# State Minimum-Wage Laws and Orders

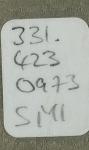
AN ANALYSIS

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U. S. DEPARTMENT OF LABOR . WOMEN'S BUREAU . BULLETIN 167

## Pamphlet

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UNITED STATES DEPARTMENT OF LABOR FRANCES PERKINS, Secretary WOMEN'S BUREAU MARY ANDERSON, Director

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# STATE MINIMUM-WAGE LAWS AND ORDERS

AN ANALYSIS

By FLORENCE P. SMITH



Bulletin of the Women's Bureau, No. 167

UNITED STATES GOVERNMENT PRINTING OFFICE WASHINGTON: 1939

For sale by the Superintendert of Documents, Washington, D. C. - - - - - - Price 20 cents

# 331.4230973 SMI

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#### LETTER OF TRANSMITTAL

#### UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU, Washington, November 22, 1938.

MADAM: I have the honor to submit a report presenting an analysis of the State minimum-wage laws and orders now in effect. Compiled with the closest attention to detail, these analyses are in great demand among the persons interested in the expanding program of the minimum wage.

mum wage. This bulletin has been prepared by Florence P. Smith, research assistant.

Respectfully submitted.

Hon. FRANCES PERKINS, Secretary of Labor. MARY ANDERSON, Director.

v

## STATE MINIMUM-WAGE LAWS AND **ORDERS**

#### December 1938

#### SUMMARY

During the quarter of a century since the first minimum-wage law in the United States was passed,<sup>1</sup> the total number of such laws has increased to 27-25 States, the District of Columbia, and Puerto Rico having this type of legislation at the close of 1938. The States with wage laws on their statute books are Arizona, Arkansas, California, Colorado, Connecticut, Illinois, Kansas, Kentucky, Louisiana, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Washington, and Wisconsin.

These laws are broad in their coverage of industries, most of them being all-inclusive with a few listed exemptions, usually domestic service and agriculture. Most of the laws apply to women and minors, the exceptions being the laws of Arkansas, Louisiana, Nevada, South Dakota, and Puerto Rico, which cover women and girls, and the Oklahoma act, which applies to men as well as women and minors.<sup>2</sup>

All but a few of the minimum-wage laws provide for determination of wage rates by conferences or wage boards appointed to study the various industries and make recommendations to the State agencies authorized to fix minimum wages and issue orders. In Nevada, South Dakota, and Puerto Rico, however, the minimum wages to be paid were determined by the legislatures and are specified in the laws. While this is true also in Arkansas, the industrial welfare commission of that State has power to revise and adjust the wage to the cost of living.

Under the terms of the laws of Arkansas, California, Colorado, Kansas, Louisiana, Minnesota, North Dakota, Oklahoma, Oregon, Utah, Washington, Wisconsin, and the District of Columbia, the minimum-wage rates must be adequate to supply the necessary cost of living.

In Connecticut, Illinois, New Hampshire, New Jersey, Ohio, and Rhode Island the laws provide for setting wages "fairly and reasonably commensurate with the value of the service or class of service rendered" if there is evidence that wages paid are oppressive and unreasonable, that is, less than the fair and reasonable value of the service rendered and less than sufficient to meet the minimum cost of living necessary for health. The Rhode Island law says also that the wage board may consider what wages the industry can afford to pay. Arizona,

<sup>&</sup>lt;sup>1</sup> The first law was passed in Massachusetts in 1912 and became effective July 1, 1913. <sup>2</sup> Court action is pending in Oklahoma, where a technical defect in the law may invalidate it in its applica-tion to men and minors. Enforcement of wage orders is prevented at present by injunction.

Kentucky, Massachusetts, and Pennsylvania provide for a fair wage commensurate with the value of the service rendered and that the wage board in determining a minimum wage may <sup>3</sup> take into account the cost of living; New York provides that the wage board may take into account the value of the service rendered and the amount sufficient to provide adequate maintenance and protect health. Wages paid in the State for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards may be considered by the wage boards in Arizona, Connecticut, Illinois, Kentucky, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, and Rhode Island.<sup>3</sup>

Though under most of the laws the minimum wage is determined for each industry separately and orders have been issued in some States for a wide coverage of industries, two States-Minnesota and Wisconsin-have issued blanket orders applying to all industries in the State.4

Minimum-wage rates in effect at time of writing (December 1938) apply to approximately 1,000,000 women. With minimum-wage laws operating in more than half the States, including the most important industrial States, potential coverage extends to an estimated 4,000,000 women.<sup>5</sup>

In all, 108 wage orders have been issued, and—including the rates set in laws—minimum-wage rates are in effect in 22 States,<sup>6</sup> the Dis-trict of Columbia, and Puerto Rico. These rates vary by State and industry,<sup>7</sup> but it is a significant fact that 87 percent of the rates set for women in manufacturing industries exceed the 25-cent hourly minimum fixed in the Federal Fair Labor Standards Act for persons employed in industries engaged in interstate commerce.<sup>8</sup> In fact, 35 percent run from 35 to 40 cents an hour, 72 percent are 30 cents an hour or more. Considering all rates set under State minimum-wage laws for women-for intrastate as well as interstate industries-90 percent exceed 25 cents, 74 percent are 30 cents or over, and 29 percent are 35 cents an hour or more.

Analyses follow of State minimum-wage laws and the wage orders issued under authority of the laws.

<sup>3</sup> The Arizona and Kentucky laws say shall.
<sup>4</sup> The Minnesota blanket order, however, has been modified because of litigation involving 4 industries for which separate orders will be issued.
<sup>5</sup> Estimates based on U. S. Census of Occupations, 1930.
<sup>6</sup> The States that have laws but have not yet set rates are Kansas, Kentucky, and Louisiana. (Since this report went to press Kentucky has adopted a blanket order and the single Utah order has been held void by the State Supreme Court on the basis of the procedure followed in setting the rates.)
<sup>7</sup> For variations allowed for locality, undertime, and overtime, see details in this report, pp. 3 to 34.
<sup>8</sup> The act sets minimum wages at 25 cents an hour for the first year, or until October 24, 1939; 30 cents for the next 6 years; thereafter, 40 cents an hour, or the rate fixed by an industry committee, but not less than 30 cents an hour.

cents an hour.

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Arizona:	piece where bud as strict if sold to he out	Women and female minors:	Charles and a state of the second	and and a second
No. 1 Directory, Dec. 1,	Retail, i. e., all selling of merchandise to con-	Experienced	\$16 a week	48 a week (8 a day, 6 days), o 42 a week (6 a day, 7 days)
1938. Mandatory, Feb. 1,	sumer and not for purposes of resale in any form. <i>Exception:</i> Area extending 5 miles from port of entry at Nogales.	Bonesia (successions) on this day, back,	35 cents an hour	Less than 4 days a week, hours each.
1939.	port of entry at rogates.	Inexperienced: First 6 months	\$12.50 a week	48 a week (8 a day, 6 days), c
		r list o months		42 a week (6 a day, 7 days)
316: 18 1078 W Taxin 1		And the second second second second	27½ cents an hour	hours each.
		Second 6 months	\$14 a week	42 a week (6 a day, 7 days)
			30 cents an hour	Less than 4 days a week, hours each.
Arkansas:	Manufacturing, mechanical or mercantile estab-	Females: Experienced	\$1.25 a day	9 a day, 54 a week. <sup>3</sup>
Mar. 20,1915. (Wage fixed in law.) <sup>2</sup>	lishment, laundry, express or transportation	Inexperienced (less than 6 months)	\$1 a day Time and one-half	Do. 3
iixed iii iaw.) *	building and loan association, insurance com-	All	Time and one-half	Over 9 a day. <sup>4</sup>
	company, hotel, restaurant, eating place, bank, building and loan association, insurance com- pany, finance or credit business; company sup- plying water or electricity; work in elevators. <i>Exceptions</i> : Cotton factories; gathering of	Alldo	Pro rata	Less than 9 a day.
Bur Burgetin an and a	fruits or farm products; railroad companies whose hours are regulated by Federal laws.	A start of an interest of the start of the s	AND AND STATE ROOM AND PROVIDENCE	
California:				
No. 5a, Apr. 8, 1923	Mercantile. <i>Exceptions</i> : Workers in food cater- ing departments. (See Order No. 12a.)	Women and minors: Experienced	\$16 a week	Standard week. <sup>5</sup>
		Inexperienced: Women (2 periods, 6 months each).	\$12, \$14 a week	Do. <sup>5</sup>
		Minors (4 periods, 6 months each)		Do.5
		Elevator operators (3 weeks)	\$12 a week	Do.5
		Part-time (employed on hourly basis less than 8 hours a day):		
			40 cents an hour	Less than 8 a day.
AT sent mentioned has		Women Minors (except errand boys)	30 cents an hour	Do.

#### ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>

<sup>1</sup> Provisions of flat-rate laws also included.
<sup>2</sup> Digest of statutes 1921, secs. 7108, 7114; supplement 1927, secs. 7109-7110; session laws 1935, Act 150; 1937, Act 83.
<sup>3</sup> Legal maximum hours.
<sup>4</sup> May be permitted by industrial welfare commission for 90 days a year only in industries such as canning and candy factories where it is shown that observance of the law would work irreparable injury.
<sup>5</sup> Legal maximum hours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment.

