

MINIMUM WAGE and the WOMAN WORKER



U. S. DEPARTMENT OF LABOR

James P. Mitchell, Secretary

WOMEN'S BUREAU

Mrs. Alice K. Leopold, Director

Leaflet 24

Revised to January 1, 1958

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Minimum Wage and the Woman Worker

State Minimum-Wage Situation in 1957

With the enactment of an original minimum-wage law in Vermont, the State minimum-wage roster as of January 1, 1958, includes 30 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico.

The Vermont statute of 1957 covers both men and women and sets a statutory rate of 75 cents an hour; Puerto Rico in 1956 established a statutory rate of \$1 an hour.

Recent minimum-wage activity in 6 long-time minimum-wage jurisdictions has increased already established statutory rates. Four States—Connecticut, Massachusetts, Nevada, and Rhode Island—with a \$1-an-hour rate in effect now have a rate the same as that established by the Federal Fair Labor Standards Act. Hawaii's highest minimum hourly rate has been raised to 90 cents with time and one-half required for work in excess of 44 hours weekly; on July 1, 1958, a rate of \$1 an hour will go into effect and overtime pay will be required after 40 hours. New Hampshire also raised its highest minimum hourly rate from 75 to 85 cents an hour.

Important Minimum-Wage Court Activity

Minimum-wage court activity in New Jersey in 1956 and 1957 provided an outstanding example of progress directly benefiting many women workers. In wage orders applicable to three important woman-employing industries—laundry, restaurant, and mercantile—the State Labor Commissioner included provisions requiring time and one-half the employee's regular rate of pay for hours worked in excess of 40 a week. The constitutionality of the laundry order was challenged by a group of laundry employers. The principal issues contested were: (1) whether an overtime rate higher than the basic minimum was an appropriate part of a minimum fair wage and could be properly included in the regulations added by the Commissioner to the recommendations of the wage board, and (2) whether such rate could be based on the employee's regular rate rather than on the basic minimum wage. The Commissioner, the Consumers' League, other civic groups, and unions filed court briefs in support of the Com-

missioner's actions. In a favorable decision upholding the action of the Commissioner, the Supreme Court of New Jersey concluded:

. . . that the Commissioner's determination to establish overtime rates based upon the "regular hourly wage" as stated in Mandatory Order No. 10 (Laundry) must be sustained as a valid exercise of a properly delegated authority.

Later the validity of both the restaurant and mercantile orders were contested by employer groups but in each case the decision rendered was in favor of the State Labor Commissioner. The overtime provision was a point at issue in both cases, as well as other objections involving coverage, definitions, and procedures. The question of the overtime provision was resolved by the decision in the laundry case. Therefore, on the other points, the restaurant order was declared valid by the Supreme Court of New Jersey and the mercantile order was upheld by the Appellate Division of the Superior Court of New Jersey.

What Is a Legal Minimum Wage?

It is a basic wage determined by law. It sets a floor to wages but it does not fix the wage rate to be paid. After a minimum wage is established, any employer in the industries to which the law applies may pay his workers any wage that may be established by collective bargaining agreement or by the employer individually—provided it is not less than the legal wage.

Is There a Legal Minimum for Your Job?

Minimum-wage laws have been enacted both by States and by the Federal Government.

Is your job *intrastate*, that is, not concerned with commerce between States or with producing goods for commerce? Then—if you are a woman or a minor working in 1 of 30 States or in the District of Columbia, Alaska, Hawaii, or Puerto Rico, but not on a farm or in household service—the chances are that your job has a State minimum-wage rate. If you are a man you may be covered in 9 States, Alaska, Hawaii, and Puerto Rico. Workers in farm occupations and household service are not covered in most States.

The chances that your job has a minimum rate under a State law are best if the job is in a local service trade—in a store, laundry, dry-cleaning plant, beauty shop, hotel, or restaurant—or if it is a clerical job, or in a cannery.

