage.</i></p> <p><i>Meals: 25 cents each.</i></p> <p><i>Lodging: 40 cents a day; \$2.50 a week.</i></p>	<p><i>Prohibits allowance as part of minimum wage for supply, maintenance, and laundering of required uniforms. If employee purchases uniform, reimbursement must be made at next wage payment.</i></p> <p>In lieu of laundering or maintaining required uniforms, employer must pay \$1.50 a week to employee who works more than 30 hours weekly, or \$1 a week to employee who works 30 hours or less weekly, in addition to required minimum wage.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wage, except as authorized by order or required by law.</i></p> <p><i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i></p> <p><i>Wage statement of hours worked, rates paid, and total earnings must be given employee with each wage payment.</i></p>
<p><i>Miscellaneous Industries and Occupations, No. 11-a, Oct. 15, 1962.</i></p> <p>(New rates effective Jan. 1, 1967, and Feb. 1, 1968.)</p> <p>Applies also to men.</p>				<p>Time employee is required to be available for work at prescribed place, including travel time where travel is part of duties of employee, must be paid for at minimum wage rate.</p>	<p><i>Permits allowance for tips as part of minimum wage, under specified conditions, except in nonprofit-making institutions: 15 cents an hour for employee whose weekly average of tips is between 15 and 30 cents an hour; 30 cents an hour when weekly average is 30 cents or more an hour.</i></p> <p>No allowance permitted when weekly average of tips is less than 15 cents an hour.</p>	<p><i>Permits specified allowances. Value of meals, lodging, and utilities furnished may be considered part of minimum wage.</i></p> <p><i>Meals: 45 cents each, except 7 cents an hour per meal per day in children's camps.</i></p> <p><i>Lodging: 65 cents a day, except 12 cents an hour in children's camps.</i></p> <p><i>Apartment and facilities: Fair and reasonable amount, not to exceed prevailing rentals or \$1.30 a day, whichever is lower. Exception: Children's camps.</i></p>	<p><i>Prohibits allowance as part of minimum wage for supply, maintenance, or laundering of required uniforms or protective garments; and use of facilities in nonprofitmaking institutions.</i></p> <p>Defines uniform and protective garments.</p>	<p><i>Prohibits deductions from minimum wage, except as authorized by order or required by law.</i></p> <p><i>Prohibits reduction of minimum wage by expenses incurred by employee in carrying out assigned duties.</i></p> <p><i>Wage statement of hours worked, rates paid, gross wages, allowances (if any), deductions, and net wages must be given employee with each wage payment.</i></p> <p><i>Miscellaneous: When laundry service not furnished employees in children's camps, employer must pay \$1 weekly, in addition to minimum wage.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NORTH CAROLINA:</p> <p><i>Wage fixed in law, Jan. 1, 1964, as amended.</i></p> <p>Applies also to men.</p>					<p>(Any person receiving tips or gratuities as principal part of his wage is exempt from coverage of the law.)</p>	<p>Wages may include reasonable cost, as determined by Commissioner, of furnishing meals and lodging, when customarily furnished by employer.</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
NORTH DAKOTA: <i>Laundry, Cleaning, and Dyeing Occupation, No. 4.</i> May 22, 1966. Applies also to men.			<i>Meal period:</i> 30 minutes for noon meal. <i>Rest period:</i> Required for women after 4 consecutive hours of work.					<i>Sanitary conditions:</i> Standards set for toilets, floors, and ventilation. Dressing room facilities may be required by Labor Commissioner. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.
<i>Manufacturing Occupation, No. 2.</i> Mar. 18, 1966. Applies also to men.			<i>Meal period:</i> 30 minutes for the noon meal. <i>Rest period:</i> Required for women after 2 hours of continuous labor.					<i>Sanitary conditions:</i> Standards set for washing facilities, toilet rooms, and floors. Dressing room and proper ventilation may be required by Labor Commissioner. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency.
<i>Mercantile Occupation, No. 3.</i> Jan. 16, 1966. Applies also to men.			<i>Rest period:</i> Required for women after 4 hours of continuous work.					<i>Sanitation and physical welfare:</i> Standards set for restrooms and toilets. Proper ventilation may be required by Labor Commissioner. Temporary suspension or modification of regulations may be permitted by Commissioner in case of emergency. <i>Seats</i> required for women and minors.
<i>Public Housekeeping Occupation, No. 1.</i> June 28, 1966. Applies also to men.			<i>Meal period:</i> 30-minute uninterrupted period for each meal furnished on premises; to be considered part of work-time in computing maximum legal hours and hourly wages. 1-hour meal period where meals are not furnished on premises. <i>Rest period:</i> Required for women after 4 hours of continuous work.			<i>Meals:</i> Permitted deductions for meals furnished: 65 cents each.		<i>Sanitation and physical welfare:</i> Standards set for toilets, washrooms, and dressing rooms. Rest facilities may be required by Labor Commissioner. Temporary suspension or modification may be permitted by Commissioner in case of emergency. <i>Nightwork:</i> Employment of women as elevator operators prohibited between 11 p.m. and 7 a.m.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>NORTH DAKOTA —Con.</p> <p><i>Telephone Occupation,</i> No. 5, June 28, 1966.</p> <p>Applies also to men.</p>			<p><i>Meal period:</i> Adequate time at reasonable hours for meals.</p>					<p><i>Sanitation:</i> Standards set for toilets. Temporary suspension or modification of regulations may be permitted by Labor Commissioner in case of emergency.</p>