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
California—Continued. No. 5a, Apr. 8, 1923	Marcantila Frontians: Workers in food actor	Women and minors—Continued.		
110. <i>0a</i> , Apr. 8, 1925	Mercantile. Exceptions: Workers in food cater- ing departments. (See order No. 12a.)	Special (employed on full-day basis 3 weeks or less):		The second second
		Women	\$2.663/3 a day	8 a day.6
		Minors	\$2 a day	Do.6
		Messenger and errand boys (minor):		
		Experienced	\$12 a week \$10.56 a week 25 cents an hour	Standard week. <sup>5</sup>
		Inexperienced (3 weeks) Part-time	\$10.56 a week	Do. <sup>5</sup> Less than 8 a day.
No. 11a, May 8, 1923	Manufacturing	Women and minors:	25 cents an nour	Less than 8 a day.
(), iii, iiii, o, io		Women and minors: Experienced	\$16 a week 7	Standard week. <sup>5</sup>
		Inexperienced:	410 W WOOR	Standard Wood.
	a selection many environments with a selection of the	First 9 wooks:	and the second	
	A STALL THE REPORT OF THE PARTY AND THE PARTY	Time workers	\$9 a week; 1834 cents an hour	Do.5
	and the state of the set of the s	Piece workers	Actual piece rate earnings \$9 a week; 1834 cents an hour	Do.5
		Second 2 weeks Next 4 weeks	\$9 a week; 1834 cents an hour \$10 a week; 21 cents an hour	Do. <sup>5</sup> Do. <sup>5</sup>
		Next 6 weeks	\$10 a week; 21 cents an hour	D0.5
		Next 12 weeks	\$14 a week; 29 <sup>1</sup> / <sub>2</sub> cents an hour	D0.5
		Part-time (employed on hourly basis less than 8 hours a day):		20.
		Women	40 cents an hour	Less than 8 a day.
		Minors	30 cents an hour	Do.
		Messenger and errand boys (minor): Experienced Inexperienced (3 weeks)		A set and and and a set a set of
		Experienced	\$12 a week; 25 cents an hour	Standard week. <sup>5</sup>
No. 7a, July 23, 1923	Laundry and dry cleaning	Women and minors:	\$10.56 a week; 22 cents an hour	Do. <sup>5</sup>
NO. 14, July 20, 1920	Laundry and dry cleaning	Experienced	\$16 a week 7	Do. <sup>5</sup>
		Inexperienced (3 months)	\$14 a week	D0.5
		Part-time (employed on hourly basis less than 8 hours a day).	\$14 a week 40 cents an hour	Less than 8 a day.
		Special (employed on full day basis	\$2.67 a day	8 a day.6
		Special (employed on full-day basis, less than standard week.)	\$2.01 a day	o a day.
No. 12a, Sept. 14, 1923_	Hotel and restaurant, i. e., hotel, lodging, or	Women and female minors	\$16 a week	8 a day, 48 a week.
NOTE:	apartment house, restaurant, cafeteria, or other place where food or drink is sold to be con-		\$16 a week. 38 cents an hour, but not to ex- ceed \$16 a week.	Less than 48 a week.
	sumed on the premises; food catering depart- ment of any mercantile establishment; any hospital except graduate nurses, nurses in training, or other professional women.	A LEAR OF AN AND AN AVAIL	(Deductions allowed for meals or lodging.)	

10. 10a, 50pt. 14, 1925_	Nut cracking and sorting		001/ / 1	A stranger in the second
		Experienced	331/3 cents an hour	8 a day, 48 a week.
o. 6a, May 9, 1923	Fish canning	Inexperienced (3 weeks)	25 cents an hour	Do.6
0. 0a, 141ay 8, 1820	r ish canning			1 O LAL TY IN THE READ IN
		Experienced	331/3 cents an hour	8 a day, 48 a week. (Basic
		The Friedmanned	1 SI2 SO & WORK	except for minors under 18,
in stammand services		Transiena 1 // 1 0		labelers, office workers.)
NAMES AND TAXABLE ADDRESS		Inexperienced (fancy packers, 3	28 cents an hour	Do.
and a		weeks; all others, 1 week).	11/ 12	
and the second second second		Overtime (not allowed for minors,	1¼ times the minimum	Over 8 and up to 12 a day.
		labelers, and office workers).	Double the minimum	Over 12 a day.
			11/4 times the minimum	Day of rest-first 8 hours.
o. 8a, Aug. 8, 1923	Fruit and vegetable packing	Women and minors:	Double 1¼ times the minimum_	Day of rest-after 8 hours.
0. 0a, 11ug. 0, 1020	Fruit and vegetable packing	Dried fruit:		D A DUAR A ANTAL
		Experienced	001/ sents on 1	
		Inexperienced (4 weeks)	331/3 cents an hour	8 a day, 48 a week.
		Citrus; green fruit and vegetable:	25 cents an hour	Do.6
		Experienced	221/ conta en heur	
	and an and an an an an an an an and a second	In the second se	331/3 cents an hour	8 a day, 48 a week. (Basic
ere tour ender and the			A State of the second s	except for minors and office
The second change and second		Inexperienced	25 cents an hour	workers.) Do.
12 Contraction of the second		(Citrus, 3 months; green fruit		D0.
		and vegetable, 2 weeks; cher-		and shall be a subalt to
		ries, 1 season.)		
		Overtime (women except office	1¼ times the minimum	Over 8 and up to 12 a day.
		workers).	Double the minimum	Over 12 a day.
		"oracic).	1¼ times the minimum	Day of rest—first 8 hours.
			Double 11/4 times the minimum	Day of rest—over 8 hours.
o. 3a, Sept. 14, 1929	Fruit and vegetable canning	Experienced (women; minors)	331/3 cents an hour	8 a day, 48 a week. (Basic
	5	,,, _,, _	soys cours an nour	except for labelers and mi-
		There is have a suberession in the	The transfer of the second of the second	nors under 18.)
		Inexperienced (women; minors) (2	25 cents an hour	Do.
		weeks).		
		Overtime (women over 18, except la-	1¼ times regular rate	Over 8 and up to 12 a day.
		belers).	Double regular rate	Over 12 a day.
		Astrony Linearth Sta	11/4 times regular rate	Day of rest-first 8 hours.
		Theme is the first is building to	Double 11/4 times regular rate	Day of rest—over 8 hours.
		Male minors under 18 in occupations	25 cents an hour	8 a day, 48 a week.6
		where no females are employed.	the state of a second	and the second sec

<sup>6</sup> Legal maximum hours. <sup>7</sup> The order specifies \$16 for the "standard week" (see footnote 5) but by resolution adopted May 24, 1934, the industrial welfare commission requires 33½ cents an hour if 8 hours are worked in 1 day and 40 cents an hour for less than 8 hours a day, i. e., \$16 only if 48 hours are worked.

ANALYSIS	OF	STATE	MINIMUM-	WAGE	ORDERS—Continued
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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
California—Continued.	e tents an hour for less than a bours a dary, i. s., s	o bull Apple worth the federal of the PCS		-
No. 9a, Aug. 28, 1933	General and professional offices	Women and minors.	Constraints of the subscription of the second	
	HART HALL AN A MARY BUILDING MARY DESIGN	Experienced Inexperienced:	\$16 a week	8 a day, 48 a week. <sup>8</sup>
		18 years and over (2 periods, 3 months each).	\$12, \$14 a week	Do. <sup>8</sup>
		Under 18 years (3 periods, 2 months each).	\$10, \$12, \$14 a week	Do. <sup>8</sup>
	Second and an	Overtime (women not covered by hour law and who received less than \$30 a week). Part-time:	1½ times regular rate	Over 48 a week. <sup>9</sup>
		Over 18 years or experienced un- der 18.	40 cents an hour (not over \$2.67 a day).	Less than 8 a day.
	Frittennd vegetalies country	Inexperienced under 18	30 cents an hour (not over \$2 a day).	Do.
		Special (employed on temporary basis less than 2 weeks):	the track part in the set of the	They of contraction is found
		Over 18 years or experienced un- der 18.	\$2.67 a day	8 a day.
		Inexperienced under 18	\$2 a day 25 cents an hour	Do. 8 a day, 48 a week.
No. 10a, Sept. 14, 1923_	Unclassified occupations, i. e., all employment	18. Experienced:	AL SALAR AL ADALY.	a la destruction of the second
Nu. 10a, Sept. 14, 1923_	not included in other orders. Exceptions:	Women and minors	\$16 a week	Standard week. <sup>5</sup>
	Telephone and telegraph industries, professional occupations, domestic labor, harvesting,	Minors under 18 in occupations where no adult women are em-	\$12 a week	Do.5
	curing or drying of fruits and vegetables.	ployed. Inexperienced (first 3 weeks in occupa- tion):	All And and hour and a second	S. a. J. S. Main Wands, C
	a since and a property have and a second second second	Women	\$12 a week	Do.5
		Minors	\$10.56 a week	Do. <sup>5</sup>
		Part-time:		Too then Co do
	and the second	Women Minors	40 cents an hour	Less than 6 a day. Do.
Colorado		a present the advector of a same of the second	of comes an nour	
No. 1, June 20, 1938	Laundry, i. e., all occupations directly concerned	Women and minors:	to be a star good the second second	DW
	with the cleansing, finishing, collection, and	Zone A:10	440.00	
	Laundry, i. e., all occupations directly concerned with the cleansing, finishing, collection, and distribution of laundry wares; washing, iron- ing, or processing incidental thereto, for com-	Experienced	\$12.80 a week 32 cents an hour	40 a week or less. Over 40 to 45 a week.
	neg, or processing incidental thereto, for com-	and a second sec	Time and one-half	Over 45 to 48 a week. <sup>11</sup>
	pensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; col-	TOGEDINA DOGUL (2 MOORIO	32 cents an hour	Less than 24 a week. <sup>12</sup>
	lecting, sale, or resale or distribution at retail	Inexperienced (2 weeks)	20 percent less than hourly rate.	ST TEL 48 V MOSK'S