Is your job concerned with commerce between the States or between this country and other countries or with the production of goods for *interstate* or foreign commerce? If so, in any State you

work, the Fair Labor Standards Act, commonly called the Federal wage and hour law, most likely covers your job. The minimum rate of pay required by this Federal law is \$1 an hour for all workers—men, women, and minors who are in covered employment. There is, also, a provision that requires payment of 1½ times the regular rate for all work in excess of 40 hours a week. The Federal Fair Labor Standards Act is enforced by the Wage and Hour Division of the United States Department of Labor, Washington, D. C., through its regional offices located throughout the country.

Why Do We Have Minimum-Wage Laws?

The objective

The purpose of such laws is to provide all covered workers with at least a living wage, that is, a wage sufficient to maintain a minimum standard of living.

The effect of such a law is to require a small proportion of employers—those who pay substandard wages—to meet the minimum standards that their competitors and neighboring firms have adopted voluntarily.

One reason for such laws is that not all workers are protected by collective bargaining. Unorganized workers, according to the United States Supreme Court, “are in an unequal position with respect to bargaining power and are thus relatively defenseless against the denial of a living wage.” This makes it possible for numbers of workers to be hired at rates below those paid to other workers doing the same kind of work in other communities, and even in the same community.

Employers who pay unreasonably low wages thereby compete unfairly with other employers. Low wage rates mean low living standards.

A minimum wage raises the purchasing power of the lowest paid workers and improves their health and efficiency. These are assets to the community in which the workers live and to the firms for which they work.

State legislatures, in enacting minimum-wage laws, attack the problem directly: They exercise the power of the State to protect the general welfare, and the health, efficiency, and well-being of workers.

Congress stated that its purpose in enacting the Fair Labor Standards Act was to do away as quickly as possible with labor conditions harmful to the health, efficiency, and general well-being of the workers. Such conditions, it also said, are an unfair method of competition. They lead to labor disputes; they interfere with the orderly marketing of goods; they constitute an unfair method of competition in commerce. The Federal Fair Labor Standards Act was enacted “through

the exercise by Congress of its power (under the Constitution) to regulate commerce among the several States and with foreign countries. . . .”

The problem

We hear every day about the high average wages paid in the United States. An average can be deceiving. If one man earns \$10,000 a year and another earns \$2,000, their incomes can be said to *average* \$6,000. Because the average is high, many people, themselves not impoverished, are unaware of the plight of those whose wages are below the average.

In 1955 (according to the latest available census data) some 21 million persons, whose cash incomes came from wages and salaries only, earned less than \$1,500, and the majority of these persons earned less than \$1,000. A number of these persons may have worked only a few hours a week or only part of a year. For the first time, the Census Bureau has provided wage and salary data for full-time, year-round workers. The median income for these workers was \$3,801 a year, that is, half earned less and half earned more. Men so employed in 1955 averaged \$4,252; women, \$2,719. Women workers so employed in retail trade had a median wage income of \$2,127; those in personal service, \$1,329. Reduced to a weekly basis, this means that in 1955 women employed on a full-time, year-round basis averaged \$41 a week in retail trade; those in personal service, \$26 a week.

How Does a State Minimum Wage Help the Worker?

It sets a floor to wages

If your wage is below the State minimum, your employer may be violating the law. In any case, your State Department of Labor, if notified, will require compliance with the law. The State Labor Department will help you collect or will collect for you any wages due you under the law.

A weekly as well as an hourly minimum may be guaranteed you. This is important when industry conditions or poor management do not regularly provide a full workweek.

Your legal minimum wage is a form of insurance: It sets the point below which your wage rate cannot fall.

When you are required to work over specified hours, some States provide for an overtime rate of pay for the excess hours.

In some States, your minimum-wage rate is also protected by provisions such as these:

If you work in a restaurant, some State laws say that tips must not be counted as part of the minimum wage.

No deductions from your pay are allowed in some States, except as specified in the law.