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OHIO:</p> <p><i>Cleaning and Dyeing Occupations in the Cleaning and Dyeing Trade, No. 4</i> (directory order of Jan. 19, 1959, made mandatory Jan. 2, 1963).</p>				<p>Waiting time counted as working time and paid for at the employee's regular rate.</p>		<p><i>Prohibits deductions</i> from minimum fair wage rate for meals or lodging, or both, furnished any employee by employer.</p>		
<p><i>Food and/or Lodging, Occupations Relating to the Furnishing of, No. 3</i> (directory order of Dec. 5, 1956, made mandatory Sept. 1, 1961; revised Feb. 1, 1965).</p>	<p><i>Minimum daily wage:</i> 3 hours' pay at minimum hourly rate applicable to total number of hours of working time in week for reporting for work as required.</p>	<p><i>Split shift</i> must fall within 10 consecutive hours, except 12 for hotels, restaurants, and hospitals.</p> <p>Defines split shift and spread of hours.</p>			<p><i>Prohibits counting</i> tips and gratuities received by employee as part of wages.</p> <p>(Lower rate set for service employees.)</p>	<p><i>Meals:</i> Deduction from minimum wage rates prohibited for meals furnished to: (1) employee engaged in preparing or serving food; (2) employee required to take meals at place of employment; (3) employee whose compensation is predicated on inclusion of meals. Employee working less than 5 hours daily to receive 1 meal; 5 or more hours, 2 meals; or on split shift, 1 meal for each consecutive period of hours worked.</p> <p>Employer and employee not entitled to meals without charge may make agreement as to consumption of meals at maximum charges of 30, 45, and 65 cents for breakfast, lunch, and dinner, respectively.</p> <p>Defines meal.</p> <p><i>Lodging:</i> Deduction from basic minimum rates for lodging furnished resident employees prohibited. By agreement with employee, employer may deduct from wages maximum of \$4 a week for lodging furnished.</p>	<p>Employer must furnish, repair, and maintain all "working equipment."</p> <p><i>Prohibits contribution,</i> direct or indirect, by employee to the cost of furnishing, repairing, or maintaining "working equipment."</p> <p>Defines such equipment to mean all uniforms, covers, aprons, etc., required for employment.</p>	<p><i>Prohibits charge</i> of any kind against minimum wage without written consent of employee, except as required by law.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OHIO—Con. <i>Laundry Industry</i> , No. 1 (directory), Oct. 1, 1962.				Waiting time counted as working time and paid for at employee's regular rate.		<i>Permits specified allowances.</i> Value of meals and lodging furnished employee may be considered part of minimum wage. <i>Meals:</i> 30, 45, and 65 cents for breakfast, lunch, and dinner, respectively. <i>Lodging:</i> \$4 a week.		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OKLAHOMA: <i>Wage fixed in law,</i> Aug. 1, 1965. Applies also to men.								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON:</p> <p><i>Amusement and Recreation, No. 4, Mar. 10, 1956.</i></p>	<p><i>Overtime: 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</i></p>		<p><i>Meal period: 30-minute period after 5 consecutive hours of work.</i></p> <p><i>Rest period: 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</i></p>				<p><i>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wage, except as required by law or by employee's written authorization.</i></p> <p><i>Also prohibits contribution, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</i></p> <p><i>Wage statement, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</i></p> <p><i>Sanitation and physical welfare: Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</i></p> <p><i>Minors: Hours limitations and prohibited occupations specified in order.</i></p> <p><i>Day of rest: Employment limited to 6 days in any 1 calendar week.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Beauty Shops, No. 1, Mar. 18, 1966.</i></p>	<p><i>Overtime: 1½ times minimum wage, in emergency on permit, for hours over 8 a day, 40 a week; 1½ times minimum wage on Sunday in establishments not regularly open on Sunday; 3 times minimum wage on specified holidays.</i></p> <p><i>Minimum daily wage: 4 hours' pay at minimum rate for beautician or cosmetologist required to report and available for 4 hours' work.</i></p> <p><i>Exception: In case of power failure, act of God, or interruption not reasonably foreseeable by employer.</i></p>		<p><i>Meal period: 30-minute period after 4 consecutive hours of work, except on 5-hour workday.</i></p> <p><i>Rest period: 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</i></p>		<p><i>Prohibits counting gratuities as part of minimum wage.</i></p>		<p><i>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</i></p> <p><i>If employer sells uniform to employee, charge may not exceed actual cost; weekly deductions may not exceed amount of earned wage over and above minimum hourly rate.</i></p> <p><i>Defines uniform.</i></p>	<p><i>Prohibits deductions from minimum wage, except as authorized by law or permitted by order.</i></p> <p><i>Also prohibits contribution, direct or indirect, from minimum wage for purchase or maintenance of tools and equipment.</i></p> <p><i>Wage statement, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</i></p> <p><i>Sanitation and physical welfare: Standards set for seating. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</i></p> <p><i>Day of rest: 1 day of rest in 7.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON—Con. <i>Canning, Freezing, and Processing</i> , No. 2, Oct. 12, 1959.	<i>Overtime</i> : Time and a half for hours over 10 a day. For hours worked on 7th day in regularly scheduled work week: time and a half for first 8; double time after 8. (Maximum hours for minors under 18: 10 a day, except as approved by Commissioner of Labor.)		<i>Meal period</i> : 30-minute period after 5 hours of work, except on 6-hour workday. <i>Rest period</i> : 15-minute paid period after 3 consecutive hours of work.	Work recess of less than 1 hour must be treated as hours worked and paid for at not less than minimum; if 1 hour or longer, and employee is notified of time to report back and permitted to leave premises, need not be treated as hours worked, provided such periods do not exceed 2 daily.			Employer must supply, maintain, and launder required uniforms. Defines uniform (not including garments required by Federal, State, or city regulation or order).	<i>Weightlifting</i> : Lifting manually over 30 pounds to any height or over 25 pounds higher than shoulders by females prohibited. Commissioner, following investigation, may grant exemption or require restrictions. <i>Sanitation and physical welfare</i> : Standards set for seating. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth. Employer must supply working equipment, including tools.
<i>Hospitals, Nursing Homes, Homes for the Aged, and Child Care Agencies</i> , No. 5, July 1, 1963.	<i>Overtime</i> : 1½ times employee's regular rate or 1½ times applicable minimum, whichever is greater, in emergency for hours over 8 a day and 44 a week and on 7th consecutive day in calendar week. Defines emergency.		<i>Meal period</i> : 30-minute period after 5 consecutive hours of work. "On-duty" meal period permitted when nature of work prevents relief from all duties; to be counted as time worked. <i>Rest period</i> : 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.			Employee may not be compelled to take room and board from employer.	<i>Prohibits deductions</i> from minimum wage for uniforms and maintenance or laundry thereof. Defines uniform.	<i>Prohibits deductions</i> from minimum wage for tools and equipment and maintenance thereof; also, for cash shortage, breakage, or loss of equipment not caused by dishonest, willful, or grossly negligent act of employee. <i>Also prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for any unauthorized purpose. <i>Sanitation and physical welfare</i> : Standards set by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth. <i>Day of rest</i> : Written request of employee required for employment on more than 6 consecutive days.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Laundry, Cleaning, and Dyeing, No. 7, Jan. 3, 1958.</i></p>	<p><i>Overtime: 1½ times employee's regular rate in emergency; for ½ hour in a day; on special permit, for hours over 8½ up to 10 a day, over 44 up to 50 a week.</i></p>		<p><i>Meal period: 45-minute period after 5 consecutive hours of work.</i></p> <p><i>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</i></p> <p><i>Rest period: 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</i></p>		<p><i>Prohibits counting tips as part of minimum wage.</i></p>		<p><i>Prohibits requiring employee to contribute, directly or indirectly, from minimum wage for purchasing, laundering, and cleaning of required uniforms.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deduction from wages, except as required by law or by employee's written authorization.</i></p> <p><i>Also prohibits deductions from minimum wage for cash shortage, damage, or loss of equipment or materials without proof of willful act or gross negligence.</i></p> <p><i>Also prohibits requiring employee to contribute, directly or indirectly, from minimum wage for purchase and maintenance of tools and equipment.</i></p> <p><i>Weightlifting: Lifting or carrying over 25 pounds by females prohibited.</i></p> <p><i>Sanitation and physical welfare: Standards set for employment in basement or cellar room. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</i></p> <p><i>Minors: Hours limitation and prohibited occupations specified in order.</i></p> <p><i>Day of rest: 1½ days of rest in 7.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Manufacturing, No. 8, Mar. 15, 1959.</i></p>	<p><i>Overtime:</i> 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 14 a week; 1½ times employee's regular rate or 1½ times minimum wage, whichever is greater, for Sunday work not regularly scheduled and for work on 6 specified legal holidays.</p> <p><i>Minimum daily wage:</i> 2 hours' pay at employee's regular rate for reporting for work as required, if employee is available for minimum 4 hours.</p> <p><i>Exception:</i> In case of power failure, act of God, or interruptions not reasonably foreseeable by employer.</p>		<p><i>Meal period:</i> 30-minute period after 5 consecutive hours of work.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period, except by permit.</p>				<p><i>Prohibits requiring employee to contribute, directly or indirectly, from minimum wage for purchasing, maintaining, cleaning, or laundering of required uniforms, except by permit.</i></p> <p>Defines uniform.</p> <p>Employer must furnish and pay for required protective garments, except by permit.</p>	<p><i>Prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment without proof of dishonest or willful act or culpable negligence, except by permit.</i></p> <p><i>Also prohibits requiring employee to contribute, directly or indirectly, from minimum wage for purchase and maintenance of tools and equipment, except by permit.</i></p> <p><i>Homework:</i> Manufacture of goods in private homes, unsanitary basements, and buildings or places unsafe on account of fire hazard prohibited.</p> <p><i>Wage statement,</i> sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</p> <p><i>Weightlifting:</i> Consistently lifting or carrying over 30 pounds by females prohibited.</p> <p><i>Sanitation and physical welfare:</i> Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</p> <p><i>Day of rest:</i> 1 day of rest in 7.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Mercantile</i>, No. 9, Dec. 15, 1962.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate or 1½ times minimum wage, whichever is greater, in emergency on permit, for hours over 8 a day, 44 a week, and for work on Sundays or legal holidays in establishments not regularly open to public on such days.</p> <p><i>Minimum daily wage:</i> One-half regular day's work or compensation thereof at usual rate of pay for reporting for work as required.</p>		<p><i>Meal period:</i> 45-minute period after 5 hours of work.</p> <p>"On-duty" meal period may not be deducted from hours worked.</p> <p><i>Rest period:</i> 10-minute paid period, free of all duties, for 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</p> <p>If forenoon work period is less than 2¾ hours, no rest period need be given if mutually agreeable, but 20-minute period must be given in afternoon.</p>		<p><i>Prohibits counting</i> tips and gratuities as part of minimum wage.</p>		<p><i>Prohibits deductions</i> from minimum wage for uniforms and laundry or cleaning thereof.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i> from minimum wage for tools and equipment and maintenance thereof; also, for breakage or loss of equipment, unless caused by employee's willful conduct or gross negligence.</p> <p><i>Also prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for any unauthorized purpose.</p> <p><i>Wage statement,</i> sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</p> <p><i>Weightlifting:</i> Lifting in excess of 25 pounds prohibited.</p> <p><i>Sanitation and physical welfare:</i> Standards set for lighting, temperature, ventilation, toilet rooms, washrooms, dressing and rest rooms, lunch rooms, safety and sanitation, floors, and drainage. Standards also regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order recommends that women should not be employed 6 weeks before and 4 weeks after childbirth, except by licensed medical authority.</p> <p><i>Day of rest:</i> 1 day of rest in 7.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Minors</i> (in occupations not covered by other wage orders), No. 10, July 7, 1964.</p> <p><i>Office</i>, No. 12, Aug. 9, 1965.</p>	<p><i>Overtime</i>: 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 40 a week; 1½ times employee's regular rate or 1½ times minimum wage, whichever is greater, for regular employees, for Sunday work not regularly scheduled and for work on 6 specified legal holidays.</p>		<p><i>Meal period</i>: 30-minute period after 5 consecutive hours of work, except 30 minutes at noon for minors under 16; not to be included as working time.</p> <p><i>Rest period</i>: 10-minute paid period, as nearly as possible in the middle of each 4-hour work period.</p> <p><i>Meal period</i>: 30-minute period after 5 consecutive hours of work, except on 6-hour day.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><i>Rest period</i>: 10-minute period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</p> <p>Commission may grant exemptions.</p>				<p><i>Prohibits contribution</i>, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p> <p>Commission may grant exemptions.</p>	<p><i>Sanitation and physical welfare</i>: Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959.</p> <p><i>Miscellaneous</i>: Employment of various groups in occupations considered "hazardous" and in other specified occupations prohibited.</p> <p><i>Nightwork</i>: Prohibited in certain occupations.</p> <p><i>Day of rest</i>: Employment limited to 6 days in any 1 week.</p> <p><i>Prohibits contribution</i>, direct or indirect, from minimum wage for purchase or maintenance of tools and equipment, or for other unauthorized purpose.</p> <p><i>Wage statement</i>, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</p> <p><i>Sanitation and physical welfare</i>: Standards set for seating, washrooms, and toilet rooms. Other sanitary and physical welfare provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</p> <p><i>Day of rest</i>: 1 day of rest in 7, except employee wanting greater number of days off may work 10 days without a day off.</p> <p>Commission may grant exemptions.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
OREGON—Con. <i>Organized Youth Camps, No. 3, July 9, 1957.</i>	<i>Overtime: 1½ times employee's regular rate, in emergency on permit, for hours over those specified.</i>		<i>Off-duty period: 2 hours between 7 a.m. and 7 p.m. for volunteer or counselor.</i>			Employer and employee may make agreement as to furnishing of meals and lodging at 50 percent of actual cost or maximum charge of \$1.20 a day. Full settlement for meals and lodging must be made on each regular payday.	<i>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</i> Defines uniform.	<p><i>Prohibits deductions from minimum wage, except as authorized by law or by employee's written authorization.</i></p> <p><i>Also prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment, except on proof of gross negligence or willful act of employee.</i></p> <p><i>Also prohibits contribution, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</i></p> <p><i>Wage statement, sufficiently itemized to show the amount and purpose of any deduction from wages, must be provided employee on regular paydays.</i></p> <p><i>Weightlifting: Lifting or carrying over 25 pounds by females prohibited, except on permit.</i></p> <p><i>Sanitation and physical welfare: Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</i></p> <p><i>Transportation cost: Resident youth camps must furnish, without cost to employee or counselor, initial and terminal transportation to and from camp from a mutually agreed location.</i></p> <p><i>Minors: Hours limitations and prohibited occupations specified in order.</i></p> <p><i>Day of rest: 24 consecutive hours time off each week, or 48 hours each 2-week period.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Personal Service, No. 13, Mar. 10, 1956.</i></p>	<p><i>Overtime: 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</i></p>		<p><i>Meal period: 30-minute period after 5 consecutive hours of work.</i></p> <p><i>Rest period: 10-minute paid period for each 4 hours of work or major fraction thereof, insofar as practicable in middle of each work period.</i></p>				<p><i>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</i></p> <p><i>Defines uniform.</i></p>	<p><i>Prohibits deductions from minimum wage, except as required by law or by employee's written authorization.</i></p> <p><i>Also prohibits contribution, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</i></p> <p><i>Wage statement, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</i></p> <p><i>Sanitation and physical welfare: Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</i></p> <p><i>Minors: Running, operating, or having charge of elevators prohibited.</i></p> <p><i>Day of rest: Employment limited to 6 days in any 1 calendar week.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Preparing Poultry, Rabbits, Fish, or Eggs for Distribution</i>, No. 6, Feb. 10, 1953.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate, in emergency on permit, for hours over 8 a day, 40 a week; also, for regular employees for work performed on Sundays and 6 specified legal holidays, unless establishment is regularly open.</p> <p><i>Minimum daily wage:</i> Pay for 4 hours' work at employee's regular rate for reporting to work as required, if employee is available for 4 hours. <i>Exceptions:</i> Apprentices under State law; in cases of power failure, act of God, or interruptions not reasonably foreseeable.</p>		<p><i>Meal period:</i> 30-minute period after 4 consecutive hours of work, except on 5-hour day.</p> <p>"On-duty" meal period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</p> <p>Commission may grant exemptions.</p>				<p><i>Prohibits contribution,</i> direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must provide and pay for necessary protective garments. (Employer may require returnable deposit.)</p> <p>Commission may grant exemptions.</p>	<p><i>Prohibits contribution,</i> direct or indirect, from minimum wage for purchase or maintenance of tools and equipment, except by permit.</p> <p><i>Weightlifting:</i> Lifting over 30 pounds to any height or over 25 pounds higher than 5 feet by females prohibited, except by permit.</p> <p><i>Sanitation and physical welfare:</i> Standards set for seating, restrooms, toilet rooms, drinking water; washing and dressing rooms; locker facilities, first-aid supplies, lighting, ventilation, temperature; and safety, cleanliness, and repair of premises, equipment, and fixtures, except by permit. Standards also regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</p> <p><i>Nightwork:</i> Adequate transportation must be provided women employees reporting or being dismissed between 10 p.m. and 6 a.m.; also, if meal period occurs for such employees, facilities for hot food and drink must be provided.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Public House-keeping, No. 14, Apr. 14, 1964.</i></p>	<p><i>Overtime:</i> 1½ times employee's regular rate or 1½ times minimum, whichever is greater, in emergency on permit, for hours over 8 a day, 44 a week; also, for regular employees for work on Sundays or legal holidays in establishments not regularly open to public on such days.</p> <p><i>Minimum daily wage:</i> Pay for half day's work at employee's usual rate of pay for reporting for work as required. <i>Exception:</i> Apprentices under State law.</p>		<p><i>Meal period:</i> 30-minute period after 5 consecutive hours of work.</p> <p>"On-duty" period permitted when nature of work prevents relief from all duty; to be counted as time worked.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period.</p>		<p><i>Prohibits counting gratuities as part of minimum wage.</i></p>	<p><i>Meals:</i> Employee may not be compelled to take meals in establishment. For meals actually eaten, on mutual employee-employer agreement, charge may not exceed 50 percent of price charged public.</p> <p>Full settlement must be made each payday.</p>	<p><i>Prohibits contribution, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</i></p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from minimum wages, except as authorized by law or by employee's written authorization.</i></p> <p><i>Also prohibits deductions from minimum wage for cash shortage, breakage, or loss of equipment, except on proof of gross negligence or willful conduct of employee.</i></p> <p><i>Also prohibits contribution, direct or indirect, from minimum wage for purchase and maintenance of tools and equipment.</i></p> <p><i>Wage statement, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</i></p> <p><i>Weightlifting:</i> Lifting or carrying over 25 pounds by females prohibited, except on permit.</p> <p><i>Sanitation and physical welfare:</i> Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</p> <p><i>Day of rest:</i> 1 day of rest in 7.</p> <p><i>Minors:</i> Hours limitations and prohibited occupations specified in order.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>OREGON—Con.</p> <p><i>Telephone and Telegraph</i>, No. 18, Aug. 4, 1956.</p>	<p><i>Overtime:</i> 1½ times employce's regular rate, in emergency on permit, for hours over 8 a day, 44 a week.</p> <p>For exchanges not demanding uninterrupted service of operator, manager may, upon application to and approval from Commission, obtain license for employment under different conditions as to wages and hours.</p>		<p><i>Meal period:</i> 30-minute period after 5 consecutive hours of work, except on 6-hour workday.</p> <p><i>Rest period:</i> 2 10-minute periods in 8-hour workday, insofar as practicable in middle of each work period.</p> <p><i>Exception:</i> (SEE Overtime.)</p>				<p><i>Prohibits contribution</i>, direct or indirect, from minimum wage for purchasing, maintaining, laundering, and cleaning of required uniforms.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions</i> from minimum wage, except as required by law or by employee's written authorization.</p> <p><i>Also prohibits contribution</i>, direct or indirect, from minimum wage for purchase or maintenance of tools and equipment. <i>Exception:</i> Purchase of vehicles used by Western Union messengers.</p> <p><i>Wage statement</i>, sufficiently itemized to show amount and purpose of any deduction from wages, must be provided employee on regular paydays.</p> <p><i>Sanitation and physical welfare:</i> Provisions regulated by Wage and Hour Commission Order No. 16, June 14, 1959. Order also recommends that women should not be employed 6 weeks before and 4 weeks after childbirth.</p> <p><i>Minors:</i> Hours limitations and prohibited occupations specified in order.</p> <p><i>Day of rest:</i> 1 day of rest in each calendar week. <i>Exception:</i> Employee who works 6 hours or less a day.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PENNSYLVANIA: <i>Wage fixed in law, Jan. 1, 1962.</i> Applies also to men.</p>					<p><i>Permits allowance for gratuities as part of minimum wage in an occupation in which gratuities are customarily recognized as part of remuneration for hiring purposes. (Applicable to employee who (1) for not more than 25 percent of the working day engages in duties not customarily part of such occupation and (2) receives for hours worked the specified amount in gratuities.)</i></p> <p><i>Specified allowance: 35 cents an hour, except 26 cents an hour for learners.</i></p>	<p><i>Permits specified deductions. Meals and lodging furnished may be considered as part of remuneration for hiring purposes.</i></p> <p><i>Meals: 50 cents each; \$8 a week.</i></p> <p><i>Lodging: \$5 a week.</i></p>		
<p><i>Candy Stand Attendants in Motion Picture Theater Lobbies, No. 7, July 18, 1962.</i> Applies also to men.</p>								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA —Con.								
<i>Hotel Occupations in Philadelphia and Pittsburgh</i> , No. 1-61, Oct. 15, 1962. Applies also to men.	<i>Overtime:</i> For women and minors under 21: 1½ times applicable minimum rate for hours over 40 a week (\$1.50 an hour, experienced; \$1.28 an hour, learner). Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> Full-time students on days school is in session.	<i>Spread of hours:</i> \$1 additional for any day spread of hours exceeds 10. <i>Exception:</i> Full-time students on days school is in session.		Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked. Reimbursement for expenses incurred in authorized travel must be made.	<i>Permits allowance</i> for gratuities as part of minimum wage in an occupation in which gratuities are customarily recognized as part of remuneration for hiring purposes. (Applicable to employee who (1) for not more than 25 percent of the working day engages in duties not customarily part of such occupation and (2) receives for hours worked the specified amount in gratuities.) Specified allowance: 35 cents an hour, except 26 cents an hour for learners.	<i>Permits specified deductions.</i> Meals and lodging furnished may be considered as part of remuneration for hiring purposes. <i>Meals:</i> 50 cents each; \$8 a week. <i>Lodging:</i> \$5 a week on full-time basis. Defines meals and lodging.	<i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms. In lieu of providing, laundering, and cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.	Reimbursement for expenses incurred by employee in carrying out assigned duties must be made. <i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee. <i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage must be not less than amount employer would be required to pay if employee were employed on hourly basis.
<i>Hotel Occupations Outside Philadelphia and Pittsburgh</i> , No. 1-37, Sept. 9, 1959.	<i>Overtime:</i> <i>Other than resort hotels:</i> 1½ times applicable minimum hourly rate for hours over 42 a week; nonservice in food occupations, \$1.43, and in other occupations, \$1.28; service, 98 cents; and meal allowance of 15, 20, and 25 cents less an hour for 1, 2, and 3 meals, respectively. <i>Resort hotels:</i> 1½ times ¾th of applicable minimum weekly rate for hours over 48 a week and on 7th consecutive day. Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18.	<i>Other than resort hotels:</i> <i>Spread of hours:</i> \$1 additional for any day spread of hours exceeds 10. <i>Exception:</i> Hotel dining room employees. <i>Split shift:</i> \$1 additional for any day employee has more than 1 interval off duty (other than meal periods of 1 hour or less), for hotel dining room employees. <i>Exception:</i> Full-time students on days school is in session.		Waiting time and time spent in travel as part of duties defined as working time. Reimbursement for required travel and for actual expenses incurred, including food and lodging, must be made.	<i>Prohibits counting</i> gratuities or tips as part of minimum wage. (Lower rate set for service employees.)	<i>Permits specified allowances.</i> <i>Other than resort hotels:</i> <i>Meals:</i> 15, 20, and 25 cents for 1, 2, and 3 meals, respectively. <i>Lodging:</i> \$5 a week when furnished. <i>Resort hotels:</i> <i>Meals:</i> \$8 a week. <i>Lodging:</i> \$5 a week. <i>Meals and lodging:</i> \$13 a week. Defines meals and lodging.	Employer must pay cost of purchasing and laundering or cleaning of required uniforms for regular employees. In lieu of providing, laundering, and cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for full week of 40 hours, whichever is less. Laundering or cleaning regulations not applicable when uniforms do not require pressing.	<i>Prohibits deductions</i> from minimum wage, except (1) those provided by law and (2) those requested under employee-employer agreement, as approved by the Department of Labor and Industry. <i>Wage statement,</i> showing total earnings and deductions, must be furnished with each payment of wages. <i>Learner:</i> Statements must be furnished at (1) first payment of wages showing learner classification and rate and (2) last payment of wages at learner rate showing completion of 600 hours of experience.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA —Con.								
<i>Hotel Occupations Outside Philadelphia and Pittsburgh—Con.</i>	<i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> Full-time students on days school is in session.							
<i>Laundry and Dry-cleaning Occupations, No. 2, Oct. 15, 1962.</i> Applies also to men.	<i>Overtime:</i> For women and minors under 21: 1½ times regular rate for hours over 44 a week. Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exceptions:</i> When work unavailable due to act of God, power failure, water failure, or other reasons beyond control of employer; employees regularly scheduled to work less than 3 hours a day.			Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked. Reimbursement for expenses incurred in authorized travel must be made.			<i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms. In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to the minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.	Reimbursement for expenses incurred by employee in carrying out assigned duties must be made. <i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee. <i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage shall be not less than amount employer would be required to pay if employee were employed on hourly basis.
<i>Mercantile Occupations, No. 4, Oct. 15, 1962.</i> Applies also to men.	<i>Overtime:</i> For women and minors under 21: 1½ times applicable minimum rate for hours over 40 a week (\$1.50 an hour, experienced; \$1.28 an hour, learner). Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18.			Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked. Reimbursement for expenses incurred in authorized travel must be made.			<i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms. In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.	Reimbursement for expenses incurred by employee in carrying out assigned duties must be made. <i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA —Con.								
<i>Mercantile Occupations</i> —Con.	<i>Minimum daily wage:</i> 2 hours' pay at applicable minimum rate for reporting for work as required. <i>Exceptions:</i> Employees regularly scheduled to work less than 2 hours a day; when work unavailable due to act of God, power failure, water failure, or other reasons beyond control of employer; employees in occupations for which hourly rate is at least 15 cents in excess of minimum under State law; when employee scheduled for at least 2 hours of work does not report for duty in time to complete 2 hours of work.							<i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage shall be not less than amount employer would be required to pay if employee were employed on hourly basis.
<i>Motel and Miscellaneous Lodging Occupations</i> , No. 5, Oct. 15, 1962. Applies also to men.	<i>Overtime:</i> For women and minors under 21: 1½ times the minimum rate (\$1.50 an hour for experienced; \$1.28 an hour, learner). In Metropolitan Philadelphia and Pittsburgh for hours over 40 a week; in remainder of State, over 42 a week. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> Full-time students on days school is in session.	<i>Spread of hours:</i> \$1 additional for any day spread of hours exceeds 10. <i>Exception:</i> Full-time students on days school is in session.		Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked. Reimbursement for expenses incurred in authorized travel must be made.	<i>Permits allowance</i> for gratuities as part of minimum wage in an occupation in which gratuities are customarily recognized as part of remuneration for hiring purposes. (Applicable to employee who (1) for not more than 25 percent of the working day engages in duties not customarily part of such occupation and (2) receives for hours worked the specified amount in gratuities.) Specified allowance: 35 cents an hour, except 26 cents an hour for learners.	<i>Permits specified maximum deductions.</i> Meals and lodging furnished may be considered as part of remuneration for hiring purposes. <i>Meals:</i> 50 cents each; \$8 a week. <i>Lodging:</i> \$5 a week on full-time basis. Defines meals and lodging.	<i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms. In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.	Reimbursement for expenses incurred by employee in carrying out assigned duties must be made. <i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee. <i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage must be not less than amount employer would be required to pay if employee were employed on hourly basis.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PENNSYLVANIA —Con.								
<i>Restaurant Occupations in Philadelphia and Pittsburgh</i> , No. 3-61, Oct. 15, 1962. Applies also to men.	<i>Overtime:</i> For women and minors under 21: 1½ times minimum rate for hours over 40 a week (\$1.50 an hour for experienced; \$1.28 an hour, learner). Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> Full-time students on days school is in session.	<i>Spread of hours:</i> \$1 additional for any day spread of hours exceeds 10. <i>Exception:</i> Full-time students on days school is in session.		Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked. Reimbursement for expenses incurred in authorized travel must be made.	<i>Permits allowance</i> for gratuities as part of minimum wage in an occupation in which gratuities are customarily recognized as part of remuneration for hiring purposes. (Applicable to employee who (1) for not more than 25 percent of the working day engages in duties not customarily part of such occupation and (2) receives for hours worked the specified amount in gratuities.) Specified allowance: 35 cents an hour, except 26 cents an hour for learners.	<i>Permits specified maximum deductions.</i> Meals and lodging furnished may be considered as part of remuneration for hiring purposes. <i>Meals:</i> 50 cents each; \$8 a week. <i>Lodging:</i> \$5 a week on full-time basis. Defines meals and lodging.	<i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms. In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.	Reimbursement for expenses incurred by employee in carrying out assigned duties must be made. <i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee. <i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage must be not less than amount employer would be required to pay if employee were employed on hourly basis.
<i>Restaurant Occupations Outside Philadelphia and Pittsburgh</i> , No. 3-37, Sept. 9, 1959.	<i>Overtime:</i> 1½ times applicable minimum hourly rate for hours over 42 a week: nonservice, \$1.43; service, 98 cents; and 15 cents less an hour with meal allowance. Maximum hours: 10 a day, 48 a week, for women 18 and over; 8-44 for minors under 18. <i>Minimum daily wage:</i> 3 hours' pay at applicable minimum rate for reporting for work as required. <i>Exception:</i> Full-time students on days school is in session.	<i>Spread of hours:</i> \$1 additional for any day spread of hours exceeds 10. <i>Exception:</i> Full-time students on days school is in session.		Waiting and travel time defined as working time. Reimbursement for required travel time and for actual travel expenses incurred, including food and lodging, must be made.	<i>Prohibits counting</i> gratuities or tips as part of minimum wage. (Lower rate set for service employees.)	<i>Meals:</i> Wage rate schedule sets 15-cent differential in hourly rate for meals allowance. <i>Lodging:</i> \$5 a week when furnished. Defines meals and lodging.	Employer must pay cost of purchasing and laundering or cleaning of required uniforms for regular employee. In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less. Laundering or cleaning regulation not applicable when uniforms do not require pressing.	<i>Prohibits deductions</i> from minimum wage, except (1) those provided by law, and (2) those requested under employee-employer agreement, as approved by Department of Labor and Industry. <i>Wage statement,</i> showing total earnings and deductions, must be furnished with each payment of wages. <i>Learner:</i> Statements must be furnished at (1) first payment of wages showing learner's classification and rate and (2) last payment of wages at learner rate showing completion of 600 hours of experience.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PENNSYLVANIA —Con.</p> <p><i>General Occupations, No. 6, Oct. 15, 1962.</i></p> <p>(Applicable to all occupations not covered by another wage order, and not expressly exempt from Minimum Wage Act of 1961.)</p> <p>Applies also to men.</p>	<p><i>Minimum daily wage:</i> 2 hours' pay at applicable minimum rate for reporting for work as required. <i>Exceptions:</i> Employees regularly scheduled to work less than 2 hours a day; when work unavailable due to act of God, power failure, water failure, or other reasons beyond control of employer; employees in occupations for which hourly rate is at least 15 cents in excess of minimum under State law; when employee scheduled for at least 2 hours of work does not report for duty in time to complete 2 hours of work.</p>			<p>Waiting time and time spent in travel as part of duties during normal working hours defined as hours worked.</p> <p>Reimbursement for expenses incurred in authorized travel must be made.</p>	<p><i>Permits allowance</i> for gratuities as part of minimum wage in an occupation in which gratuities are customarily recognized as part of remuneration for hiring purposes. (Applicable to employee who (1) for not more than 25 percent of the working day engages in duties not customarily part of such occupation and (2) receives for hours worked the specified amount in gratuities.)</p> <p>Specified allowance: 35 cents an hour, except 26 cents an hour for learners.</p>	<p><i>Permits specified maximum deductions.</i> Meals and lodging furnished may be considered as part of remuneration for hiring purposes.</p> <p><i>Meals:</i> 50 cents each; \$8 a week.</p> <p><i>Lodging:</i> \$5 a week on full-time basis.</p> <p>Defines meals and lodging.</p>	<p><i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of required uniforms.</p> <p>In lieu of providing and laundering or cleaning required uniforms, employer must pay, in addition to minimum wage, 5 cents an hour or \$1.50 for workweek of 40 hours or more, whichever is less.</p>	<p>Reimbursement for expenses incurred by employee in carrying out assigned duties must be made.</p> <p><i>Wage statement,</i> showing total earnings and itemized deductions, must be furnished with each payment of wages. On request, recorded information on hours worked and rates paid must be available to employee.</p> <p><i>Commission, piecework:</i> Any week employee is employed on commission or piecework basis, or any basis whatsoever other than hourly, minimum wage must be not less than amount employer would be required to pay if employee were employed on hourly basis.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
PUERTO RICO —Con.	<i>Overtime:</i> Twice applicable minimum rate for hours over 8 a day, 48 a week.							<i>Vacation:</i> 15 days a year with pay to permanent employee who works at least 12 consecutive weeks with same employer. (SEE order for other provisions.)
<i>Bread, Cracker, Bakery Products, and Alimentary Pastes Industry, No. 28, Aug. 28, 1965.</i>								<i>Sanitation and physical welfare:</i> Standards set for drinking water, toilet and washing facilities, and dressing room.
<i>NOTE.—Working conditions of Bread, Cracker, Confectionery, and Vermicelli Industry, No. 9, July 5, 1945, still in effect.</i>								
Applies also to men.								
<i>Chemical, Petroleum, Rubber, and Related Products Industry for the Local Trade, No. 32, June 20, 1964.</i>								
Applies also to men.								
<i>Coffee Industry in Its Agricultural Phase, No. 58, Mar. 23, 1966.</i>	<i>Overtime:</i> Twice employee's regular rate for hours over 8 a day, 48 a week, and on day of rest.							<i>Day of rest:</i> 1 day of rest for every 6 or part of 6 consecutive days worked.
Applies also to men.								
<i>Commercial, Professional, and Personal Service Industry, No. 39, Aug. 3, 1964.</i>								
Applies also to men.								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Construction Industry</i>, No. 44, Dec. 4, 1964.</p> <p>NOTE.—Working conditions of <i>Construction Industry</i>, No. 11, Mar. 20, 1956, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 44 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: 4 hours' pay for reporting for work as required.</p> <p><i>Exceptions</i>: In case of heavy rain, flood, surf, fire, or earthquake, or when employee notified previous workday there will be no work.</p>		<p><i>Meal period</i>: 1 hour of rest, not later than noon, for lunch period.</p> <p>Twice wage rate must be paid employee required or permitted to work during said rest period.</p> <p><i>Coffee break</i>: 15-minute paid period, after first 2 hours worked.</p>	<p>Waiting time required or permitted by employer defined as work or labor.</p>			<p>Employer must supply, free of charge, required uniforms.</p>	<p><i>Sanitation and physical welfare</i>: Standards set for drinking water, lighting, rooms for change of clothes and keeping tools, facilities for cleaning up and other personal needs, and first-aid supplies. Employer (1) must supply, free of charge, necessary or required equipment and accessories; safeguards for machinery, clock, and sound device; (2) in case of serious injury, must provide transportation to nearest place for adequate medical assistance; and (3) must comply with provisions of Regulations on Industrial Safety in Construction and any law or regulation in force referring to health, safety, or welfare applicable to construction industry.</p> <p><i>Day of rest</i>: 1 day of rest for every 6 or part of 6 consecutive days of work. (SEE Overtime.)</p>