1	or wholesale of laundry services; producing of	Zone B:10	1	1
Principality Adapted	laundry service for their own use by business	Experienced	\$11.20 a week	40 a week or less.
	establishments, clubs, or profit-making insti-		28 cents an hour	Over 40 to 45 a week.
	establishments, clubs, or profit-making insti- tutions. <i>Exceptions</i> ; Charitable institutions		Time and one-half	Over 45 to 48 a week. <sup>11</sup>
	that pay no wages to workers in their own		28 cents an hour	Less than 24 a week. <sup>12</sup>
	laundries and in which only inmates are em- ployed; employees in private homes doing em- ployers' work only.	Inexperienced (2 weeks)	20 percent less than hourly rate.	Dom
o. 2, Jan. 16, 1939	Retail, i. e., selling of merchandise to the con- sumer, not for the purpose of resale, in any	Women and minors:	SO DEBUSE FOR DUTL	THUM IN COMPANY
3102	sumer, not for the purpose of resale, in any	Zone A (cities of 30,000 or more popu-		
Diprotory, Feb. 17,	form within the State.	lation and 5 miles beyond their boundaries):	35 cents ab hour.	(9.n 203), 45 a Wook, 18
1.1.1.1.1.		Experienced	\$14 a week; 291/6 cents an hour	48 a week, 6 days.11
STURAD YEARS		Inexperienced:	yerds, J. turendr 18 state for	
uncrears		Women (4 months)	75 percent of minimum for ex- perienced workers.	48 a week, 6 days. <sup>11</sup>
1		Minors under 18:	a the second sec	and the second sec
		First 3 months	75 percent of minimum for ex-	D0.11
	contraction of the second part of the second second second	Second 3 months	87 <sup>1</sup> / <sub>2</sub> percent of minimum for experienced workers.	Do.11
		Overtime:		
	a make any langer and any part of the all the second	For 3 peak weeks in first 6	Regular hourly rate	Over 48 to 56 a week. <sup>11</sup>
	<ul> <li>(a) A state of the state of the</li></ul>	months and 4 peak weeks in second 6 months of calendar	Stopeday histofy such a second second	(146), 18 10 30 10 46 46 K 18
and the construction of		year.		
	a second trade and a second	All other times	Time and one-half the regular hourly rate.	Over 48 a week. <sup>11</sup>
		Part-time Zone B (cities and towns of 5,000 and under 30,000 population):	Hourly rate for full-time workers_	Less than 48 a week.
		Experienced.	\$13 a week; 271/12 cents an hour	48 a week, 6 days.11
		Inexperienced:	\$15 a week, 27712 cents an nour	40 a week, 0 days
		Women (4 months)	75 percent of minimum for expe-	48 a week, 6 days.11
			rienced workers.	To a wook, o days.
		Minors under 18:		
	4	First 3 months	75 percent of minimum for expe- rienced workers.	D0.11
		Second 3 months	87½ percent of minimum for experienced workers.	D0.11

ours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment. Legal maximum hours.

No

<sup>6</sup> Legal maximum hours.
<sup>8</sup> Legal maximum hours for minors under 18 and for women 18 and over in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, barber shop, place of amusement, restaurant, telegraph or telephone establishment or office, the operation of elevators in office buildings, express or transportation company. *Exceptions:* Nurses in hospitals; harvesting, curing, canning, or drying of any fruit, fish, or vegetable during period necessary to save products from spoiling.
<sup>9</sup> The order says that women over 18 not subject to the hour law and who receive \$30 or more a week may be employed over 48 hours in case of emergency.
<sup>10</sup> Zone A.—Denver, Pueblo, and within a radius of 15 miles thereof; also, from June 1 to Sept. 1, Colorado Springs, Estes Park, and within a radius of 15 miles thereof.
<sup>11</sup> For women and minors under 18 the laundry order provides maximum hours of 8 a day, 6 days a week; the retail order provides a basic 48-hour week, and except during emergency peak periods, 1 day's rest in 7. The minimum-wage law allows for overtime in emergencies if the minimum wage is increased. The hour law, applicable to females 16 and over, limits hours to 8 a day, without specifying a weekly limit of hours or days.
<sup>12</sup> Applicable only to part-time workers defined as workers who request and are granted a permit by the industrial commission to work less than 24 hours a week. Other workers employed any number of hours up to and including 40 a week must be paid \$12.80 in zone A, \$11.20 in zone B.

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STATE MINIMUM-WAGE LAWS AND ORDERS

-1

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
olorado—Continued. No. 2, Jan. 16, 1939 (Continued)	Retail, i. e., selling of merchandise to the con- sumer, not for the purpose of resale, in any	Women and minors—Continued. Zone B—Continued.		a to product from their clienty of to uniter thereast. Zon
()	form within the State.	Overtime:	en the community of directions are do	TO ANOTOTAL AND A DECEMBER OF
	afrið á duy, tý a Weells. Stafidard week tir um tý um, na a hlann skillar stafina (Astidarda)	For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar	Regular hourly rate	Over 48 to 56 a week. <sup>11</sup>
		year. All other times	Time and one-half the regular hourly rate.	Over 48 a week. <sup>11</sup>
	•	Part-time Zone C (towns and communities under 5,000 population):	Hourly rate for full-time workers_	Less than 48 a week.
		Experienced.	\$11 a week; 2211/12 cents an hour	48 a week, 6 days. <sup>11</sup>
		Women (4 months)	75 percent of minimum for experienced workers.	Do.11
		Minors under 18: First 3 months Second 3 months	do	Do. <sup>11</sup> Do. <sup>11</sup>
		Overtime: For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar	Regular hourly rate	Over 48 to 56 a week. <sup>11</sup>
		year. All other times	Time and one-half the regular hourly rate.	Over 48 a week. <sup>11</sup>
nnecticut:		Part-time	Hourly rates for full-time work- ers.	Less than 48 a week.
No. 1] Directory, Mar. 21, 1934.	Lace—thread drawing	Women and minors (home workers)	\$13 a week (12 cents per gross yards, 1 thread; 18 cents per	40 a week.
1934. No. 2	Men's single pants, i. e., men's or boys' single	Women and minors:	gross yards, 2 threads).	AS A MERICAL STREET, P. P.
Directory, Feb. 15, 1938.	pants, including long pants, knee pants and slacks, of any material; operations incidental	Experienced.	35 cents an hour	9 a day, 48 a week. <sup>13</sup>
	to the manufacture of such products.	First 3 months Second 3 months	20 cents an hour 25 cents an hour	Do. <sup>13</sup> Do. <sup>13</sup>

No. 3	Laundry, i. e., washing, ironing or processing in-	Women and minors	\$10.50 a week	1 32 to 35 a week.
Directory, May 10,	cidental thereto, for compensation, of laundry	Friday Morrage, Marchick and Land	30 cents an hour	Over 35 a week.13
1938.	wares, including dry cleaning and all other	stated attention while and the	33 cents an hour	31 or less a week.
	operations carried on in establishments whose			The second second second second
	chief business is the above; collecting, sale, or			
	resale or distribution at retail or wholesale of		AD - 死的年春日 1000	These little as a weather an idea
	laundry service and the keeping of accounts,	-	•	This is a second s
	billing, and any other clerical work in connec-	R.L. Martin Martin and States and State	ALL R REPORTS AND A DESCRIPTION OF A DES	and the definition of the states of the
	tion therewith; producing of laundry service	Sector applies that statute databases		
	for their own use by business establishments,		an arother was strong at a second of	The second
	clubs, or other public or private institutions.			A MAR DI TI DOLORDONNAD MANIER M
	Exception: State institutions.		an hearing and sphere and second and	The second of the second second of the second of
No. 4	Cleaning and duoing i a cleaning duoing	Women and minors:		
Directory, Jan. 9,	Cleaning and dyeing, i. e., cleaning, dyeing, redyeing, or pressing garments (including hats),	Plant employees:	A special second s	CALLER OF CONTRACT CARAGE
1939.	upholstery, rugs, or any other fabrics and any	Experienced	35 cents an hour	9 a day, 48 a week. <sup>13</sup>
1959.	process incidental thereto, including collecting	Inexperienced (4 months)	30 cents an hour	
	and receiving such articles for the above pur-	Store, office, and delivery employ-	\$14.40 a week	
	poses, or giving out or collecting such articles	ees, i. e., receiving clerks and other	35 cents an hour	Less than 41 a week.
		employees waiting on trade, book-		Less than H a week.
	after they have been cleaned, dyed, redyed,	keepers and assistants, telephone		
	or pressed. Exceptions: Establishments manu-	operators and other office workers,		
	facturing textiles or garments, including hats.		a second s	A CONTRACTOR OF A CONTRACTOR OF A CONTRACTOR OF
	Services included are productive, office, cleri-	employees checking out garments,		
	cal, supervisory, repairing, delivery, store, or	and delivery workers.		
	any other service whatosoever.		and the second	
District of Columbia:			A State of the second second second	
No. 3, Feb. 14, 1938	Retail trade	Women 18 years and over:	A.F	
	The second second second second in which a second	Experienced	\$17 a week	
	and the set of the set of the second a set of the second	Inexperienced:		week. <sup>14</sup>
	a literative de la caracter de la car	First 6 months	\$13 a week	Do.14
	the second first which second with benefities in second i	Second 6 months	\$15 a week 40 cents an hour	Do.14
	a particular and restrictions for science and the light of	Part-time	40 cents an hour	Less than 40 a week or less
	The short from the particulation of the local provide states of the same of	Minors under 18 years:		than standard week. <sup>14</sup>
	abe outpleter as an a construction of the	Inexperienced:	The late with the particular sector of the	
		First 12 months	\$13 a week	40 to 48 a week or standard
	and and the statute the set of the fight states.	Chamber weath and because the Diners	ANT CARE MANY	week. <sup>14</sup>
	The property of the light of the reader of the reader of the light of the reader of th	Next 6 months	\$15 a week	Do.14
	The sector of th	Next 6 months Thereafter <sup>15</sup>	\$17 a week	Do. <sup>14</sup>
	A MEANING AND	Part-time	30 cents an hour	Less than 40 a week or less
	" (Drietpart Terpis) with Assaulting of Service Bride State	Consideration and the second	THE REAL PROPERTY OF	than standard week. <sup>14</sup>
	The second second the second second state			101
<sup>11</sup> For women and n	ninors under 18 the laundry order provides maxim	um hours of 8 a day, 6 days a week; t.	he retail order provides a basic	48-nour week, and except during
emergency peak periods	, 1 day's rest in 7. The minimum-wage law allo	ows for overtime in emergencies if the m	inimum wage is increased. Th	te hour law, applicable to females
16 and over, limits hours	s to 8 a day, without specifying a weekly limit of h	ours or days.		