Some State laws provide that you be paid for a specified number of hours if required to report, even though no work is provided, or at a minimum rate for all "waiting time" when machinery has broken down or work is interrupted for other reasons beyond your control.

It promotes improved working conditions

Good working conditions exist nowadays in the majority of firms. In order to insure that all firms follow good industry practices, minimum-wage orders often carry provisions that:

Assure you of reasonable meal periods. Some orders also assure you of rest periods.

Require the employer to pay for uniforms, safety clothing, and the laundering of uniforms.

Assure you of premium pay for split shifts and protect you against an excessive spread of hours.

Assure you of a clean place in which to work, clean restrooms, good light and ventilation, seats at work, availability of first-aid supplies.

How Does a State Minimum Wage Help the Employer?

It helps stabilize an industry. When a State minimum rate goes into effect, many employers in the affected industries are already paying the minimum rate or a higher rate to their employees. Establishment of a legal minimum wage safeguards these employers from unfair competition for labor and for profit with other employers who would not voluntarily pay such wages.

It helps increase workers' efficiency and productivity. The largest share of the income of low-income groups is spent on food. A wage increase for them means chiefly money for more wholesome food, and therefore improved health, alertness, and efficiency on the job. Higher wages also tend to improve morale and spur the worker to greater effort.

It encourages greater management efficiency. The establishment of a minimum wage encourages employers to improve plant operations as a means of offsetting higher wage costs. By overhauling his equipment, improving his production and sales methods, or redistributing the workload, the employer without curtailing employment may increase the volume of his production and reduce defective output. By giving more attention to employee training, installing a system of work incentives, and building up a trained supervisory

staff, he may reduce absenteeism and turnover and improve his business generally.

How Does a State Minimum Wage Help the Community?

The United States Supreme Court, upholding State minimum-wage legislation in 1937, stated:

The exploitation of a class of workers who are in an unequal position with respect to bargaining power and are thus relatively defenseless against the denial of a living wage is not only detrimental to their health and well-being but casts a direct burden for their support upon the community The community is not bound to provide what is in effect a subsidy for unconscionable employers.

In addition to being freed from the necessity of subsidizing employers, communities—and the country as a whole—are also helped positively. Minimum wages speed up spending for consumer goods. They stimulate business. During a business slump, recession, or depression, minimum wages—below which wages are not allowed to go—help prevent a downward spiral of wages.

Effects of a Minimum Wage

The proposal of a minimum wage has often led to the prediction of dire consequences: "Business will be ruined!" "People will lose their jobs!" In practice, these worries have proved needless.

Effect on business

Actually the wage and price levels of the great bulk of firms remain undisturbed. The effect of a legal minimum wage is said to be to "tidy up the ragged lower edge of the wage structure." How do the minority of employers who must meet higher labor costs make the adjustments?

More efficient production is the most common course taken. As one economist has said, it was mainly the effects of minimum-wage legislation which caused economists to realize that higher wages need not mean higher costs and prices, but might mean increased efficiency instead.

Effect on employment

At the time a minimum wage is established by law, either State or Federal, there are usually predictions that the results will be disastrous to business, ruining employers in low-paid industries, closing plants, or causing many employees to lose their jobs. Experience has shown that these effects do not generally take place.

The United States Department of Labor is now studying the effects of the minimum-wage-rate provision of the Federal wage and hour law which was amended by the Congress to raise the minimum from 75 cents to \$1 an hour, effective March 1956. In an interim report, issued March 1957, the Department states: "the minimum-wage increase had not, by December 1956, resulted in any substantial changes in the economic situation of the Nation as a whole, as measured in terms of trends in employment, unemployment, price levels, and other economic indicators." When the effect of the previous amendment which raised the minimum rate from 40 to 75 cents an hour was studied by the Department, the increase was found to have "had only minor effects on employment."