<p><i>Dairy and Cattle Industry</i>, No. 27, Apr. 9, 1965.</p> <p>NOTE.—Working conditions of <i>Dairy Industry</i>, No. 18, Jan. 1, 1951, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's rate for hours over 8 a day, 48 a week, and on day of rest.</p>					<p><i>Prohibits employer</i> in agricultural phase from charging, or deducting from minimum wage, for meals served, for milk supplied, and for rental of employer-owned dwellings or land occupied by employee. Also, prohibits employer from increasing price of milk sold.</p>	<p>Employer must supply, free of charge, uniforms and boots to specified employees in pasteurization plants. (Employee must keep and maintain in good order the uniforms provided.)</p>	<p><i>Vacation</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 1¼ days with pay for each month of 120 hours of work. (Applicable to employees in industrial phase of industry.) (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for drinking water. Employer must comply with provisions of any act or regulation in force concerning health and welfare of workers applicable to the dairy industry.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO—Con.</p> <p><i>Dairy and Cattle Industry—Con.</i></p> <p><i>Food and Related Products Industry, No. 33, June 3, 1964.</i></p> <p>NOTE.—Working conditions of <i>Ice Cream Industry, No. 23, Feb. 2, 1953; Pineapple Industry, No. 17, Sept. 1, 1950, and Carbonated Waters and Soft Drinks, No. 5, Jan. 12, 1944,</i> still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> Twice employee's regular rate for hours over 8 a day, 48 a week, and on day of rest. <i>Exception:</i> Pineapple industry.</p> <p><i>Minimum daily wage:</i> 4 hours' pay for reporting for work as required. (Applicable to ice cream, ices, similar frozen products; pineapple and pineapple juice.) <i>Exceptions:</i> Peddlers; in case of act of God, breakage of machinery, or when employee notified on previous day there will be no work.</p>					<p><i>Meals:</i> Deductions from wage for meals served prohibited.</p> <p><i>Lodging:</i> Increase or charge of rental in occupied dwellings owned by employer prohibited.</p> <p>(Applicable to carbonated waters and soft drinks.)</p>	<p>Employer must furnish, free of charge, required uniforms. (Employee must keep uniforms in good condition and return them to employer upon termination of work.)</p> <p>(Applicable to ice cream, ices, similar frozen products.)</p>	<p><i>Day of rest:</i> 1 day of rest for every 6 consecutive working days. (SEE Overtime.)</p> <p><i>Vacation:</i> 1½ days with pay each month of 110 hours worked, except peddlers; each 12 days of work. (SEE Order 23 for other provisions.)</p> <p><i>Sick leave:</i> 1 day with pay each month of 110 hours worked. <i>Exception:</i> Peddlers. (SEE Order 23 for other provisions.)</p> <p>(Vacation and sick leave provisions applicable to ice cream, ices, and similar frozen products. Employees in retail ice plants entitled to such benefits under Retail Trade Business Order No. 8. Not applicable to pineapple industry or carbonated waters and soft drinks.)</p> <p><i>Sanitation and physical welfare:</i> Employer must provide (1) adequate protection against humidity and against accidents; (2) adequate clothing for bottle washers and other employees in related operations to prevent them from getting wet; and (3) other measures for the effective protection of all workers, especially those who work in the bottling operations. (Applicable to carbonated waters and soft drinks.)</p> <p><i>Day of rest:</i> 1 day of rest for every 6 or part of 6 consecutive days worked. (Applicable to ice cream, ices, similar frozen products; pineapple and pineapple juices.) (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO— Con.</p> <p><i>General Agricultural Activities Industry, No. 57, July 9, 1966.</i></p> <p>Applies also to men.</p> <p>NOTE.—Working conditions of <i>Pineapple Industry, No. 17, Sept. 1, 1950</i>, still in effect.</p> <p><i>Hospital, Clinic, and Sanatorium Industry, No. 41, July 3, 1965.</i></p> <p>NOTE.—Working conditions of <i>Hospital, Clinical, or Sanatorium Service, No. 4, July 1, 1951</i>, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> Twice employee's rate for hours over 8 a day and 48 a week. (Applicable to pineapple industry.)</p> <p><i>Minimum daily wage:</i> 4 hours' pay for reporting for work as required. <i>Exceptions:</i> In case of act of God or when employee notified on previous day there will be no work. (Applicable to pineapple industry.)</p> <p><i>Overtime:</i> Twice employee's rate for hours over 8 a day, 48 a week, and on day of rest.</p>					<p><i>Permits specified deductions from weekly salary for services furnished.</i></p> <p><i>Meals:</i> 10, 23, and 23 cents for breakfast, lunch, and dinner, respectively.</p> <p><i>Room:</i> \$1 a week.</p> <p><i>Laundry:</i> 50 cents a week.</p> <p>When dormitories are provided, bedclothes must be washed before given another person.</p>		<p><i>Day of rest:</i> 1 day of rest for every 6 consecutive days of work. (Applicable to pineapple industry.)</p> <p><i>Minimum weekly compensation:</i> 44 hours' pay for 30, less than 48, hours of work a week, after working 15 days for an employer. <i>Exceptions:</i> Manual arts and trades workers, as specified; in case of act of God.</p> <p><i>Vacation:</i> 1½ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave:</i> 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare:</i> Laundries must (1) be located in places protected against rain and sun; (2) comply with requirements and conditions imposed by law or any sanitary regulation; and (3) for establishments with no washing machines, have proper drainage.</p> <p><i>Day of rest:</i> 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Hotel Industry</i>, No. 46, Aug. 17, 1966.</p> <p>NOTE.—Working conditions of <i>Hotel Business</i>, No. 22, Sept. 1, 1952, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 48 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: (SEE Other: Minimum weekly compensation.)</p>				<p>(Lower rate set for waiters, bartenders, and bell-boys.)</p>	<p><i>Permits specified deductions</i> from weekly salary for services furnished.</p> <p><i>Meals</i>: 10, 25, and 25 cents for breakfast, lunch, and dinner, respectively.</p> <p><i>Dormitory</i>: 15 cents a day.</p> <p>Defines meals and dormitory.</p> <p>The employee may not be obliged to accept, nor may the employer be bound to furnish, such services.</p>	<p>Employer must furnish, free of charge, required uniforms.</p>	<p><i>Minimum weekly compensation</i>: 1½ times employee's regular rate for 20 hours or less a week. <i>Exception</i>: In case of act of God.</p> <p>32 hours' pay at employee's hourly rate for over 20 hours or less than 32 a week. <i>Exception</i>: In case of act of God.</p> <p><i>Vacation</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for drinking water, toilet and washing facilities, and place for changing clothes and keeping personal effects.</p> <p><i>Day of rest</i>: 1 day of rest for every 6 or part of 6 consecutive days worked.</p>
<p><i>Laundry and Drycleaning Industry</i>, No. 37, Jan. 6, 1965.</p> <p>NOTE.—Working conditions of <i>Laundry and Drycleaning Business</i>, No. 13, July 1, 1947, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's rate for hours over 8 a day, 48 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: 4 hours' pay for reporting for work as required. <i>Exceptions</i>: In case of act of God or when employee notified preceding day there will be no work.</p>							<p><i>Vacation</i>: 1 day with pay for each month of 100 hours worked. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 10 days with pay a year.</p> <p><i>Sanitation and physical welfare</i>: Standard set for drinking water. Employer must provide (1) clock in accessible place and (2) free of charge, equipment and accessories necessary for performance of work.</p> <p><i>Day of rest</i>: 1 day of rest for every 6 days of work. (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Lumber and Wood Products; Metal Furniture, Doors, and Windows Industry for the Local Trade, No. 25, May 9, 1964.</i></p> <p>NOTE.—Working conditions of <i>Furniture and Other Wood Products Industry, No. 14, Sept. 15, 1948</i>, still in effect.</p> <p>Applies also to men.</p> <p><i>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.</i></p>	<p><i>Overtime:</i> Twice employee's rate for hours over 8 a day, 48 a week.</p> <p><i>Minimum daily wage:</i> 4 hours' pay for reporting for work on any day as required. <i>Exceptions:</i> In case of act of God, breakage of machinery, or when employee notified in advance there will be no work.</p>			<p>Waiting time required or permitted by employer defined as work or labor.</p>				<p><i>Vacation:</i> 1 day with pay for each month of 140 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare:</i> Standards set for drinking water, lighting, dressing room, and clocks. Employer must comply with (1) regulations of industrial safety for the mechanical carpentry and cabinetmaking shops and (2) any act or regulation in force on health, safety, or welfare applicable to the industry; and also must provide, free of charge, necessary safety and production accessories.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Needlework Products, Pillow, and Mattress Manufacturing Industry for the Local Trade</i>, No. 35, Aug. 12, 1965.</p> <p>NOTE.—Working conditions of <i>Needlework Products Manufacturing Industry for the Local Trade</i>, No. 21, Jan. 2, 1953, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's rate for hours over 8 a day, 44 a week, and on day of rest. <i>Exception</i>: Homework.</p>							<p><i>Vacation</i>: 1 day with pay for each month of 110 hours of work. <i>Exception</i>: Homework. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for lighting, drinking water, and toilet and washing facilities.</p> <p><i>Homework</i>: In addition to registers and records required by Industrial Homework Law, employer must submit a list and model or description of piece or task done at home, and, if work is not in regulation issued by the Board, at least 15 days in advance, a description or model specifying time it will take to do the work.</p> <p><i>Day of rest</i>: 1 day of rest for every 6 or part of 6 consecutive days worked. <i>Exception</i>: Homework.</p>
<p><i>Restaurant, Bar, and Soda Fountain Industry</i>, No. 47, Oct. 11, 1965.</p> <p>NOTE.—Working conditions of <i>Restaurant, Bar, and Soda Fountain Business</i>, No. 6, Jan. 1, 1955, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 48 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: (SEE Other: Minimum weekly compensation.)</p>					<p><i>Permits specified deductions</i> from weekly salary for services furnished.</p> <p><i>Meals</i>: 10, 25, and 25 cents for breakfast, lunch, and dinner, respectively.</p> <p><i>Dormitory</i>: 15 cents a day.</p> <p>Defines meals and dormitory.</p> <p>Specifies that the employee may not be obliged to accept, nor may the employer be bound to furnish, such services.</p>	<p>Employer must furnish, free of charge, required uniforms.</p>	<p><i>Minimum weekly compensation</i>: 1½ times employee's regular rate for 20 hours or less a week. <i>Exception</i>: In case of act of God.</p> <p>40 hours' pay at employee's hourly rate for over 20 hours, less than 40, a week. <i>Exception</i>: In case of act of God. (Order No. 6.)</p> <p><i>Vacation</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Stone, Clay, Glass, Cement, and Related Products Industry</i>, No. 67, June 19, 1965.</p> <p>NOTE.—Working conditions of <i>Quarrying Industry</i>, No. 15, Nov. 22, 1948, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 44 a week. (Applicable to employees in quarrying industry.)</p> <p><i>Minimum daily wage</i>: 4 hours' pay for reporting for work as required. <i>Exceptions</i>: In case of act of God, breakage of machinery, or when employee notified not later than 3 hours after end of previous workday there will be no work. (Applicable to employees in quarrying industry.)</p>							<p><i>Vacation</i>: 15 days with pay for year of 200 days worked. (Applicable to employees in quarrying industry.) (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for: (1) drinking water and lighting. Employer must provide, free of charge, necessary accessories needed for safety and protection, and must comply with provisions of any law or regulation in force concerning health, safety, or welfare of workers in the quarrying industry. (2) Where 10 or more employees: Dressing room for change of clothing and keeping tools, facilities for cleaning up and employee's other personal needs, and sound device for starting and stopping work.</p>
<p><i>Sugar Industry in Its Agricultural Phase</i>, No. 50, Jan. 17, 1962.</p> <p>Applies also to men.</p>								
<p><i>Theater and Motion Picture Industry</i>, No. 48, April 1, 1966.</p> <p>NOTE.—Working conditions of <i>Theater and Cinema Business</i>, No. 7, Nov. 16, 1953, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 40 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: 5 hours' pay at applicable minimum rate for more than 1 performance of 5 hours or less in any day; 3 hours' pay for 1 performance of 3 hours or less. (Applicable to permanent employees.) <i>Exception</i>: In case of act of God.</p>						<p>Employer must furnish, free of charge, required uniforms.</p>	<p><i>Vacation</i>: 1¼ days with pay for each month of 80 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 1¼ days with pay for each month of 80 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for drinking water, toilet and washing facilities, place for changing clothes and keeping personal effects, and ventilation.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Theater and Motion Picture Industry</i> —Con.</p>								<p><i>Day of rest:</i> 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>
<p><i>Tobacco and Food Crops Industry</i>, No. 69, June 27, 1966.</p> <p>NOTE.—Working conditions of <i>Leaf Tobacco Industry</i>, No. 1, Jan. 25, 1943, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 40 a week. (Applicable to employees in leaf tobacco industry.)</p>							
<p><i>Transportation Industry</i>, No. 38, May 29, 1965.</p> <p>NOTE.—Working conditions of <i>Transportation Service</i>, No. 12, Feb. 1, 1948, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime:</i> Twice employee's regular rate during 9th hour on any day and for hours on day of rest; 1½ times for hours over 9 a day.</p> <p><i>Minimum daily wage:</i> 4 hours' pay for reporting for work as required. <i>Exceptions:</i> In case of act of God, breakage or damage of vehicle, or when employee notified in advance there will be no work. (Notification provision inapplicable to freight companies.)</p>	<p>Employer prohibited from dividing workday into more than 2 shifts and from establishing span longer than 8 hours between 1st and 2d shifts.</p> <p>1½ times employee's rate required for hours during a 3d shift or successive shifts in a day, or for hours in any shift starting 8 hours after first shift ended.</p>		<p>Required waiting time must be paid for at straight-time rate.</p>				<p><i>Vacation:</i> 1 day with pay for each month of 100 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave:</i> ¾ day with pay each month of 100 hours of work.</p> <p><i>Sanitation and physical welfare:</i> Standards set for drinking water, lighting, and facilities for cleaning up and other personal needs of employees. Employer must (1) comply with provisions of regulations and law concerning health, safety, and welfare applicable to transportation industry; (2) furnish, free of charge, accessories required for safety and protection of workers; and (3) keep transportation vehicles in condition to guarantee safety and health of employees.</p> <p><i>Day of rest:</i> 1 day of rest for every 6 consecutive days or 48-hour workweek. (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>PUERTO RICO —Con.</p> <p><i>Wholesaling and Warehousing Industry</i>, No. 68, June 16, 1963.</p> <p>NOTE.—Working conditions of <i>Wholesale Trade</i>, No. 16, Oct. 1, 1949, still in effect.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's regular rate for hours over 8 a day, 44 a week, and on day of rest.</p>							<p><i>Vacation</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sick leave</i>: 1¼ days with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for drinking water, lighting, and sanitary facilities. Employer must comply with provisions of any law or regulation in force concerning health, safety, and well-being of workers applicable to the wholesale trade.</p> <p><i>Day of rest</i>: 1½ days of rest for every 5½ consecutive days or 44-hour workweek. (SEE Overtime.)</p>
<p><i>Miscellaneous Activities Industry</i>, No. 70, Oct. 29, 1964, as amended Mar. 15, 1965.</p> <p>NOTE.—Working conditions of <i>Printing, Publishing, and Other Graphic Arts Industry</i>, No. 20, Nov. 5, 1951, still in effect for employees in paper, paper products, printing, and publishing industry, formerly covered by Order No. 31, Apr. 5, 1962.</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: Twice employee's rate for hours over 8 a day, 44 a week, and on day of rest.</p> <p><i>Minimum daily wage</i>: 4 hours' pay for reporting for work as required. <i>Exceptions</i>: In case of act of God, breakage of machinery, or when employee notified previous work-day there will be no work. (Applicable to employees in paper, paper products, printing, and publishing industry for the local trade.)</p>		<p><i>Meal period</i>: 1 hour of rest for meals during 4 or part of 4 consecutive hours of work. <i>Exceptions</i>: Newspaper, magazine, and photoengraving phase.</p> <p>Twice the earned wage must be paid during said rest period. (Applicable to employees in paper, paper products, printing, and publishing industry for the local trade.)</p>					<p><i>Vacation</i>: 1 day with pay for each month of 120 hours of work. (SEE order for other provisions.)</p> <p><i>Sanitation and physical welfare</i>: Standards set for drinking water, lighting, toilet and washing facilities, and safeguards for machinery. Employer must furnish, free of charge, necessary protective accessories. (Applicable to employees in paper, paper products, printing, and publishing industry for the local trade.)</p> <p><i>Day of rest</i>: 1 day of rest for every 6 or part of 6 consecutive days worked. (SEE Overtime.)</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND:</p> <p><i>Wage fixed in law, Sept. 3, 1963.</i></p> <p>Applies also to men.</p>					<p><i>Permits counting gratuities as part of minimum wage in work or employment in which gratuities have customarily, and usually, constituted, and have been recognized, as part of the hourly minimum for hiring purposes.</i></p> <p>Maximum deduction: 40 cents an hour for restaurants, hotels, and other industries, except 10 cents an hour for taxicab drivers.</p>			
<p><i>Laundry and Dry-cleansing Occupations, Sept. 3, 1963. (Administrative Regulations)</i></p> <p>Applies also to men.</p>	<p><i>Minimum daily wage: 4 hours' pay at regular rate for reporting to work as required. Exceptions: Saturday work; employees who cannot work full 4 hours a day during regular hours of establishment.</i></p>			<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p>				
<p><i>Laundry and Dry-cleansing Occupations, No. 3-R, June 1, 1951. (Applicable to employees exempt from wage fixed in law.)</i></p> <p>Applies also to men.</p>								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>RHODE ISLAND —Con.</p> <p><i>Restaurant, Hotel Restaurant, and Public Housekeeping Occupations</i>, Sept. 3, 1963. (Administrative Regulations)</p> <p>Applies also to men.</p>	<p><i>Minimum daily wage</i>: 3 hours' pay at applicable minimum hourly rate for reporting for work as required.</p>	<p>For restaurant and hotel restaurant occupations: 50 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in resort hotels) or there is more than 1 interval off duty (2 in resort hotels), excluding meal period of 1 hour or less.</p> <p>For public housekeeping occupations: 75 cents in addition to hourly wages earned on any day that spread of hours exceeds 10 (12 in seasonal resort hotels) or there is more than 1 interval off duty, excluding meal period of 1 hour or less.</p>		<p>Waiting time counted as working time and must be paid for at minimum hourly rate applicable to the total number of hours of working time for that week.</p> <p>Required travel time must be paid for at working time rate; reimbursement for carfare must be made.</p>	<p><i>Permits counting gratuities</i> as part of minimum wage, provided: (1) they are customarily counted as part of wage for hiring purposes, (2) amount claimed for credit is recorded separately on weekly basis, and (3) employer provides substantial evidence that claimed amount was actually received.</p> <p>Maximum deduction: 30 cents an hour.</p>			<p><i>Nightwork</i>: Employer in hotel and hotel restaurant occupations must furnish transportation to women employees going off duty between 11 p.m. and 6 a.m., unless employee has own transportation. Time spent waiting for such transportation must be counted and paid for as working time.</p>
<p><i>Restaurant and Hotel Restaurant Occupations</i>, No. 5-R-2, Jan. 1, 1954. (Applicable to employees exempt from wage fixed in law.)</p> <p><i>Public Housekeeping Occupations</i>, No. 6, Sept. 15, 1947. (Applicable to employees exempt from wage fixed in law.)</p> <p>Applies also to men.</p>	<p><i>Overtime</i>: 1½ times basic hourly rate for hours over 45 a week. (Applicable to full-time employees in resort restaurants.)</p>				<p>(Lower rate set for service workers.)</p>	<p>Establishes wage differential when meals are furnished.</p> <p><i>Meals</i>: 13 cents less an hour. (Applicable to employees in resort restaurants.)</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
SOUTH DAKOTA: <i>Wage fixed in law,</i> July 1, 1966. Applies also to men.								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>UTAH: Industrial Commission Order No. 5, Wages, Hours, and Standards for Women and Minors in the Retail Trade; Public Housekeeping; Laundry, Cleaning, Dyeing, and Pressing; and Restaurant Industries, Jan. 1, 1965.</p>	<p><i>Minimum daily wage:</i> 2 hours' pay at regular rate for reporting for work as required.</p>	<p>Split shift limited to 2 work periods totaling 8 hours within 12 consecutive hours.</p>	<p><i>Meal period:</i> 30-minute period after 5 consecutive hours of work.</p> <p>If employee not relieved of all duties and allowed to leave premises, meal period must be paid for as hours worked.</p> <p>Maximum meal period of 1 hour may be allowed.</p> <p><i>Rest period:</i> 10-minute period in each 4 hours or fraction thereof.</p> <p>Employee may not be required to work more than 2½ consecutive hours without rest period being made available.</p>	<p>Waiting time counted as working time and must be paid for at employee's regular rate.</p>	<p><i>Prohibits counting tips and gratuities as part of minimum wage, and requiring employee to report tips for this purpose.</i></p>	<p><i>Meals:</i> For employee electing to eat meal provided by employer, permitted maximum deduction: 40 cents each.</p> <p><i>Prohibits deductions for meals not eaten.</i></p> <p><i>Lodging:</i> Deductions from minimum for lodging prohibited, except that on employee-employer agreement approved by Commission charge for such services not exceeding retail price permitted.</p> <p>Employee not required to accept lodging as part of minimum wage.</p>	<p>Employer must furnish required uniforms free of charge.</p> <p>Defines uniform.</p>	<p><i>Prohibits deductions from wages or pay for</i> (1) cash shortage, unless caused by willful, careless, or dishonest act of employee; (2) damage or breakage of equipment, unless caused by willful, careless, or negligent act of employee; and (3) drinks, beverages, or meals ordered by customers who leave before the serving of such drinks, beverages, or food.</p> <p><i>Commission</i> must be counted in payroll period earned.</p> <p><i>Vacation:</i> Paid vacation after 12 months of continuous employment equal to average number of days worked per week during 12-month period.</p> <p><i>Nightwork:</i> For women reporting for work or whose shift ends between 12 midnight and 6 a.m., suitable transportation, at no extra cost, must be provided; also, facilities for hot food and drink must be provided.</p> <p><i>Minors:</i> Prohibited occupations and regulations specified in order.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>VERMONT:</p> <p><i>Wage fixed in law, Oct. 1, 1965.</i></p> <p>Applies also to men.</p> <p><i>Hotel, Motel, Tourist Place, and Restaurant Industry, No. 2, Dec. 13, 1965.</i></p> <p>Applies also to men.</p> <p><i>Laundry and Dry-cleaning Industry, No. 3, Dec. 13, 1965.</i></p> <p>Applies also to men.</p> <p><i>Retail, Wholesale, and Service Establishments, No. 4, Dec. 13, 1965.</i></p> <p>Applies also to men.</p>					<p>Wage board authorized to determine deductions for gratuities.</p> <p>(Lower rates set for service employees, chambermaids in resort hotels, and counter employees.)</p>	<p>Wage board authorized to determine deductions for board and lodging.</p> <p><i>Permits specified deductions from minimum wage.</i></p> <p><i>Meals: 70 cents each; \$12.00 a week.</i></p> <p><i>Lodging: 60 cents a night; \$4.20 a week.</i></p> <p><i>Full board and room: \$16.20 a week.</i></p> <p><i>Meals: Permitted deduction for meals furnished: 70 cents each.</i></p>	<p>Wage board authorized to determine deductions for apparel or other items or services.</p> <p><i>Prohibits deductions for cost of providing and maintaining required uniforms.</i></p> <p><i>Prohibits deductions for cost of providing and maintaining required uniforms.</i></p> <p><i>Prohibits deductions for cost of providing and maintaining required uniforms.</i></p>	<p><i>Wage statement, showing hours worked, wages paid per hour, and deductions made, must be furnished employee with wage payment.</i></p> <p><i>Permits deductions where required or permitted by law, and any others, on consent of employee, unless prohibited by law.</i></p> <p><i>Wage statement, showing hours worked, wages paid per hour, and deductions made, must be furnished employee with each wage payment.</i></p> <p><i>Permits deductions where required or permitted by law, and any others, on consent of employee, unless prohibited by law.</i></p> <p><i>Wage statement, showing hours worked, wages paid per hour, and deductions made, must be furnished employee with wage payment.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>VERMONT—Con.</p> <p><i>Summer Camp Industry, No. 1, Jan. 25, 1960.</i></p> <p>Applies also to men.</p>	<p>(Wage rates are based on 6-day week. If counselor works more than 6-day week, additional compensation, prorated on established scale, should be given, except during first and last weeks of camping season.)</p>				<p><i>Prohibits counting gratuities or tips as part of minimum wage.</i></p>	<p><i>Meals and lodging:</i> Minimum wage for service staff members may be reduced \$9 a week for board (3 meals a day), \$3.75 a week for lodging, and \$2 a week for laundry, if included.</p> <p><i>Prohibits reduction</i> by the value of board and lodging of other minimum wage scales.</p> <p>Schedule sets lower rates for resident employees receiving meals and lodging than for nonresident, on a 6-day basis: \$4.75 less a week, experienced counselor; \$5, apprentice counselor II; \$5.25, apprentice counselor I; \$5.50, first-year learner.</p>		<p><i>Off-duty hours:</i> Resident employee entitled to 24 hours off duty per week, 12 hours of which must be consecutive.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON:</p> <p><i>Wage fixed in law, Jan. 1, 1962.</i></p> <p>Applies also to men.</p> <p><i>Counselor Staff Occupations in Organized Seasonal Recreational Camps, No. 11-63, Oct. 14, 1963.</i></p>						<p><i>Meals and lodging:</i> Schedule sets minimum weekly rate of resident counselor staff at \$6.20 less, on 6-day basis, than that of nonresidents.</p> <p><i>Prohibits charge against minimum wage rates of resident counselor staff for lodging or meals furnished.</i></p>		<p><i>Written agreement</i> required between persons in camp (except paying campers) and camp administration setting forth remuneration, room and board, special services provided, and nature of work assignment as counselors or leaders; said agreement to be filed for 3 years.</p> <p><i>Termination pay:</i> For resident employee, premium pay of additional 25 percent of applicable weekly rate for each week of employment if not given equivalent time off duty. Time off duty defined as 24 hours, 12 hours of which must be consecutive.</p> <p><i>Transportation:</i> Transportation or payment of fare must be provided counselor staff member supervising campers in transit.</p> <p><i>Weightlifting:</i> Requiring or permitting women or minors to lift or carry excessive weights prohibited.</p> <p><i>Sanitation and physical welfare:</i> All places where women and minors are employed required to be maintained: (1) in conformity with sanitation requirements for camps and parks set by the Washington State Department of Health and (2) in safe condition in conformity with the General Safety Standards of Department of Labor and Industries.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Food Processing Industry, No. 5-62, and Fresh Fruit and Vegetable Packing Industry, No. 6-62.</i> Mar. 1, 1962.</p>			<p><i>Meal period:</i> 30-minute period after 5 consecutive hours of work.</p> <p>Shorter lunch period may be authorized by Supervisor of Women and Minors in Industry.</p> <p><i>Rest period:</i> 15-minute paid period, arranged for by individual relief or general period, in each 4- or 5-hour shift, as nearly as practicable in middle of each shift.</p>	<p>Waiting time when employee is not completely relieved of duty counted as time worked.</p>				<p><i>Wage statement of gross wages and all deductions therefrom must be furnished at time of payment of wages.</i></p> <p><i>Weightlifting:</i> Lifting of excessive weights by females prohibited. Teaching technique of correct lifting and consequence of bad lifting recommended.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for seating; ventilation and heating; dressing, toilet, and wash rooms; locker facilities; floors; restrooms; and lunchroom facilities.</p> <p>Where less than 10 women are regularly employed, Supervisor of Women and Minors in Industry may permit modified compliance with lunchroom provision.</p> <p><i>Maternity:</i> Knowingly employing any woman 4 months before and 6 weeks after confinement prohibited, except on permit upon employer's request and with doctor's certificate. Permit revocable upon advice of doctor.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Health Care Industry</i>, No. 10-62, July 1, 1962.</p>			<p><i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift.</p> <p>"On-duty" meal period when impractical for employee to be completely relieved of duty counted as hours worked.</p> <p><i>Rest period:</i> 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period and not in rush periods.</p>	All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.	<i>Prohibits considering gratuities as part of the wage.</i>	<p><i>Permits specified deductions from wages paid, unless otherwise prohibited by law.</i></p> <p><i>Meals:</i> 40 cents for bona fide meals furnished and consistent with work shift; no deduction for meals not eaten.</p> <p><i>Lodging,</i> when furnished as part of minimum wage by definite agreement between employer and employee: \$4.50 a week for private room, \$3.50, shared room. If occupancy of an apartment is compulsory condition of employment, employer must provide adequate quarters and facilities; rental not to exceed $\frac{1}{8}$ of minimum wage.</p> <p>For employees working less than 8 hours a day, or for more elaborate arrangements, appropriate contracts may be entered into.</p> <p>Defines lodging.</p> <p>When conditions of employment require employee to remain on job continuously beyond regular scheduled hours of normal workweek, to be available for emergencies and to do work of incidental nature such as maintaining heating plant, etc., and employee is furnished apartment and all utilities free as full payment for such additional services, hours outside normal workweek not considered hours worked for purpose of computing wages. "Normal workweek" may not exceed 48 hours.</p>	<p>Employer must furnish and launder required special uniforms. Usual white uniform not considered as special uniform.</p> <p>Defines "special uniform" to include such as gowns worn in surgery, delivery room, nursery, and isolation.</p>	<p><i>Prohibits deductions from wages for cash shortage, breakage, or loss of equipment, unless caused by dishonest or willful act or culpable negligence.</i></p> <p><i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i></p> <p><i>Sanitation and physical welfare:</i> Working conditions required to be consistent with rules and regulations of the State Department of Health.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Laundry, Dry-cleaning, and Dye-works Industry, No. 3-62, Mar. 1, 1962.</i></p>		<p>Regular daily shift must be performed within period of not more than 13 hours.</p>	<p><i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work.</p> <p><i>Rest period:</i> 10-minute paid period in each 4 hours of working time or major fraction thereof, insofar as practicable in middle of each work period. <i>Exception:</i> Employees whose total daily worktime is less than 3 hours.</p>	<p>All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.</p>				<p><i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i></p> <p><i>Weightlifting:</i> Lifting or carrying of excessive weights by women or minors prohibited.</p> <p><i>Maternity:</i> Knowingly employing any female 4 months before and 6 weeks after confinement prohibited.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for dressing, toilet, and wash rooms; locker facilities; ventilation and heating; floors; restrooms; and lunch-room facilities.</p> <p>Where less than 10 females are regularly employed, Supervisor of Women and Minors in Industry may permit modified compliance with provisions.</p> <p><i>Miscellaneous:</i> Signs warning of dangers of toxic gases must be placed on cleaning machines and on containers of toxic or volatile liquids.</p> <p><i>Day of rest:</i> Employment limited to 6 days in a calendar week.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Manufacturing Industry and General Working Conditions, No. 2-62, Mar. 1, 1962.</i></p>		<p>Regular daily shift must be performed within period of not more than 13 hours.</p>	<p><i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work.</p> <p>Shorter meal period may be authorized by Supervisor of Women and Minors in Industry.</p> <p><i>Rest period:</i> 10-minute relief period in every continuous half shift, by general relief or by relief personnel at option of employer, as nearly as possible in middle of each half shift.</p>	<p>All hours employee is required to be on duty on employer's premises or at prescribed workplace considered as hours worked.</p>				<p><i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i></p> <p><i>Weightlifting:</i> Lifting or carrying of excessive weights by women or minors prohibited.</p> <p><i>Maternity:</i> Knowingly employing any female 4 months before and 6 weeks after confinement prohibited, except on permit upon employer's request and with doctor's certificate.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards for safety and sanitation required. Also, standards set for seating; special lighting; ventilation and heating; dressing, toilet, and wash rooms; locker facilities; floors; rest-rooms; and lunchroom facilities.</p> <p>Where less than 10 women are regularly employed, Supervisor of Women and Minors in Industry may permit modified compliance with working conditions provisions.</p> <p><i>Day of rest:</i> Employment limited to 6 days in a calendar week.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Mercantile Industry, Wholesale and Retail,</i> No. 1-62, Mar. 1, 1962.</p> <p><i>Minors (in occupations not covered by a wage order),</i> No. 49, July 10, 1950.</p>			<p><i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work.</p> <p><i>Rest period:</i> 10-minute paid period in each 4 consecutive hours of work, except when 1 shift is less than 4 hours and other shift is 4 hours or more, 15-minute period in the longer shift.</p>	<p>All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.</p>				<p><i>Wage statement</i> of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards of cleanliness, sanitation, healthful conditions, and lighting, and to any applicable statute for seats required. Also, standards set for toilet and wash rooms, ventilation and heat, and place for eating lunch.</p> <p>Where less than 10 women employees, Supervisor of Women and Minors may give release from lunch facility provision.</p> <p><i>Weightlifting:</i> Carrying or lifting of excessive weight by females prohibited.</p> <p><i>Maternity:</i> Knowingly employing minor 4 weeks before and 4 weeks after confinement prohibited.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards for safety, sanitation, first aid, lighting, heating, and ventilation required. Also, standards set for dressing, toilet, and wash rooms; locker facilities; floors; rest-rooms; and lunchroom facilities.</p> <p>Where less than 10 women and female minors are regularly employed, Supervisor of Women and Minors in Industry may permit modified compliance with lunchroom provision.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con. Minors—Con.</p> <p>Office Workers, No. 13-63. Oct. 14, 1963.</p>			<p><i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work.</p> <p>“On-duty” meal period counted as hours worked.</p> <p><i>Rest period:</i> 10-minute paid period in each 4-hour work period, insofar as practicable in middle of the period. <i>Exception:</i> Employees whose total daily work-time is less than 3 hours.</p>	<p>All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.</p>			<p><i>Prohibits requiring</i> employee to contribute, directly or indirectly, for purchasing, maintaining, laundering, or cleaning of required uniforms.</p> <p>Defines uniform.</p> <p>Employer must furnish necessary protective garments.</p>	<p><i>Miscellaneous:</i> Employment in specified occupations and in occupations considered hazardous prohibited.</p> <p><i>Prohibits requiring</i> employee to contribute, directly or indirectly, from minimum wage for purchase or maintenance of tools or equipment.</p> <p><i>Wage statement</i> of gross wages and all deductions must be furnished employee at time of payment of wages.</p> <p><i>Weightlifting:</i> Lifting or carrying of excessive weight by women or minors prohibited.</p> <p><i>Maternity:</i> Knowingly employing any woman 4 months before and 6 weeks after confinement prohibited, except on permit upon employer's request and with doctor's certificate.</p> <p><i>Sanitation and physical welfare:</i> Conformity to standards for safety and sanitation required. Also, standards set for seating; special lighting; ventilation and heating; dressing, toilet, and wash rooms; locker facilities; floors; rest-rooms; and lunchroom facilities.</p> <p>Where less than 10 women are regularly employed. Supervisor of Women and Minors in Industry may permit modified compliance with working conditions provisions.</p> <p><i>Day of rest:</i> Employment limited to 6 days in any 1 workweek.</p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WASHINGTON —Con. <i>Personal Service Industry,</i> No. 4-62, Mar. 1, 1962.			<i>Meal period:</i> Minimum period of 30 minutes, and on request, a maximum of 1 hour, in each regular full-time shift. <i>Rest period:</i> 10-minute paid period in each 4-hour work period.	All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.	<i>Prohibits counting gratuities as part of wage.</i>		<i>Prohibits contributions, direct or indirect, from minimum wage for purchasing, maintaining, laundering, or cleaning of required uniforms.</i> Defines uniform.	<i>Commission, bonus:</i> If employment is on commission or other basis, earnings or payment over each 1-week period must be credited as part of minimum wage; total must average no less per hour than minimum. <i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i> <i>Sanitation and physical welfare:</i> Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for toilet and wash room facilities, ventilation, and heat.
<i>Public Housekeeping Industry,</i> No. 9-62, Mar. 6, 1962.			<i>Meal period:</i> 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work. <i>Rest period:</i> 10-minute paid period for each 4 hours of working time or major fraction thereof, insofar as practicable in middle of work period and not in rush periods.	All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.	<i>Prohibits counting gratuities as part of minimum wage.</i>	<i>Permits specified deductions from wages paid.</i> <i>Meals:</i> 40 cents for bona fide meals furnished and consistent with work shift; no deduction for meals not eaten. <i>Lodging,</i> when furnished as part of minimum wage by definite agreement between employer and employee: \$4.50 a week for private room; \$3.50, shared room. If occupancy of an apartment is compulsory condition of employment, employer must provide adequate quarters and facilities; rental not to exceed $\frac{1}{3}$ of minimum wage. For employees working less than 8 hours a day, or for more elaborate arrangements, appropriate contracts may be entered into. Defines lodging.	Employer must furnish and launder required uniforms.	<i>Prohibits deductions from wage for cash shortage, breakage, or loss of equipment, unless caused by dishonest or willful act or culpable negligence of employee.</i> <i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i> <i>Sanitation and physical welfare:</i> Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for ventilation and temperature control, dressing and wash rooms, lockers, drinking water, and toilet facilities. <i>Nightwork:</i> Employment of women after midnight as elevator operators prohibited. <i>Miscellaneous:</i> Employment of women as bellhops prohibited.