16 and over, limits hours to 8 a day, without specifying a weekly limit of hours or days.
 <sup>13</sup> Legal maximum hours 9 a day, 48 a week, for women and minors under 18. In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours
 <sup>14</sup> Legal maximum hours 8 a day, 48 a week. Standard workweek means regular workweek fixed in any establishment.
 <sup>15</sup> For a girl who has reached her 18th birthday after 12 months' experience, the minimum is \$17; after 6 months' experience, \$15.

8

STATE MINIMUM-WAGE LAWS AND ORDERS

STATE MINIMUM-WAGE LAWS AND ORDERS

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
strict of Columbia—	the start and successful to the restriction of the		The second s	
Continued. No. 4, May 8, 1938	Public housekeeping is a weitressee eache	W		
NO. 4, IVLAY 0, 1900	Public housekeeping, i. e., waitresses, cooks, counter girls, salad girls, food checkers, bus	Women and minors: Telephone operators, hat-check	\$17 a week	40 to 48 a week or standar
interex nere bear	girls, vegetable girls, dish and glass washers, kitchen help, chambermaids, parlor maids,	girls, elevator operators, cashiers.	TO TRACTICATION WATER TO BE A	week. <sup>16</sup>
The state of the second second in	linen-room girls, cleaners, janitresses, char-	clerical workers, and all similar workers.	40 cents an hour	Less than 40 a week or les than standard week. <sup>16</sup>
	women, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers,	Counter girls, salad girls, food check- ers, cooks, bus girls, and all similar	\$16.50 a week	40 to 48 a week or standar week. <sup>16</sup>
	and all such nonprofessional workers as may be properly classified in this occupation in (1)	workers.	40 cents an hour	Less than 40 a week or les
	restaurants, either licensed or unlicensed whether operated as the principal business of	Chambermaids, parlor maids, linen-	\$14.50 a week	40 to 48 a week or standard
	the employer or as a department or unit of	room girls, cleaners, janitresses, charwomen, vegetable girls, dish	35 cents an hour	week. <sup>16</sup> Less than 40 a week or les
	another business, (2) lunch counters, (3) cafe- terias, (4) catering, banquet, or box-lunch	and glass washers, kitchen help.		than standard week. <sup>16</sup>
	service, (5) curb service, (6) boarding houses	and all similar workers. Waitresses	\$13.25 a week; \$16.50 where tip-	36 to 48 a week or standard
	that offer meals for sale to 5 or more persons, and (7) all other establishments whatsoever		ping is not allowed. 40 cents an hour	week. <sup>16</sup> Less than 36 a week or less
erer of sear set years	where lunches meals or food in either solid			than standard week. <sup>16</sup>
belofet of Concentration	and/or liquid form are prepared for and served to the public, (8) hotels, (9) apartment houses, (10) rooming houses offering rooms for rent to	Courting.	(Deductions allowed for meals or lodging.)	
	(10) rooming houses offering rooms for rent to 5 or more persons. (11) auto-camps (12) clubs	service complete the service of the		and the second first
	5 or more persons, (11) auto-camps, (12) clubs, (13) hospitals, (14) private schools, (15) col- leges, and (16) any other establishments offer-	analysis of the local frances		
	ing rooms for rent to the public; and (17) wo-	President and a start that a president		
1	men engaged in the care and servicing of apart-	statigedame konjects all poster occur-		a tagent interest are to consider
	ment houses, theaters, office buildings, retail stores, and other similar establishments as	Figure allow, and their secological	Constant of Assessment of the State of the	and the state of the
No. 5, July 5, 1938	well as in those listed above. Laundry, dry cleaning, and dyeing, i. e., cleans-	Women and minors:	A STATE OF THE STATE OF THE STATE	Start College of astrony of
, , , ,	ing dveing pressing or processing or any other	Productive plant workers and simi-	\$14.50 a week	Over 16 to 44 a week.
	work incidental thereto, for compensation, of clothing (including hats), household furnish- ings, rugs, textiles, fur, leather, or fabric of any	lar workers.	35 cents an hour	Over 44 to 48 a week, or over
	ings, rugs, textiles, fur, leather, or fabric of any kind whatsoever: the collection, sale, resale.	Total Association and the second s	40 cents an hour	88 in 2 consecutive weeks. <sup>1</sup> 16 or less a week.
	kind whatsoever; the collection, sale, resale, or distribution at retail or wholesale of these services; and the producing of such services on	Store clerks and similar workers: Experienced	\$17 a week	
	its own behalf by any establishment business	Experienced		week. <sup>14</sup>
	institution or club, or hospital, which services may be incidental to its present business.		40 cents an hour	Less than 40 a week or less than standard week.
				than brandura woon.
				CLOL THE COOP IS
		· · · · · · · · · · · · · · · · · · ·		
	Nonprofessional workers included are washers,	Inexperienced (2 months)	1 \$14 50 a month	10 1 10 1 11

Nonprofessional workers included are washers, cleaners, dyers, sorters, classifiers, shakers, starchers, markers, catchers, ironers, pressers, flat-work operators, press operators, folders, finishers, packers, wrappers, menders, fore-ladies, solicitors, collectors, distributors, sellers, office workers, elevator operators, telephone operators, and all others engaged directly or indirectly in washing, ironing, processing, cleaning, dyeing, repairing, col-lecting, selling, reselling or distributing laun-dry, dry cleaning or dyeing services at retail or wholesale, in laundry, dry cleaning, dyeing, pressing establishments, department stores, hotels, institutions or in any other type of establishment where such work is performed. Beauty culture or cosmetology, i. e., selling or servicing in occupations such as shampooing, waving, straightening, tinting, dyeing, bleach-ing, cutting, trimming hair, eyebrow and eze-lash care; manicuring; pedicuring; massaging; removing superfluous hair, warts, or moles by use of electric needle; health and beauty treat-ments, including facial treatments, baths and calisthenics; and any other phase of the busi-ness. Office workers, elevator and tele-phone operators and similar 40 to 48 a week or standard week.<sup>14</sup> Less than 40 a week or less than standard week.<sup>14</sup> \$17 a week workers. 40 cents an hour-----STATE MINIMUM-WAGE No. 6, Sept. 26, 1938\_ Women and minors: Beauty culturists, cosmetologists, manicurists, hairdressers, and similar workers: Experienced..... 36 to 48 a week or standard week.<sup>18</sup> Less than 36 a week or less than standard week.<sup>18</sup> Over 48 a week.<sup>18</sup> 36 to 48 a week or standard week.<sup>18</sup> Do.<sup>18</sup> \$18 a week\_\_\_\_\_ 50 cents an hour\_\_\_\_ 50 cents an hour Registered learners..... \$13 a week \_ \_ ness. Junior operator (for 4 months after \$15 a week ..... Cashiers, telephone operators, appointment desk clerks, clerical workers, and similar workers. LAWS \$17 a week\_\_\_\_\_ Do.18 Less than 36 a week or less than standard week.<sup>18</sup> Over 48 a week.<sup>18</sup> 36 to 48 a week or standard week.<sup>18</sup> 40 cents and hour ..... AND 40 cents an hour ... Maids and cleaners\_\_\_\_\_ \$14.50 a week\_\_\_\_\_ Less than 36 a week or less than stand**a**rd week.<sup>18</sup> Over 48 a week.<sup>18</sup> 35 cents an hour ORI 35 conts an hour DERS

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<sup>14</sup> Legal maximum hours 8 a day, 48 a week. Standard workweek means regular workweek fixed in any establishment.
<sup>16</sup> Legal maximum hours 8 a day, 48 a week, for women in most occupations and for minors under 18. Standard workweek means regular workweek in any establishment. For workers whose hours are not limited by law, an additional 5 cents an hour must be paid for hours over 54 a week.
<sup>17</sup> Legal maximum hours 8 a day, 48 a week. The 44 hours a week may be averaged over 2 consecutive weeks, and the overtime rate shall apply only when more than 88 hours are worked in 2 consecutive weeks.
<sup>18</sup> Legal maximum hours 8 a day, 48 a week, for minors under 18; the same for women if shop can be classified as a mercantile establishment, i. e., if it sells other than service. Standard workweek means regular workweek fixed in any establishment.