Effect on individual workers

Minimum-wage laws, some people assert, increase the number of persons considered "unemployable"—those who, because of the handicap of age, an accident, a physical or mental defect, find it difficult to find and hold jobs. Before the legal minimum became effective these people could be paid at lower rates. Will employers continue to use them after establishment of a minimum wage?

The above criticism is not justified since minimum-wage laws, both State and Federal, permit a lower rate than the minimum to be paid handicapped workers whose handicap limits their ability to produce as efficiently as other workers. On the other hand, the President's Committee on Employment of the Physically Handicapped and cooperating industrialists have shown, most handicapped workers placed in the right job perform as satisfactorily as others.

How Do New State Laws and Rates Come About?

The type of meeting where people gather freely to discuss and act for the common good is a basic American institution. Such gatherings began in the small, scattered meeting houses of the 1600's and have multiplied until now they take place everywhere in school, church and clubroom, as well as in city auditoriums.

Typical of such group activity are the steps which led to the improvement of the minimum-wage law and wage-board rates in one State:

Men and women, members of a civic organization, met to talk things over, to decide, and act.

This group banded together with other organizations aware of the need for minimum-wage action.

They enlisted the help of groups that, without having focused on minimum wages in particular, were also working for the common welfare.

They enlisted the help of civic-minded individuals—leaders in the community. These included people who could help on technical matters: lawyers, economists, legislators, public-relations counselors, Government officials.

They secured the support of labor unions.

They secured the support—essential to success—of farsighted employers and employer groups who already were voluntarily maintaining good standards.

They held public meetings and invited public officials and leaders from labor and industry to speak.

They obtained the cooperation of YWCA members in keeping records of living expenses. They collected wage information from friendly employers. They studied reports of living expenses and wages.

They obtained technical information and advice from their State labor department and from the U. S. Department of Labor.

They requested the State labor commissioner to make a survey of the hours and earnings of men and women in the State.

They gave the results of the survey wide publicity.

They contacted members of the legislature and testified at hearings.

They circulated petitions for the establishment of new wage boards. They supported the labor commissioner's efforts in setting up these boards.

They indicated to the labor commissioner their willingness to testify at wage-board hearings, or, on his request, to serve as members of such boards.

Basically it is MEN AND WOMEN WORKING TOGETHER—in the Y's, in other local and national clubs, in the churches, in the communities—who are responsible for the adoption of minimum-wage laws.

Who Sets Minimum-Wage Rates?

There are various ways of setting a minimum-wage rate. The legislature in enacting a State minimum-wage law does not necessarily establish a minimum-wage rate.

In seven States, Alaska and Hawaii, the legislature has set the rate, called therefore a "statutory rate." In four other States and Puerto Rico, the legislature has set a flat statutory rate and has authorized the labor commissioner to set wage-board-recommended rates for individual industries or occupations. In 19 States and the District of Columbia, the commissioner of labor or other authorized agent sets the rate recommended by a wage board, usually for one industry or group of occupations at a time.

Statutory rates have the advantage of giving, not piecemeal, but immediate and widespread protection; but the minimum rate cannot be changed except by the legislature, which in most States meets only every other year. Meanwhile, the cost of living may rise, making the statutory rate too low to maintain an adequate living standard.

Wage-board rates are "tailor-made" to fit the particular industry or occupation. Since wage boards may be appointed at any time, the rates set can be adjusted at need, say to correct substandard conditions that have developed in one industry, or to meet a general rise in the cost of living.

Laws which combine statutory with wage-board rates are an important forward step. The statutory rate gives immediate protection to jobs for which no wage-board rate has been set, including miscellaneous jobs difficult to group for wage-board action. Wage boards can at need set higher rates than the statutory rate for individual occupations or industries.

Who Are Members of State Wage Boards?

They are the men and women—usually nine—appointed by the State labor commissioner to recommend a minimum-wage rate and related standards for a specific industry or occupation. Wage boards are tripartite in character, composed of representatives of employers and workers in equal numbers, and of representatives of the public. The labor and industry representatives are appointed from nominations submitted by their groups. A public member is usually chairman.