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Telephone and Telegraph Industry, No. 12-63, Oct. 14, 1963.</i></p>		<p><i>Overall spread of hours: 13 hours for regular daily shift.</i></p> <p><i>Between days worked: 11 hours, except 8 hours permitted for bona fide change of shift.</i></p>	<p><i>Meal period: 30-minute period in each regularly scheduled full-time shift; required after 5 consecutive hours of work.</i></p> <p><i>“On-duty” meal period permitted when nature of work prevents relief from duty; counted as time worked.</i></p> <p><i>Rest period: 15-minute paid period in each continuous 4-hour shift, insofar as practicable in the middle thereof. Exception: Employees whose total daily worktime is less than 3 hours.</i></p>	<p>All hours employee is required to be on employer's premises or at prescribed workplace considered as hours worked.</p>				<p><i>Prohibits deductions from wage for cash shortage, breakage, or loss of equipment, unless caused by dishonest or willful act or culpable negligence of employee.</i></p> <p><i>Wage statement of gross wages and all deductions must be furnished employee at time of payment of wages.</i></p> <p><i>Weightlifting: Lifting or carrying of weights in excess of 35 pounds by women or minors prohibited.</i></p> <p><i>Sanitation and physical welfare: Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for seating; special lighting; ventilation and heating; dressing, toilet, and wash rooms; locker facilities; floors; rest-rooms; and lunchroom facilities.</i></p> <p><i>Where less than 10 women are regularly employed, Supervisor of Women and Minors in Industry may permit modified compliance with working conditions provisions.</i></p> <p><i>Minors: Employment of minor girl as public messenger prohibited. Order also has special hours regulations for minors.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WASHINGTON —Con.</p> <p><i>Theatrical Amusement and Recreation Industry, No. 7-62, and General Amusement and Recreation Industry, No. 8-62, Mar. 6, 1962.</i></p>			<p><i>Meal period: 30-minute period in each regularly scheduled full-time shift; required after 5 continuous hours of work.</i></p> <p><i>"On-duty" meal period permitted when nature of work prevents relief from all duties; counted as hours worked.</i></p> <p><i>Rest period: 10-minute paid period in each 4-hour work period, insofar as practicable in middle of the period.</i></p>				<p><i>Prohibits contribution, direct or indirect, by employee for purchasing, maintaining, laundering, or cleaning of required uniforms.</i></p> <p><i>Defines uniform.</i></p> <p><i>Employer must furnish necessary protective garments.</i></p>	<p><i>Prohibits contribution, direct or indirect, from minimum wage for purchase or maintenance of tools or equipment.</i></p> <p><i>Wage statement of gross wages and all deductions therefrom must be furnished employee at time of payment of wages.</i></p> <p><i>Sanitation and physical welfare: Conformity to standards for safety, sanitation, first aid, and lighting required. Also, standards set for ventilation and temperature control; dressing, toilet, and wash rooms; locker facilities; and drinking water facilities.</i></p> <p><i>Minors: Employer required to obtain work permit for employment of minors.</i></p>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WEST VIRGINIA:</p> <p><i>Wage fixed in law, May 7, 1966.</i></p> <p>(Rate effective Jan. 1, 1967.)</p> <p>Applies also to men.</p>	<p><i>Overtime: 1½ times employee's regular rate for hours over 48 a week, effective 1/1/67.</i></p>				<p><i>Permits allowance for gratuities for employees customarily receiving gratuities: 40 cents an hour.</i></p>	<p>Permits a reasonable credit for board and lodging furnished to employees; maximum allowance to be set by regulation.</p>		