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STATE MINIMUM-WAGE LAWS AND ORDERS

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
District of Columbia-	1975 à la chay. As a mealla – à line tá interna à prema cha tra machta	, in accepted over 8 consecutive realist	and the produce rate series and r	any wilao anay taon seperate
Continued. Recommendations of	Office and previously unclassified. Exceptions:	Women:	All such a birth operations of the such	a to part the party of the set
wage board, Dec. 7,	Manufacturing and wholesaling.	Experienced	\$17 a week	30 to 44 a week.
1938.			50 cents an hour	Over 44 a week.
		Inexperienced (6 months)	do \$14 a week	Less than 30 a week. 30 to 44 a week.
	a constant proceedings of the second second second	Inexperienced (6 months) Elevator operators	\$14 a week	40 to 48 a week.
			40 cents an hour	Over 48 a week.
		All has made of substrates	do	Less than 40 a week.
		Maids and cleaners	\$14.50 a week 35 cents an hour	40 to 48 a week.
			35 cents an hour	Over 48 a week. Less than 40 a week.
linois:		summer of the second second	do	Less than 40 a week.
No. 1	Macaroni, spaghetti, and noodle	Women and minors	35 cents an hour	40 a week.
Directory, Feb. 11,	,,		462/3 cents an hour	Over 40 a week. <sup>19</sup>
1935.		Tilufor summer (by I months stur-	38½ cents an hour (10 percent added to basic rate), not over \$14 a week.	Less than 40 a week.
No. 2	Laundry, i. e., all processes directly concerned	Women and minors:	alt a week.	an an in a start of the participation
Directory, July 15.	Laundry, i. e., all processes directly concerned with the cleansing, collection, or distribution	District I (Cook, Will, Lake, Du- Page, and Kane Counties).	28 cents an hour; \$11.20 a week	40 a week.
1935.	of laundry services. Exceptions: Plant main-	Page, and Kane Counties).	$\begin{array}{c} 28 \text{ cents an hour } {}^{20} \\ 42 \text{ cents an hour } {}^{20} \\ \end{array}$	Over 40 to 44 a week.
No.1	tenance; office work.		42 cents an hour <sup>20</sup>	Over 44.19 Less than 25 a week.
Mandatory, Aug. 2, 1937. <sup>20</sup>	Laundry establishment, i. e., any place in which one is engaged in any phase of the laundry	District II (except District I coun-	30%10 cents an hour 25 cents an hour, \$10 a week	40 a week.
1937	trade.	ties north of and including Cal-	25 cents an hour $20$	Over 40 to 44 a week.
		houn, Jersey, Macoupin, Mont- gomery, Shelby, Cumberland,	371/2 cents an hour 20	Over 44 a week. <sup>19</sup>
		gomery, Shelby, Cumberland,	27 <sup>1</sup> / <sub>2</sub> cents an hour	Less than 25 a week.
-New an interval ways income		and Clark).		40 a week.
		District III (counties south of and including Madison, Bond, Fay-	23 cents an hour; \$9.20 a week	Over 40 to 44 a week.
	- Alterative and an and an and an and an and	ette, Effingham, Jasper, and	23 cents an hour; $9.20$ a week 23 cents an hour $20$ 34 $\frac{1}{2}$ cents an hour $20$	Over 44 a week. <sup>19</sup>
	with the second of a standard process	Crawford).	253/10 cents an hour	Less than 25 a week.
No. 3	Beauty culture, i. e., shampooing, waving, or straightening hair; scalp and facial treatments;	Women and minors:	010 FO 1-	45 a merche
Directory, Oct. 21, 1935.	straightening hair; scalp and facial treatments;	Registered beauty culturists, mani-	\$16.50 a week \$16.50 a week	45 a week. Over 45 to 48 a week.
No. 2	eyebrow shaping, eyelash and eyebrow dye- ing; manicuring, hand and arm massage; hair	curists, desk clerks, and shop managers.	55 cents an hour	Over $48$ a week. <sup>21</sup>
Mandatory, Mar.	cutting or trimming, tinting, and bleaching;	144146010.	74 cents an hour	Sundays and legal holidays.
21, 1938.	removal of superfluous hair, warts, or moles by	Apprentices:		
	use of an electric needle; demonstrating cos-	First year	\$10 a week	45 a week.
	metics, supplies, and equipment; desk ap- pointment girls and those selling cosmetics;	ACTIVITY	\$10 a week 33 cents an hour	Over 45 to 48 a week. Over 48 a week. <sup>21</sup>
	cashiers and bookkeepers; managers; maids	interes of a more proto	44 cents an hour	Sundays and legal holidays.

And	and cleaning women; all females and male minors employed by the owner or manager of a beauty shop.	Second year Maids Cleaning women Part-time, except cleaning women (less than 45 hours a week). Overtime	\$12.50 a week         \$12.50 a week         \$12.50 a week         \$12.50 a week         \$2 cents an hour         56 cents an hour         \$15 a week         \$50 cents an hour         \$60 cents an hour         \$60 cents an hour         \$60 cents an hour         \$60 cents an hour         \$30 cents an hour         \$3 a day         Same as rates for more than 48	Sundays and legal holidays. 45 a week. Over 45 to 48 a week. Over 48 a week. <sup>21</sup> Sundays and legal holidays. 8 a day, 48 a week. <sup>21</sup> 8 a day or less.
No. 4 Directory, May 1, 1938.	Wash dress, i. e., production or manufacture of women's and children's cotton, rayon, and linen dresses, aprons, and uniforms.	Women and minors: Experienced	hours a week. \$14.80 a week; 37 cents an hour \$7.40 a week \$11.10 a week 11/10 times the hourly rates	Over 8 a day. <sup>41</sup> 40 a week. Do. Do. Over 40 a week. <sup>19</sup>
Massachusetts: No. 1- Directory, Oct. 1, 1935. Mandatory, Oct. 1, 1937.	Laundry and dry cleaning, i. e., any activity concerned with the washing, ironing, or pro- cessing incidental thereto of any kind of fabric or laundry wares; collection, distribution, or sale of laundry service; any activity directly concerned with the cleaning, refreshing, or restoration of any fabric or article of wearing apparel including pressing or other work inci- dental thereto or performed in connection therewith, collection, distribution, or sale of dry-cleaning service. The producing or ren- dering of any of the above activities or services by the employer upon his own behalf or for	Women and minors: Experienced Inexperienced (4 weeks)	30 cents an hour. 33 cents an hour; but not more than 35 times basic minimum a week. 271/2 cents an hour	Do. Do. Over 40 a week. <sup>19</sup> 35 or over a week. <sup>22</sup> Less than 35 a week. 9 a day, 48 a week. <sup>22</sup>
No. 2 Directory, May 1, 1936. Mandatory, Oct. 1, 1937.	others. Electrical equipment and supplies, i. e., incan- descent lamps, electric-lighting accessories, radios, radio parts, mica, insulated wire, fuses, signal and protective systems, and various kinds of electrical appliances and devices for household and office use, telephone cords, fire-alarm apparatus, electric-light sockets, automobile lighting fixtures, spark plugs, electric irons, and similar devices.	Women and minors: Experienced Inexperienced (6 months, 3 in 1 fac- tory).	35 cents an hour 30 cents an hour	Do. <sup>22</sup> Do. <sup>22</sup>