How Does a Wage Board Go About Setting the Rate?

The board reviews and discusses the cost of living and wage and working conditions in the industry. It studies reports prepared by the labor commissioner and his staff. Board members themselves may bring in reports from other sources, such as State, Federal, and private research agencies, industry associations, and union research departments.

The board holds hearings at which Government officials, economists, employers, union officials, workers themselves, and any private citizen may be called on to testify.

When the board has considered all the facts and comes to an agreement, it makes a report to the labor commissioner. It recommends the basic minimum wage. To safeguard the minimum, it often recommends various other provisions, for example, that a premium must be paid for working a split shift, that the cost of uniforms must be borne by the employer, or that deductions for meals or lodging may not exceed a certain sum. It may recommend various special rates, such as

part-time, overtime, and reporting-time rates, a learner rate, or a minimum daily guaranteed wage.

The Labor Commissioner Acts

The labor commissioner may accept or reject the wage board's recommendations. He cannot change them. Under most laws he may, however, add regulations for making the provisions effective.

If he accepts the board's recommendations, he holds hearings to learn what the public and the interested parties think about the proposed rate. Anyone interested in the recommendations may testify.

If the commissioner is still in agreement with the board's recommendations, he then issues a wage order based on the recommendations, and on a specified date the order goes into effect.

What Is the Standard for Setting a State Minimum Wage?

In States that provide for wage boards, the laws themselves set the standards the wage board must take into account in recommending the rate:

Almost all the laws say the worker's cost of living must be taken into account.

In about half the laws, the cost of living is the *only* standard.

Nearly all of the other State laws say two more things must be considered: (1) the value of the worker's services; (2) the wages paid by employers who are voluntarily maintaining minimum fair wage standards.

Only one State law specifically says that, in addition, what the industry (not an individual employer) can afford to pay must be taken into account.

How Do We Know When Wages Are Substandard?

State minimum-wage laws define substandard wages as wages inadequate to meet the minimum cost of living necessary for health.

The cost of living

We know what is happening to the cost of living in the United States from monthly reports of the United States Department of Labor's Bureau of Labor Statistics. Newspapers, magazines, and radio and television broadcasters comment on the reports.

About a dozen States have prepared a "cost-of-living budget" for a self-supporting woman worker; two of these budgets are for both a man and a woman. The budgets list the annual quantity and quality of goods and services necessary for one person to live healthfully at

minimum adequacy levels. When first prepared, the items composing each budget were priced throughout the State. To keep their budgets up to date, a few States regularly reprice them; other States have revised them through use of the Bureau of Labor Statistics Consumer Price Index.

Wages

State labor departments make surveys of hours and earnings. The Women's Bureau has helped plan such surveys.

The Bureau of Labor Statistics regularly reports average hourly earnings in various manufacturing industries in selected communities and in the country as a whole.

Substandard wage conditions are also shown by letters from underpaid workers to their own labor departments and by reports of welfare agencies.

Enforcing the State Minimum Rate

By posting the rates

As a first step, the enforcing agency—usually the State labor department—supplies posters that give the details of the law or the wage order. These must be posted where all workers can see them.

By inspection of plant payrolls

Most State labor departments have inspectors whose duty it is to visit places of work and inspect the payrolls to see whether the employer is complying with the law.

Sometimes an employer is not complying because of ignorance of the law; when the inspector explains the law to him, he complies.

Often employers who have not paid the full amount due the worker under the wage order willingly pay the difference—the “back wages due”—to their employees when asked by the enforcing agency to do so. Usually, an employer who does not pay may be sued by the employee, or the employee may ask the commissioner of labor to sue for him.

Penalties are usually provided for by the laws and are applied by the court in cases of repeated or flagrant violation.

What Are Some Basic State Minimum Rates?