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WISCONSIN:</p> <p><i>Agriculture, Administrative Code sections Ind 72.04 (1), (2), and (3) and 72.10, Sept. 1, 1964.</i></p>						<p>Establishes weekly minimum wage rates for 45 hours or more when board and/or lodging furnished.</p> <p>For adult women and minors 16 and over: <i>With board:</i> \$15.75 less a week.</p> <p><i>With board and lodging:</i> \$23.75 less a week.</p> <p>For minors under 16: <i>With board:</i> \$13.50 less a week.</p> <p><i>With board and lodging:</i> \$20.25 less a week.</p> <p>Permits specified allowances for employees on hourly basis.</p> <p>Maximum deduction for employees on hourly basis;</p> <p><i>Meals:</i> 75 cents each; \$15.75 a week.</p> <p><i>Lodging:</i> \$1.15 a day; \$8 a week.</p>		<p><i>Wage statement, showing amount and reason for each deduction from wages, except miscellaneous ones authorized by request of employee for personal reasons, must accompany wage payment.</i></p>
<p><i>Any Occupation, Trade, or Industry, Administrative Code sections Ind 72.02 and 72.10, Sept. 1, 1964.</i></p>				<p><i>Prohibits counting tips, gratuities, or service charges in the nature of gratuities as part of minimum wage.</i></p> <p>NOTE.—Wisconsin Circuit Court, Dane County, No. 111-040, Feb. 4, 1963, ruled that gratuities may be treated as compensation in computing amount paid employee in complying with minimum wage order.</p>	<p><i>Permits specified allowances, by population.</i></p> <p>In cities of 1,000 or more:</p> <p><i>Meals:</i> 80 cents each; \$16.75 a week.</p> <p><i>Lodging:</i> \$1.25 a day; \$8.75 a week.</p> <p>Elsewhere in the State:</p> <p><i>Meals:</i> 75 cents each; \$15.75 a week.</p> <p><i>Lodging:</i> \$1.15 a day; \$8 a week.</p> <p><i>Prohibits deduction for meals not eaten, except in employment where weekly room and board are provided and accepted.</i></p>		<p><i>Homework: Payment of prescribed minimum wage rates required for industrial homework.</i></p> <p><i>Wage statement, showing amount and reason for each deduction from wages, except miscellaneous ones authorized by request of employee for personal reasons, must accompany wage payment.</i></p>	