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<sup>19</sup> Legal maximum hours 8 a day, 48 a week for females.
 <sup>20</sup> Rates for hours over 40 not yet mandatory.
 <sup>21</sup> Legal maximum hours 8 a day, 48 a week; in mercantile establishments 9 a day, 54 a week, allowed during 4 weeks a year.
 <sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
assachusetts-Con.	- The set we shall be set			
No. 3	Retail store. Exceptions: Occupations covered	Women and minors:		
Directory, Oct. 1,	by other minimum fair wage orders.	Experienced (age 19 or over, with 1		
1936. Mandatory, Oct. 1,	and the second second second second second	year in the occupation): Class A (cities over 500,000 popula-	014 FD	7 11.41 1 00 1
1937.	a tracadient entremente abertachert de tries	tion).	\$14.50 a week	Full time, i. e., 36 a week or over. <sup>22</sup>
1001.	a province and active and a second	Class B (cities over 30,000 and	\$14 a week	Do.22
And the state of the state of the	and the second second and the second s	under 500,000 population)		D0
	A and the light of ten per another alternative period on the	Class C (communities of 30,000	\$13.50 a week	Do.22
Defendanty, Many J.	Assessed totale emergentication processioner	and under).	and the state of the second	and the second second
AN STATISTICS	pleasing mulphent and supplies 1. e., incar-	Inexperienced (age 18 or over, with		
		less than 1 year in the occupa- tion; and 18 years irrespective of		
	DA 199 BUDENDA BURE DE LERA PROPEL OL DE	experience):		
		Class A (see above)	\$13.50 a week	Do.22
Contractor States	These and an internet with the lot of the of	Class B (see above)	\$13 a week	Do.22
	Transfer and the bellocares of the second	Class C (see above)	\$12.50 a week	Do.22
	and and the state of the state of the state of the	Under 18 years:	410.00 1	T
	a subscription of any public or sufficiently wrighted	Class A (see above)	\$12.50 a week	Do. <sup>22</sup> Do. <sup>22</sup>
A share		Class B (see above) Class C (see above)	do	D0.22 D0.22
was transmission of Providence of		Part-time	do Hourly rates based on hours of	Less than 36 a week.
	personal formations and the state state of the		full-time women workers.	The second strategies and an approximately second
No. 4	Boot and shoe cut stock and findings, i. e.,	Women and minors:		The statement of the state of the
Directory, Mar. 1, 1937.	counters, innersoles, shoe trimmings and ornaments, stays, wood and leather heels,	Experienced	\$14.70 a week	Full time. <sup>22</sup> Do. <sup>22</sup>
Mandatory, Oct. 1,	shanks, rands, and similar lines.	Inexperienced (less than 3 months)	\$12 a week	D0.22
1937.	shanks, rands, and similar intes.			All and the second second
No. 5	Men's clothing and raincoat:	Women and minors:	the second s	
Directory, Mar. 1,	Men's and boys' wool clothing, i. e., suits,	Experienced	40 cents an hour	36 a week.
1937.	topcoats, overcoats, and single pants.	Inexperienced:	trainest interferences and all ratios.	and the second se
Mandatory, Oct. 1, 1937.	North States in the and the states of an industry states of	1 to 3 months 3 to 9 months	\$9 a week	Do.
1937.		Overtime	\$12 a week Pro rata	Do. Over 36 a week. <sup>22</sup>
	Raincoats, work clothing, mackinaws, melton	Experienced	\$14.50 a week	40 a week.
	and leather jackets, cotton slacks, ski suits.	Experienced Inexperienced:	φ11.00 u woox	10 0 10 0000
	• • • • • • • • • • • • • • • • • • • •	1 LO 3 IIIODEOS	\$9 a week	Do.
		3 to 9 months	\$12 a week	Do.
To P	Candr	Overtime	Pro rata	Over 40 a week. <sup>22</sup>
Jo. 6. Directory, Mar. 1,	Candy	Women and minors: Experienced	\$14.40 a wook: 20 conts on hour	48 a week.22
1937.		Inexperienced:	\$14.40 a week; 30 cents an hour	40 a WCCL."
Mandatory, Oct. 1,		Less than 6 months	\$9.60 a week: 20 cents an hour	Do. <sup>22</sup>
1937.		6 to 12 months	\$12 a week: 25 cents an hour	

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No.7	Men's furnishings, i. e., overalls, work shirts,	Women and minors:		10 1- 00
Directory, Mar. 1,	work pants, garters, suspenders, dress shirts,	Experienced	\$14 a week; 35 cents an hour	40 a week.22
1937. Mandatory, Oct. 1,	neckwear, collars, underwear, and pajamas.	Inexperienced: Less than 3 months	\$8.50 a week; 21¼ cents an hour.	D0.22
1937.	ARREAD THE MARKET ATTACK IN A LANDER TO ARREAD	3 to 6 months	\$10 a week; 25 cents an hour.	D0.22
No. 8	Brush	Women and minors.		D0
Directory, Mar. 1,		Experienced	32½ cents an hour	9 a day, 48 a week.23
1937.	Ourse start office had being electronic, and an	Inexperienced (6 months)	24 cents an hour	Do.22
Mandatory, Oct. 1,	and the second sec			
1937.				
No. 9	Women's clothing, i. e., coats, suits, skirts,	Women and minors:	Or stars have	D - 88
Directory, Mar. 1,	dresses, waists, and blouses.	Experienced	35 cents an hour	D0.22 D0.22
1937. Mandatory, Oct. 1,	The second s	Inexperienced (36 weeks)	25 cents an nour	D0."
1937.	, 'incorer incontration and incore was the			and the state of the state
No. 10	Corset, i e., corsets, girdles, corset-brassiere com-	Women and minors:		and the second
Directory, Apr. 1,	binations, belts, bands, garters to complete a	Experienced.	\$14 a week; 291/6 cents an hour	Full time.22
1937.	garment, and all similar related lines.	Inexperienced (under age 17, less	\$10 a week; 20% cents an hour	Do.22
Mandatory, Oct. 1,	the last of the state of the st	than 1 year in industry).		
1937.				
No. 11	Stationery goods and envelopes, including tab-	Women and minors: Experienced:		A Constant of the State of the
Directory, July 15,	lets, blankbooks, tissue-paper products, greet- ing cards, card-filing equipment, and miscel-	18 years and over	\$14.50 a week	44 a week or less.
1937. Mandatory, Jan. 1,	laneous paper goods.	18 years and over	33 cents an hour	Over 44 a week. <sup>22</sup>
1938.	Talleous paper goods.	Under 18	\$13.75 a week	44 a week or less.
1000.	designation and interaction, of this many by		31¼ cents an hour	Over 44 a week. <sup>22</sup>
	There is the set of the set is the first of the set of the	Inexperienced (under age 18, less	\$11.50 a week	44 a week or less.
	Mithage, 1. a., the scale date which countries	than 9 months in 1 establishment	26¼ cents	Over 44 a week. <sup>22</sup>
		or on a specific operation).		
No. 12	Toys, games, and sporting goods, i. e., toys,	Women and minors:	A REAL PROPERTY AND A REAL	
Directory, Aug. 1,	games, kindergarten supplies, and sporting	Experienced	\$14 a week; 35 cents an hour	40 a week.
1937. Mandatan Ian 1	goods.	Inexperienced: Less than 6 weeks	\$11 a week; 27½ cents an hour	Do.
Mandatory, Jan. 1, 1938.		6 weeks to 1 year	\$13 a week; $32\frac{1}{2}$ cents an hour	D0.
1999.	Wat sofers any remain mar	Overtime	Pro rata	Over 40.22
No. 13	Women's and children's underwear, neckwear,	Women and minors:	110 1000	0.01.101
Directory, Oct. 1,	and cotton garment, i.e., house dresses, aprons,	Experienced	\$14 a week; 35 cents an hour	40 a week.22
1937.	underwear, neckwear, children's clothing, and	Inexperienced:		
Mandatory, July 1,	similar lines.	Less than 3 months	\$8.50 a week; 21¼ cents an hour_	Do.22
1938.		3 to 6 months	\$10 a week; 25 cents an hour	D0.22
No. 14	Druggists' preparations, proprietary medicines, and chemical compounds, i. e., salves, lini-	Women and minors:	Of some hours	0 - 1 18
Directory, Mar. 1,	ments, emulsions, talcum powders, sachets,	Experienced Inexperienced:	35 cents an hour	9 a day, 48 a week.22
1938. Mandatory, Nov.	cosmetics, perfumes, toilet waters, cold	Less than 6 months	25 cents an hour	Do.22
1, 1938.	creams, hair restorers, cough syrups, pills,	6 months to 1 year		D0.22
1, 1800.	druggists' supplies, headache powders, troches,		of the an nour second	200
	tooth powders, elixirs, ointments, tinctures,			and the second second second second
State of the state of the state	and similar lines			and the second se

<sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.

STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
lassachusetts-Con.	Dend and below medicate in the day large	Wr	Statement for	Deta
No. 15 Directory, May 1,	Bread and bakery products, i. e., bread, cakes, crackers, and all other bakery products.	Women and minors: Cities of 100,000 population and over_	\$14 a week	Full time.22
1938.	erachere, and an other sumery products.	Cities and towns of 25,000 and under	\$13 a week	Do.22
Mandatory, Nov. 1, 1938.	The survey of the second s	100,000 population. Cities and towns of under 25,000	\$12 a week	Do.22
1, 1998.	Separate process	population.	\$12 a week	D0.**
No. 16	Pocketbook and leather goods, i. e., pocketbooks,	Women and minors:		
Directory, May 1,	bags, brief cases, leather and imitation leather goods, suit cases, trunks, card cases, desk sets,	Experienced	35 cents an hour; \$14 a week 35 cents an hour	40 a week. Over 40 a week. <sup>22</sup>
1938. Mandatory, Nov.	dog collars, and similar lines.	Inexperienced (less than 3 months)	$26\frac{1}{4}$ cents an hour; \$10.50 a week.	
1, 1938.	C .		261/4 cents an hour	Over 40 a week.22
No. 17	Paper box, i. e., set-up, folding and corrugated	Women and minors:	Of some hours	0 - 1 10 1- 10
Directory, Aug. 1, 1938.	boxes. Includes plants manufacturing for the trade as well as for their own consumption.	Experienced [less than 6 months]	35 cents an hour 30 cents an hour	9 a day, 48 a week. <sup>22</sup> Do. <sup>22</sup>
Mandatory, Nov.	Tere, process that position starts is a spire	mexperienced (1655 than 6 months)	o cents an nour	10.
2, 1938. No. 18	Millinery, i. e., the front shop which manufac- tures ladies', misses', and children's headwear (trimmed or untrimmed, of any material) by	Women and minors:		TALAS ANY INFORMATION
Directory, Oct. 1, 1938.	(trimmed or untrimmed of any meterial) by	Front shop: Experienced	35 cents an hour	Do.22
1990.	blocking, operating, cutting, moulding, mak-	Inexperienced (10 weeks)	25 cents an hour	D0.22
Mandaties, Jun 4, 1	ing, trimming, and similar operations, and the	Inexperienced (10 weeks) Back shop	25 cents an hour 35 cents an hour	Do.22
A STREET STREET, STREET, ST.S.	finishing of men's and women's wool and fur- felt hat bodies in the front shop; work on men's		and the second	the first second second from
Appropriate the second second	and women's wool and fur-felt hat bodies in	Quere and REALINER.	1	
	so-called back shop; office employees and non-			
Nr. 10	productive workers.	Women and minors:	barren berenter bereit bestern anter bereiten.	and the second second
No. 19 Directory, Dec. 1,	Canning and preserving, minor lines of confec- tionery and food preparations, i. e., all occu-	Experienced	\$14.25 a week: 32.4 cents an hour	44 a week.22
1938	pations connected with manufacture of the	Inexperienced (6 months)	\$14.25 a week; 32.4 cents an hour_ \$11 a week; 25 cents an hour	.Do.22
Constanting of the	product, including nonproductive and clerical workers.			and the second
No. 15,23 July 1, 1920		Females:	ing the state and souther	and the second se
100.20, 000, 1, 102011	lines of hosiery and underwear, this exception	Experienced Inexperienced (40 weeks)	\$13.75 a week	Full time.22
	not applying to lines used for athletic purposes nor to special lines such as bathing suits,	Inexperienced (40 weeks)	\$8.50 a week	Do. <sup>22</sup>
No. 18,23 Feb. 1, 1921	tights, and infants' garments. Office and other building cleaning	Females of ordinary ability	\$15.40 a week	42 or over a week.
No. 9 Januar Dalar, 1.		An Alexandra Margareta	37 cents an hour, but not over \$15.40 a week.	Less than 42 a week.
No. 33,23 Jan. 1, 1927	Jewelry and related lines, i. e., jewelry, jewelry	Females:	\$14.40 a week	Full time.22
	findings, silver novelties, optical goods, watches, and clocks. <i>Exceptions:</i> Flat or table	Experienced (age 20 and 6 months in the occupation).		
	silver, jewelry and instrument cases.	Inexperienced	\$12 a week	Do.22

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linnesota:	the second second second is the second s			
No. 13, July 11, 1938 24_	Any occupation, i. e., any industry, trade or	Women and minors:		
	branch thereof.	Class A: 25		1001 10 1
	- Ebertainran country in the second states in the	Experienced	\$15 a week	36 to 48 a week.
			36 cents an hour	Over 48 a week.26
	a supervision that which is the second second second second		36 cents an hour	Less than 36 a week.
	a restriction and the set of the set of the set of the set	Inexperienced 18 years and over:	1 25 Control to be undered for which	
	sectors of Objects the sectors and the sector	First 3 months	\$12 a week	36 to 48 a week.
	the state of the second s	Relation of the second second second second	29 cents an hour	Over 48 a week.26
	The second second second is the second and the second second second second second second second second second s	IV 010 BD SIDE PLATE STATUS	29 cents an hour	Less than 36 a week.
	ABY DEAST OF EIREIGT APTVER DE CONSTRUMA	Second 3 months	\$13.50 a week	36 to 48 a week.
	BARTELY PROVIDENCE AND LAST RUT DIVISION DI WARMEN.		32 cents an hour	Over 48 a week. <sup>26</sup>
	tation counter	C. Dankerson and the provide the second	32 cents an hour	Less than 36 a week.
	The subscription of the subscription of the second states of the second	Minors between 16 and 18	\$12 a week	- 36 to 48 a week.
	AND THE PARTY AND		29 cents an hour	Over 48 a week. <sup>26</sup>
	and the second second states and the second s	and the second	29 cents an hour	Less than 36 a week.
	THE MARTINE PROVINCE REPORTED AND THE PROPERTY OF THE PROVINCE	Class B: 25	1 25 south and built	1
	- There and personal and an and the land of the	Experienced	\$13.50 a week	_ 36 to 48 a week.
	THERE AND AND THE PARTY AND A CONTRACT OF A CONTRACT	A A A A A A A A A A A A A A A A A A A	30 cents an hour	Over 48 a week. <sup>26</sup>
			30 cents an hour	Less than 36 a week.
		Inexperienced 18 years and over:		A PARTY A REAL & MARKED
	A sector of the	First 3 months	\$10.80 a week	_ 36 to 48 a week.
	Lizzara mainokanar bethepter yandanio		24 cents an hour	Over 48 a week.26
		and the second	24 cents an hour	Less than 36 a week.
		Second 3 months	\$12.15 a week	_ 36 to 48 a week.
			27 cents an hour	Over 48 a week. <sup>26</sup>
		A Company of the second s	27 cents an hour	Less than 36 a week.
		Minors between 16 and 18	\$10.80 a week	36 to 48 a week.
		Miniors botwood to and to	24 cents an hour	Over 48 a week.26
			24 cents an hour	Less than 36 a week.
		Class C: 25		
		Experienced	\$12 a week	36 to 48 a week.
			27 cents an hour	Over 48 a week.26
			27 cents an hour	Less than 36 a week.
		Inexperienced 18 years and over:		
		First 3 months	\$9.60 a week	36 to 48 a week.
		Filst o montus	22 cents an hour	Over 48 a week.26
			22 cents an hour	Less than 36 a week.
		Second 3 months	\$10.80 a week	36 to 48 a week.
		Becond 5 months	- 910.00 & Week	- 0 to 48 a week 26

<sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.
 <sup>23</sup> Not yet revised under the present minimum-wage law.
 <sup>24</sup> Pending adoption of separate orders, made necessary by litigation, the blanket order of 1921 was revived in October 1938 for four industries—laundry, restaurant, needlework, and telegraph. Under this order experienced rates are \$12 a week in cities of 5,000 or more population and \$10.25 elsewhere; inexperienced rates, according to size of community, are \$9.12 and \$7.68 a week for women and minors 18 years and over, and \$7.68 and \$6.48 for minors under 18.
 <sup>26</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or town ships having under 3,000 inhabitants.
 <sup>26</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, orl aundry occupations; telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.

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24 cents an hour\_\_\_\_\_ Less than 36 a week.

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STATE MINIMUM-WAGE LAWS AND ORD

	And the second se	Class of employees covered	Minimum-wage rates	Hours
innesota-Contd.			the pair of the foot proves of a pair of the off	TREASURE IN CONTRACTOR
No. 13, July 11, 1938	Any occupation, i. e., any industry, trade or branch thereof.	Women and minors-Continued.		
	branch thereoi.	Class C-Continued.	40.00	
	et he de la service de la s	Minors between 16 and 18	\$9.60 a week	36 to 48 a week.
			22 cents an hour 22 cents an hour	Over 48 a week.26
		Class D: 25	22 cents an nour	Less than 36 a week.
		Experienced	\$11 a week	36 to 48 a week.
		Experienced	24 cents an hour	Over 48 a week. <sup>26</sup>
		and the second	24 cents an hour	Less than 36 a week.
		Inexperienced 18 years and over		Less than 50 a week.
		Inexperienced 18 years and over: First 3 months	\$8.80 a week	36 to 48 a week.
			19 cents an hour	Over 48 a week. <sup>26</sup>
	the set of the set of the set of the set of the set		19 cents an hour 19 cents an hour	Less than 36 a week.
	the second second strain the second sec	Second 3 months	\$9.90 a week	36 to 48 a week.
			22 cents an hour	Over 48 a week.26
			22 cents an hour	Less than 36 a week.
		Minors between 16 and 18	\$8.80 a week	36 to 48 a week.
	A Design of the set of the set of the set of the set of the		19 cents an hour	Over 48 a week. <sup>26</sup>
			19 cents an hour	Less than 36 a week.
		A Statement of the statement of the	(Deductions allowed for meals or lodging.)	The second se
vada:			of longing.)	The spin the state
May 28, 1937. (Wage	Private employment. Exceptions: Domestic	Females	\$3 a day: \$18 a week 28	8 a day, 48 a week. Over 8 a day; over 48 to 56 a week; 7 days a week. <sup>29</sup>
fixed in law.) 27	service; State, county, city, or town employees.		\$3 a day; \$18 a week <sup>28</sup> Time and one-half regular rate	Over 8 a day: over 48 to 56 a
		Engrand in the second state of the		week; 7 days a week.29
w Hampshire:			ALL ALL STREET, STREET	a series and the series of the
No. 1a 30	Laundry, i. e., any activity directly concerned	Women and minors:		自动的物质是用于用于
Directory, May 1, 1936.	with the washing, ironing, or processing of laundry wares; collection, distribution, or sale	Experienced	28 cents an hour	10¼ a day, 54 a week. <sup>31</sup> Do. <sup>31</sup>
1936. No. 2	laundry wares; collection, distribution, or sale	Inexperienced (3 months)	25 cents an hour	Do. 31
Mandatory, July 1,	of laundry services; producing of laundry serv- ices on their own behalf or for others by business		the exception from the starting	
1938.	establishments, clubs, institutions, and over-		ATTA IN PARTY	and the second
1500.	night camps.		AN TRACE AND AN ADDRESS OF A DESCRIPTION OF A	a state when a state of these
	Laundry establishment, i.e. any place in which		The same a set that a set of the	A REAL PROPERTY AND A REAL
	Laundry establishment, i. e., any place in which any phase of laundry service is conducted.		BARRIE CONTRACTOR	Contractor and a second
No. 2	Restaurant occupation, i. e., any activity di-	Women and minors:	Sal lang Partin protect	PARAL CHI CONTRACTOR
Directory, Apr. 1.	rectly concerned with the preparation and	Service	\$7 a week	54 a week.
1936.	serving of food to the public for pay, in any	Nonservice	\$9 a week	Do.
No. 3	establishment where at least 10 people are	All (if meals are not furnished)	25 cents to be added for each	
Mandatory, Nov.	served per day, where lodging is not also pro-		meal not allowed while on	
1, 1938.	vided to the public for pay.		duty.	
	Restaurant establishment, i. e., any establish- ment that prepares and offers for sale food for		(Deduction allowed for lodging.)	States and a states
	ment that prepares and offers for sale food for			
	consumption either on any of its premises, or by catering and banquet service, box lunch	and the second		