Since minimum wages are geared to the cost of living, there is frequent need to revise wage orders.

Wage-board rates

Since July 1, 1950, 93 orders in 18 States have been either revised, automatically raised by increase of statutory rates, or newly issued.

In the past 7 years, the highest basic rates set by wage boards¹ have been these (rates set as weekly rates have been prorated and District of Columbia considered as a State):

<i>Hourly rate</i>	<i>Number of orders</i>	<i>Number of States</i>
\$1.....	23	7
90 cents.....	5	4
85-86 cents.....	10	5
80 cents.....	11	5
75 cents.....	16	5
65-70 cents.....	12	5
45-60 cents.....	16	9

(Six States—Illinois, Kansas, Louisiana, Maine, Oklahoma, Pennsylvania—whose laws provide for rates set by wage boards only issued no orders during this period. Pennsylvania is currently reviewing two orders.)

Statutory rates

Like wage-board rates, the more recently established statutory rates are higher than those established earlier.

Where the law provides for statutory rates only, the highest current hourly rates (prorated when a weekly or daily rate was set) are these:

Arkansas.....	\$0.156 (1915)
Idaho.....	.75 (1955)
Nevada.....	1.00 (1957)
New Mexico.....	.75 (1955)
South Dakota.....	.313 (1945)
Vermont.....	.75 (1957)
Wyoming.....	.75 (1955)
Alaska.....	1.25 (1955)
Hawaii.....	.90 (1957)

Where the law sets a statutory rate and also provides for rates set by wage boards, the highest statutory rates are these:

Connecticut.....	\$1.00 (1957)
Massachusetts.....	1.00 (1957)
New Hampshire.....	.85 (1957)
Rhode Island.....	1.00 (1957)
Puerto Rico.....	1.00 (1956)

How Did We Get State Minimum-Wage Laws?—Brief History

The early period: 1912-23

The first State minimum-wage laws were enacted in the "reform period" before World War I. Public-spirited, non-wage-earner groups, aroused to the social evil of underpaid women workers, were chiefly responsible for putting these laws into effect. The National Consumers League, then and since, has been among those who have worked hardest for such laws.

¹ Exclusive of wage-board rates established in Puerto Rico.

By 1923, 15 States and the District of Columbia had minimum-wage laws on their books. All these laws were of the "cost-of-living" type, that is, they said the minimum rate must be high enough to meet the necessary cost of healthful living. Then, in 1923, the United States Supreme Court declared the District of Columbia law unconstitutional on the ground that a woman worker's right to contract freely for her labor is a property right which could not be abridged.

The unsettled period: 1924-32

No new State minimum-wage laws were enacted between 1924 and 1932. In fact, the minimum-wage laws of many States were invalidated or repealed, and several other States enforced these laws only for minors. However, a significant number of States, including North Dakota and the west coast States, continued to enforce their laws for both women and minors. They considered that the 1923 Supreme Court decision applied to the District of Columbia law only and not to the laws of other States.

Revival: 1933-41

The depression of the 1930's, accompanied by wage-cutting and a return to substandard working conditions, roused States to minimum-wage action. States enacting new laws tried to meet the Supreme Court's objection to the cost of living as a basis for a minimum wage by adding a new principle—that of a fair return for services rendered.

The spirit of the times, however, rather than the new idea of what a minimum wage should signify, led the Supreme Court in 1937 to reverse a decision made in 1923. In the earlier year the Court declared the District of Columbia minimum-wage law, one of the cost-of-living statutes, unconstitutional; in 1937, the Court specifically reversed this position when it held constitutional the Washington State minimum-wage law, another cost-of-living statute.

On the basis of this decision, several States reactivated and put new life into their laws. Additional States were encouraged to put laws on their books. By 1941, 26 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico all had such laws.