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WISCONSIN—Con.	<p><i>Overtime:</i> 1½ times employee's regular rate for hours over 9 up to 11 a day, or 54 up to 60 a week, whichever is greater; such overtime limited to 12 days during season of actual canning of a product. <i>Exception:</i> Boys 16 or 17 years of age, under specified conditions, if rate is at least equal to lowest hourly rate paid adult male employees and in no case less than \$1.15 an hour.</p>	<p><i>Between days worked:</i> 9 consecutive hours between ending of 1 workday and beginning of next.</p>	<p><i>Meal period:</i> 30 minutes at usual mealtime, i.e., at or about 12 noon, 6 p.m., and midnight. Maximum stretch between meal periods: 6 hours.</p>			<p>Establishes minimum wage rates, by population, for 45 hours or more a week when board and/or lodging furnished.</p> <p>Weekly rates in cities of 1,000 or more and elsewhere in the State, respectively:</p> <p>For women and minors 16 and over:</p> <p><i>With board:</i> \$16.75, \$15.75 less a week.</p> <p><i>With board and lodging:</i> \$25.50, \$23.75 less a week.</p> <p>For minors under 16:</p> <p><i>With board:</i> \$15.25, \$13.50 less a week.</p> <p><i>With board and lodging:</i> \$22.75, \$20.25 less a week.</p> <p>(Hourly rates established under Ind 72.02 apply to domestic workers on hourly basis for less than 45 hours a week.)</p>		<p><i>Wage statement, showing amount and reason for each deduction from wages, except miscellaneous ones authorized by request of employee for personal reasons, must accompany wage payment.</i></p> <p><i>Wage statement, showing amount and reason for each deduction from wages, except miscellaneous ones authorized by request of employee for personal reasons, must accompany wage payment.</i></p>
<p><i>Domestic Service in Private Homes, Administrative Code sections Ind 72.03 and 72.10, Sept. 1, 1964.</i></p>								

