

workers in intrastate industries who are benefited.

★ It is NOT true that a MINIMUM wage becomes a MAXIMUM wage.

### Wage Levels—Tomorrow

A minimum-wage law in your State would help cushion the shock of adjusting to post-war conditions:

★ With higher wage levels, war workers would not RESIST returning to jobs in the intrastate industries.

★ Individuals would have more security. They would be spared a return to depression-level wages.

★ Fair employers would be protected from the competition of employers who attempt to cut costs by cutting wages.

★ Minimum FAIR wages would help to bolster consumer purchasing power.

★ In States with established wage minimums, the worker and his union have a real advantage in collective bargaining negotiations.

★ Minimum wages for workers benefit the whole community—they cut relief rolls, and make for a higher standard of living.

**ACT NOW!** Write to the Women's Bureau, U. S. Department of Labor, for a copy of the standard minimum-wage bill. Question your State labor officials as to the minimum wage in your State. Give your cooperative effort to the organizations in your State that are working for a minimum-wage law.

## CHECK . . .

✓ your wage law

✓ its enforcement

☐

Is a minimum-wage rate set in your law?

☐

Does your law authorize raising rates through wage-board action in particular industries as the need is shown?

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Are wage orders regularly reviewed in terms of current wage rates and changes in cost of living?

☐

What of men's wages? Does your law provide that men's wage rates shall not be less than the established minimum for women?

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Are overtime and part-time rates provided for by your law?

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How about tips? Tips should not be counted as part of the minimum wage.

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Does your State labor department have the necessary appropriation and a staff to enforce the law? Or has your law become only a "good resolution"?

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What about public sentiment? Are people in your State pushing to get full value out of the law?

# Protect Future Wage Levels

. . . *now!*

## Women's Bureau

U. S. Department  
of Labor

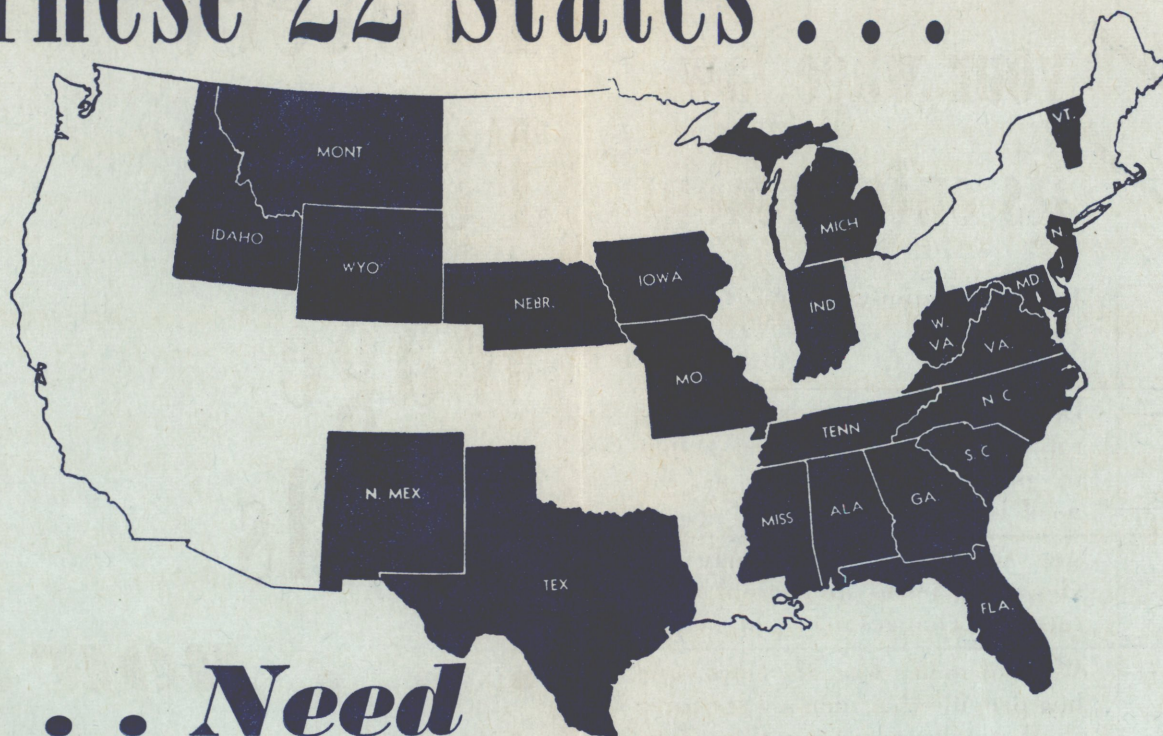
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1945

*You  
Can  
Help*



# These 22 States . . .



## . . . Need *Minimum-Wage Laws*

**ACT NOW!** The Federal Wage-Hour Law guarantees workers in *interstate* industries a minimum wage of 40 cents an hour, but only 26 States have laws that give protection to workers in *intrastate* industries.

### **Low Wages—Even Today**

Even the wartime BOOM has not wiped out substandard wages. Look at these current wage facts:

★ A 1944 wage survey in one of the Eastern States revealed that some 55,000 women and

minors on the pay rolls of retail establishments received less than 40 cents an hour.

★ A Midwestern State without a minimum-wage law reported that in 1944 more than 67,000 employed persons in the State were paid less than 40 cents an hour, and that many received less than 20 cents.

★ A 1943 Bureau of Labor Statistics survey showed that thousands of *intrastate* workers who are not protected by minimum-wage legislation were earning as little as 18, 15, and even 12 cents an hour. *For example:* in some 43 areas women catchers and feeders in laundries earned less than 30 cents an hour; in 7 areas maids or housemen in hotels averaged less than 18 cents an hour.

### **Wage Laws—In Action**

The purpose of minimum-wage laws is to set a floor to wages and prevent exploitation of women in the low-paid, *intrastate* manufacturing, service, and trade industries.

★ Today, 26 States have minimum-wage laws—Arizona, Arkansas, California, Colorado, Connecticut, Illinois, Kansas, Kentucky, Louisiana, Maine (one industry only), Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Washington, and Wisconsin; also the District of Columbia.

★ Experience in these States shows that minimum-wage laws push wages up. Workers in the low-paid industries where minimum-wage rates have been set have a better standard of living.

★ Clerks in stores, laundry workers, waitresses, and chambermaids are some of the