Minimum wage today

The earlier minimum-wage laws were designed for the protection of women workers. The enactment of the Federal Fair Labor Standards Act led some States to extend coverage of their minimum-wage laws to men. Of the 34 minimum-wage laws in effect as of 1957, over one-third apply to both men and women. Unions which once held that wages should be left entirely to collective bargaining are now among the advocates of government-enforced minimum wages.

United States Department of Labor's Part in Promoting Minimum Wage

The Department of Labor program is directed toward improving minimum-wage standards at both the Federal and State levels. As part of its continuing program to promote the welfare of wage-earning women, the Women's Bureau has helped to develop standards for State minimum-wage legislation and administration.

The Bureau keeps up to date on what is happening in each State and reports these happenings to State agencies, organizations, and individuals who want to benefit from the experience of others.

The Bureau is a *service* (not an enforcement) agency. Technical help is given to public and private agencies and organizations which request it on how to make a wage survey, how to prepare a cost-of-living budget, how to draft a law or order, how to write a factual brief in support of a law or order challenged in the courts.

Women's Bureau Publications on State Minimum Wage

You may write to the Women's Bureau for single copies of the following publications. Or you may buy them from the Superintendent of Documents, United States Government Printing Office, Washington 25, D. C., at the prices listed, with a discount of 25 percent on orders of 100 copies or more.

State Minimum-Wage Laws and Orders, July 1, 1942–March 1, 1953.

Bull. 247. 1953. 50¢. With Supplements.

State Minimum-Wage Laws and Orders (as of July 1, 1942). Bull. 191.

Gives analysis to 1942. 20¢.

Working Women's Budgets in Thirteen States. Bull. 226 (revised).

1951. 15¢. State budgets revised since 1951. Processed.

Progress of State Minimum-Wage Legislation. Separates for 1947 to

1951. (Reprinted from *Monthly Labor Review*.)

State Minimum-Wage Order Provisions Affecting Working Conditions,

July 1, 1942–June 1, 1955. Bull. 259. 45¢. (1957 revision in process.)

State Minimum-Wage Laws. Leaflet 4. Revised July 1, 1955. 5¢.

Agencies To Consult and Inform of Your Interest in Minimum Wage

Government—Your State Department of Labor

Your State Employment Service

The Women's Bureau in the United States Department of Labor, Washington 25, D. C.

Civic—Your Consumers' League

Your Union

Your Y and other organizations

APPENDIX

State Minimum-Wage Legislation—Present Status

These 34 jurisdictions, as of January 1, 1958, have minimum-wage laws:

Arizona	Minnesota	South Dakota
Arkansas	Nevada	Utah
California	New Hampshire ¹	Vermont ¹
Colorado	New Jersey	Washington
Connecticut ¹	New Mexico ¹	Wisconsin
Idaho ¹	New York ¹	Wyoming ¹
Illinois ²	North Dakota	District of Columbia
Kansas ²	Ohio	Alaska ¹
Kentucky	Oklahoma ²	Hawaii ¹
Louisiana ²	Oregon	Puerto Rico ¹
Maine ²	Pennsylvania	
Massachusetts ¹	Rhode Island ¹	

These are three types of minimum-wage laws:

1. Statutory-rate laws only (9 jurisdictions):

Arkansas	New Mexico ¹	Wyoming ¹
Idaho ¹	South Dakota	Alaska ¹
Nevada	Vermont ¹	Hawaii ¹

2. Wage-board laws (20 jurisdictions):

Arizona	Maine	Oregon
California	Minnesota	Pennsylvania
Colorado	New Jersey	Utah
Illinois	New York ¹	Washington
Kansas	North Dakota	Wisconsin
Kentucky	Ohio	District of Columbia
Louisiana	Oklahoma	

3. Statutory rate plus wage-board—"combined" laws (5 jurisdictions):

Connecticut ¹	New Hampshire ¹	Puerto Rico ¹
Massachusetts ¹	Rhode Island ¹	

¹ Law covers both men and women.

² No wage orders in effect.