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
WISCONSIN—Con. <i>Operators in Telephone Exchanges, Administrative Code section Ind 72.10, Sept, 1, 1964.</i>								<i>Wage statement, showing amount and reason for each deduction from wages, except miscellaneous ones authorized by request of employee for personal reasons, must accompany wage payment.</i>

SEE Appendix for additional provisions.

State, law or title of order, and effective date	Overtime; minimum daily wage	Split shift and overall spread	Meal period; rest period	Waiting time and travel	Tips and gratuities	Meals and lodging	Uniforms	Other
<p>WYOMING: <i>Wage fixed in law.</i> May 22, 1965. Applies also to men.</p>								

SEE Appendix for additional provisions.

APPENDIX

Additional Fringe Benefit Provisions Established by Other Laws and Applicable to Occupations for Which Minimum Wage Rates Are in Effect

(Source: Labor Code, unless otherwise indicated)

ALASKA:

Rest period: No woman shall be required to stand at work for more than 2 hours without a 10-minute rest period.

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

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

ARIZONA:

Overtime: Females employed in a manufacturing or industrial concern may work up to 10 hours in any 1 day, but not to exceed 48 hours in any 1 week, during an emergency or extraordinary need occurring occasionally and not as a regular practice, provided that females so employed shall be paid at least 1½ times the regular rate for hours worked in excess of 8 a day.

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

Seats: Any person employing females in any mill, factory, workshop, mercantile establishment, tenement house, manufactory, store, business office, telegraph or telephone office, restaurant, bakery, barbershop, apartment house, bootblack stand or parlor shall provide suitable seats, 2 seats for every 3 females, easily accessible, to be used when females are not necessarily engaged in their duties. Females shall not be employed or suffered to work in any capacity where such employment compels them to remain standing constantly. (Industrial Commission construes the seating provisions to be applicable to laundry and drycleaning establishments.)

ARKANSAS:

Meal and rest period: Unless authorized by written permit of Commissioner of Labor, no female shall be employed or permitted to work in occupations covered by 8-hour law, where 3 or more women are employed, for more than 6 consecutive hours without an interval of at least ½ hour, except where employment is for 6½ hours and ends at 1:30 p.m. The luncheon period shall not be less than 45 minutes. A manufacturing or fabricating establishment on 24-hour continuous operation is exempt from above provisions, provided female workers are granted a 10-minute paid rest period in each

half of workday and suitable arrangements are provided for female workers to eat at their machines or other places of work.

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

COLORADO:

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

CONNECTICUT:

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

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

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

1. No female shall be employed as the sole occupant of an establishment between 1 a.m. and 6 a.m.

2. Adequate transportation facilities must be available for females employed between 1 a.m. and 6 a.m. in any manufacturing, mechanical, or mercantile establishment; public laundry; restaurant, cafe, or dining room; barbershop, hairdressing, or manicuring establishment; or photographic gallery.

DISTRICT OF COLUMBIA:

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

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

HAWAII:

Deductions: It shall be unlawful for any person to deduct and retain any part or portion of any compensation earned by an employee except where required by Federal or State statute or by court process or when such deductions are authorized in writing by the employee concerned. Deductions for fines, cash shortage in a common money till, cashbox, or register used by 2 or more employees, or breakage, may not be so authorized.

IDAHO:

Overtime: Females shall not be employed in any mechanical or mercantile establishment, laundry, hotel or restaurant, telephone or telegraph establishment, or office, or by any express or transportation company more than 8 hours in any 1 day, or over 48 hours in any workweek without payment of time and one-half for each hour worked in excess of 8 in any 24-hour period, or for each hour worked in excess of 48 in any workweek.

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

INDIANA:

Meal period: At least 1 hour must be allowed for the meal midway within work shift. The Department of Labor may grant permission for shorter meal periods.

Seats: Employers in manufacturing or mercantile establishments, or in any laundry, renovating works, bakery, or printing office where women and girls are employed shall provide a suitable seat for the use of each female employee, placed conveniently where she works, and shall permit the use of such seat when she is not necessarily engaged in her work.

Toilet and wash rooms: Suitable toilet and wash rooms, separate for each sex required; toilets to be in ratio of 1 for each 25 or fraction thereof over 10. Coverage same as *Seats*.

KENTUCKY:

Seats: Every employer of females shall provide seats for their use in the room where they work, and shall permit their use when such employees are not necessarily engaged in the active duties for which they are employed. In stores and mercantile establishments at least 1 seat shall be provided for every 3 female employees.

MAINE:

Meal period: No female shall, except in cases of emergency or extraordinary public requirement, be employed or permitted to work for more than 6½ hours at one time without a consecutive 30-minute rest period in any workshop, factory, manufacturing or mechanical establishment, mercantile establishment, beauty parlor, hotel, commercial place of amusement, restaurant, dairy, bakery, laundry, drycleaning establishment, telegraph office, telephone exchange with more than 750 stations, or express or transportation company in which 3 or more females are employed.

Seats: All employers of females shall provide chairs for the use of such employees for the preservation of their health and for rest when not actively employed in the discharge of their duties.

MARYLAND:

Meal period: No female shall be permitted to work for more than 6 hours continuously in any manufacturing, mechanical, mercantile, printing, baking, or laundering establishment in which 3 or more such persons are employed without an interval of at least 30 minutes, except that such female may be employed for not more than 6½ hours continuously at one time if she shall not be permitted to work the rest of the day.

Weightlifting: Objects to be lifted limited to 25 pounds, unless mechanical means reduce the physical effort to 25 pounds. (Safety Code for the Protection of Industrial Workers in Foundries, effective Aug. 1, 1948)

MASSACHUSETTS:

Overall spread of hours: All periods of work of women and minors under 18 years must fall within a period of not more than 10 consecutive hours (with permissible variations), except transportation and telephone companies and seasonal industries; personal secretaries; and persons employed in professional, executive, administrative, or supervisory capacity.

1. Employees in hotels whose work is connected with serving meals and is divided into 2 or more periods are excepted, provided meals are served only during 3 separate periods totaling not more than 7 hours in any 1 day.

2. In mercantile establishments, periods of work may fall within a period not exceeding 11½ consecutive hours during a total of not more than 7 days in any calendar year. Six of these days shall be weekdays within a period of 4 weeks immediately preceding Christmas, and the 7th day the Saturday immediately preceding Easter.

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

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

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

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

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

Nightwork: No female shall be employed in any capacity in a manufacturing or mechanical establishment before 6 a.m. or after 11 p.m.; except that females 21 years of age or over may be so employed on a third shift if employer has notified Commissioner of Labor and Industry and other requirements of law are met.

MICHIGAN:

Seats: Stores, shops, offices, and manufactories shall provide seats for female employees, who shall be permitted to use them when necessary and at reasonable times. *Exception:* Elevator operators.

Weightlifting: No female shall be required to lift more than 35 pounds, to carry more than 20 pounds when ascending stairs, or to do any overhead lifting or stacking. (Regulations of the Department of Labor)

MINNESOTA:

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

NEVADA:

Only the minimum wage rates apply to men; all other provisions are applicable to females only. By interpretation, "No male employee will be able to receive time and one-half for overtime. Instead, he will continue to be paid only the minimum wage." (Op. Atty. Gen., June 21, 1965)

Tips: No policy regarding tips and gratuities in the minimum wage law. However, another statute permits employer to take tips and gratuities received by employees or credit such tips or gratuities against wages. By interpretation, "Hotels must pay female employees the difference between wages paid plus tips received and the correct minimum wage." (Op. Atty. Gen., Oct. 28, 1948)

NEW HAMPSHIRE:

Seats: Every employer of women in factories, mills, workshops, or other mercantile or manufacturing establishments in which 3 or more persons are regularly employed shall provide seats for their use when they are not necessarily engaged in their duties.

NEW JERSEY:

Seats: Every employer of 1 or more females in manufacturing, mechanical, or mercantile establishments, or in work incidental to commercial employment shall provide and maintain suitable seats, conveniently situated, and shall permit the use of such seats by female employees at all times except when such females are necessarily engaged in the discharge of duties that cannot properly be performed in a sitting position.

Nightwork: No female shall be employed in any manufacturing establishment, bakery, or laundry before 7 a.m. or after midnight, except by permit.

NEW MEXICO:

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

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

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

Split shift: For females covered by 8-48-hour law, working day shall not be divided into more than 3 shifts.

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

NEW YORK:

Meal period: Persons employed in or in connection with (1) factories shall be allowed 1 hour for noon meal; (2) mercantile or other establishment coming under provisions of labor law shall be allowed 45 minutes for noon meal.

An additional 20-minute meal period must be given between 5 p.m. and 7 p.m. for persons beginning work before noon and working later than 7 p.m.

Seats: Every employer of female employees in any factory, mercantile establishment, freight or passenger elevator, or hotel or restaurant shall provide seats for such female employees.

Maternity: No female shall be employed in any factory or mercantile establishment within 4 weeks after she has given birth to a child.

Nightwork: No woman under 21 shall be employed after 10 p.m. or before 6 a.m., and no woman 21 years of age or over or male minor 16 or 17 years of age shall be employed after midnight or before 6 a.m. in factories, hotels, restaurants, beauty parlors, and mercantile establishments, or in the distribution or transmission of merchandise or articles, with specified variations and exceptions. Girls between 18 and 21 years of age may be employed in a factory between 10 p.m. and 12 p.m. if the Commissioner issues a special permit for such employment.

NORTH CAROLINA:

Meal period: No female shall be employed more than 6 hours continuously without an interval of at least $\frac{1}{2}$ hour, except when employment ends after $6\frac{1}{2}$ hours in any day. Provision applicable to females employed as clerks, salespersons, and waitresses in retail or wholesale mercantile establishments or other business and public eating places with 3 but less than 9 employees.

Split shift: Maximum 9-48-hour law, applicable to establishments employing 9 or more persons with exceptions, provides that 2 or more work periods in 1 day must fall within 12 consecutive hours, except 14 consecutive hours for employees of motion picture theaters, restaurants, dining rooms, and public eating places.

Seats: All females employed in a store, shop, office, or manufacturing establishment, as clerks, operators, or helpers in any business, trade, or occupation, shall be provided with suitable seats, which they shall be permitted to use when they are not actively engaged in their work.

OHIO:

Meal period: No employer shall employ a female for a period of more than 5 hours of continuous labor unless such period is broken by a meal period of at least ½ hour. (If lunchroom cannot be furnished, 1 hour shall be allowed for mealtime.)

Split shift: If work during any 1 day is not continuous, but is divided into 2 or more periods, the employer shall provide that all such periods fall within 10 consecutive hours.

Seats: Factories, workshops, business offices, telephone or telegraph offices, restaurants, bakeries, millinerries, dressmaking establishments, or mercantile or other establishments employing females shall provide seats for them.

Weightlifting: No female shall be employed in any occupation requiring frequent or repeated lifting of weights over 25 pounds.

OKLAHOMA:

Seats: In any manufacturing, mechanical, or mercantile establishment, hotel, restaurant, theater, telegraph or telephone establishment or office, or other establishment where females are employed, suitable seats shall be provided for all female employees for their use when they are not engaged in active performance of duties.

OREGON:

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

Sanitary and Physical Welfare Order No. 16 sets standards for working provisions. (Where less than 4 women are employed, release from compliance may be obtained, upon application and proper showing.)

PENNSYLVANIA:

Meal period: 1. No female shall work more than 5 hours continuously without a meal or rest period of 30 minutes, except by permit.

2. In retail trade 6-hour period permitted regular employees before a 30-minute meal period, provided a 10-minute rest period is given. (Regulation of the Department of Labor and Industry)

Rest period: 1. Employers may permit employees to work 6 consecutive hours if they are then dismissed for the day, provided they are allowed a 10-minute rest period.

2. Where elevators are not equipped with seats, female operators shall be given a rest period of at least 15 minutes in every tour of duty exceeding 3 hours. (Regulation of the Department of Labor and Industry)

Overall spread of hours: 1. The hours of work in any working day shall be performed within a spread of not more than 12 hours, thereby providing not less than 12 hours' rest before the beginning of the next day's work, with exceptions. (General Regulations of the Department of Labor and Industry)

2. The spread of hours in hotels and restaurants may not exceed 13 in any 1 day, except for front office employees working split shift the daily spread of hours shall be determined by averaging over a 2-day period. (Regulation of the Department of Labor and Industry for Specific Industries)

Seats: Employers shall provide 1 seat for every 5 female employees.

PUERTO RICO:

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

Meal period: Meal periods shall not be less than 1 hour, unless, for the convenience of the employee, and by stipulation of employee and employer, with approval of the Secretary of Labor, a shorter period is fixed.

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

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

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

Meal period: No child or woman shall be employed for more than 6 hours at one time in a factory, workshop, or mechanical or mercantile establishment without an interval of at least 20 minutes for a meal; except for not more than 6½ hours at one time if such employment ends not later than 1 p.m. and employee is dismissed for the day, or for not more than 7½ hours if employment ends by 2 p.m. and opportunity is given for on-duty lunch period. *Sundays and holidays:* All persons employed pursuant to any Sunday- or holiday-work permits must be paid at least time and a half for the work so performed.

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

RHODE ISLAND:

Overtime: In case of temporary necessity, by permit, women may work up to 10 hours a day, 52 hours a week, provided they are paid 1½ times their regular hourly rate for hours over 48 a week. *Exceptions:* Women working on shifts in certain transportation or communication industries or for public utilities.

Work on Sunday and specified holidays prohibited, except by permit, and provided time and a half is paid for such work.

Overall spread of hours: Eight-hour interval required between workdays; return to work must be voluntary if interval less than 10 hours (at least 10-hour interval required if work in a hazardous place or occupation).

Meal period: Twenty-minute meal period required for women and minors after 6 hours' work in factory, workshop, or mechanical or mercantile establishment, except when employed not more than 6½ hours ending no later than 1 p.m. or 7½ hours ending no later than 2 p.m. and permitted to eat lunch during employment. *Exceptions:* Night telephone operators with intermittent duties and women employed by public utilities.

Seats: Women employed in manufacturing, mechanical, and mercantile establishments shall be provided with seats, and permitted to use them when not required by their duties to stand.

SOUTH DAKOTA:

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

UTAH:

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

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

VERMONT:

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

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

WASHINGTON:

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

WEST VIRGINIA:

Day of rest: There is no day-of-rest provision; however, employment on Sunday is prohibited by statute, with specified exemptions and variations.

Meal period: At least 30-minute meal period shall be allowed. (Regulation promulgated by the Commissioner of Labor, who is authorized to issue rules and regulations with the force of law. Other recommended regulations for the protection and preservation of life, health, and safety of women in industry are not included.)

Seats: A reasonable number of suitable seats shall be provided for female employees; use of seats shall be permitted when employees are not actively engaged in duties, or when such use will not actually and necessarily interfere with proper discharge of duties.

Dressing rooms: Sanitary and suitable dressing rooms, separate for each sex, shall be provided when change to work clothes is necessary or customary.

Toilet and wash rooms: Suitable, plainly designated toilet facilities (sufficient in number) and washing facilities (where necessary), separate for each sex, shall be provided.

Lunchrooms: Suitable lunchroom provisions, where practicable, shall be provided for employees; employees are prohibited from taking food into workroom or from remaining there during meal period. (Applicable to establishments where white lead, arsenic, or other poisonous substances, or injurious or noxious fumes, dusts, or gases are present.)

(Meal period and subsequent provisions by regulation apply to female employees in any factory, mercantile establishment, mill, or workshop. By interpretation coverage applies to any establishment where a person is employed. Op. Atty. Gen.)

WISCONSIN:

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

Meal period: 1. Statute provides "Less than 1 hour during each day or night for dinner or other meals," but authorizes the Industrial Commission to issue general or special orders.

2. Employers covered by the maximum hour law for women, except hotels, and the child labor law shall allow women and minor employees at least 30 minutes for each meal period, reasonably close to the usual meal period time. In no case shall such employees be permitted to work more than 6 consecutive hours without a meal period. (Statute and Administrative Code, Rules of Industrial Commission)

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

WYOMING:

Overtime: No female shall be employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodginghouse, apartment

house, place of amusement, or restaurant more than 8 hours in any 1 day or more than 48 hours in any 1 week, unless she is paid time and one-half for each and every hour of overtime in any 1 day for each day during which she works overtime.

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

Rest period: All females employed in specified establishments (see Overtime) who are required to be on their feet continuously during their employment shall have 2 rest periods of 15 minutes each, 1 before and 1 after the lunch hour.

Tips: Tips may not be computed in determining whether employee received statutory minimum wage rate, in absence of explicit understanding that tips are included as wages. (*Padilla v. Henning Hotel Co.* (1958) 33 Labor Cases)

Seats: Female employees in manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, and other establishments shall be provided with suitable seats.