Sarth History No. 9. Dec. 16, 1952	or curb service; the term "food" includes nutri- tive material intended for human consump- tion, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, exclud-	Webster of the start strike and		
No. 3	ing, however, medicinal or quasi-medical preparations.			BLACK DESTRICTION
Directory, Dec. 1,	Clothing and accessories, i. e., men's clothing, women's clothing, winter outfits, gloves.	Women and minors: Experienced:	The second and the second states of the	
1936. No. 1	handkerchiefs, aprons, and other similar accessories.	Winter outfits and men's clothing Handkerchiefs, aprons, gloves,	25 cents an hour 20 cents an hour	10 a day, 48 a week. <sup>31</sup> Do. <sup>31</sup>
Mandatory, Oct. 1, 1937.		women's house dresses, and other similar accessories.		
No. 4	Hosiery and brit goods i. a. hosiery undermoor	Inexperienced (6 months)	15 cents an hour	Do. <sup>31</sup>
Directory, May 1,	Hosiery and knit goods, i. e., hosiery, underwear, berets, gloves, and other knitted articles; any	Experienced	27 <sup>1</sup> / <sub>2</sub> cents an hour	Do. <sup>31</sup>
1337	activity directly concerned with the manufac- ture of knit goods. <i>Exceptions:</i> Occupations concerned with spinning and dyeing yarns;	Inexperienced (6 months)	15 cents an hour	Do. <sup>31</sup>
No. 5	plant maintenance; office work. Beautician occupation, i. e., any activity con-	Women and minors:	the second second second second	
Directory, Mar. 15, 1938.	cerned with hairdressing, manicuring, or any other branch of cosmetology.	Licensed hairdressers Licensed operators and hairdressers	31¼ cents an hour 25 cents an hour	10¼ a day, 54 a week. <sup>31</sup> Do. <sup>31</sup>
		(less than 1 year). Apprentices (3 to 6 months)	\$3 a week	Do. <sup>31</sup>
N T		Students working on customers	50 percent of charge for the service	
New Jersey: No. 1.	Laundry, i. e., any activity in marking, sorting,	Women and minors:	and experimentation of the second	
Directory, Sept. 6, 1937.	Laundry, i. e., any activity in marking, sorting, washing, ironing, assembling, packaging, and all other operations in the laundering of articles	Zone A (Bergen, Essex, Hudson,	\$13.20 a week; 33 cents an hour.	40 a week. <sup>32</sup>
1937. Mandatory, July 11, 1938.	of clothing, napery, blankets, bed clothing, or fabrics of any kind or their collection or de-	Middlesex, Morris, Passaic, and Union Counties).	36.3 cents an hour (10 percent added to basic rate), not over \$13.20 a week.	Less than 40 a week.
-80. 3 Dec 19 1992	livery, irrespective of the nature of the business of the employer, and all occupations in estab- lishments commonly known as laundries.	Zone B (Burlington, Camden, Glou- cester, Mercer, Somerset; and, from June 1 to Oct. 1, Atlantic, Mon-	\$12 a week; 30 cents an hour 33 cents an hour (10 percent added to basic rate), not over	40 a week. <sup>32</sup> Less than 40 a week.
	Exception: Office workers.	mouth, and Ocean Counties). Suburban zone (Cape May, Cum- berland, Hunterdon, Salem, Sussex, Warren; and from Oct. 1 to June 1, Atlantic, Monmouth, and Ocean Counties).	\$12 a week. \$10.40 a week; 26 cents an hour	40 a week. <sup>32</sup>

<sup>1</sup> Ocean Counties).
 <sup>25</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants.
 <sup>26</sup> Legal maximum face are not compulsory during a single probationary period of 3 consecutive months.
 <sup>29</sup> More than 8 hours a day, 48 a week, allowed only in emergencies.
 <sup>30</sup> Directory

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by labor commissioner. <sup>32</sup> Legal maximum hours, 10 a day, 54 a week, for females.

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New York: No. 1 Directory, Mar. 14, 1938. Mandatory, Aug. 22, 1938. No. 2 Directory, Aug. 1, 1938. No. 3 Directory, Nov. 14, 1938.	<ul> <li>Laundry occupations, i. e., all occupations directly concerned with the cleansing, finishing, collecting, and distributing of laundry wares. Exceptions: Occupations concerned solely with plant maintenance or office work.</li> <li>Beauty shop, i. e., any place or establishment where women or minors are employed for the purpose of rendering beauty service.</li> <li>Beauty service, i. e., all service or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance; services or operations incidental to such care, cleansing, or packing of maids, cashiers, receptionists, or appointment clerks.</li> <li>Confectionery, i. e., preparation, processing, manufacture, wrapping, packaging, or packing of confections and candies of all kinds, including inspissated honeys, sugars and syrups used as sweetmeats, chewing gum, sweetened cough drops, and chocolate and cocoa products. Exceptions: Preserved and candied fruits</li> </ul>	<ul> <li>Women and minors: Zone A (New York City; Westchester and Nassau Counties).</li> <li>Zone B (cities outside zone A with a population of over 18,000; from June 15 to Se t. 15, resort counties <sup>34</sup>).</li> <li>Zone C (remainder of State including resort counties <sup>34</sup> from Sept. 15 to June 15).</li> <li>Women and minors: Full-time: All (except maids) Maids All.</li> <li>Part-time (3 days a week or less)</li> <li>Women and minors.</li> </ul>	<pre>\$14 a week</pre>	40 a week or less. Over 40 to 45 a week. Over 45 a week. <sup>33</sup> 40 a week or less. Over 45 a week. <sup>33</sup> 45 a week or less. Over 45 a week. <sup>33</sup> 45 a week or less. Over 45 a week. <sup>33</sup> 45 a week or less. Over 45 to 48. <sup>35</sup> Over 48. <sup>36</sup> 8 a day or less. Over 48 a day. <sup>35</sup> 8 a day or less. Over 8 a day. <sup>35</sup> 8 a day or 40 a week. Over 8 a day. <sup>36</sup> 3 days a week or less. 4 days a week. <sup>37</sup> Over 4 days a week up to 40 hours, inclusive. <sup>37</sup> 2 days a week or less. 3 days a week or less.
			·	
	***		*	•
North Dakota: No. 1, Dec. 16, 1932	Public housekeeping, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice cream and light lunch stands and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses, and hospitals and the work of gnitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators.	Women: Waitress or counter girl Board furnished (21 meals) Board and lodging furnished Lodging furnished Chambermaids and kitchen help Board furnished (21 meals) Board furnished (21 meals) Board and lodging furnished Lodging furnished Part-time	\$8.16 a week; \$35.36 a month \$6.16 a week; \$26.69 a month \$11.41 a week; \$49.44 a month \$12.78 a week \$7.53 a week; \$32.63 a month \$5.53 a week; \$23.96 a month \$10.78 a week; \$46.71 a month \$40.67 week] wage for each hour	under 500 population; 8½ a day, 48 a week else- where. <sup>39</sup> Do. <sup>39</sup> Do. <sup>39</sup> Do. <sup>39</sup> Do. <sup>39</sup>
	in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice cream and light lunch stands and steam table or counter work in cafeteiias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses, and hospitals and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and	Waitress or counter girl Board furnished (21 meals) Board and lodging furnished Lodging furnished Chambermaids and kitchen help Board furnished (21 meals) Board and lodging furnished Lodging furnished	<ul> <li>\$8.16 a week; \$35.36 a month</li> <li>\$6.16 a week; \$26.69 a month</li> <li>\$11.41 a week; \$49.44 a month</li> <li>\$12.78 a week; \$32.63 a month</li> <li>\$7.53 a week; \$32.63 a month</li> <li>\$5.53 a week; \$23.96 a month</li> <li>\$10.78 a week; \$46.71 a month</li> </ul>	under 500 population; 8½ a day, 48 a week else- where. <sup>30</sup> Do. <sup>30</sup> Do. <sup>30</sup> Do. <sup>30</sup> Do. <sup>30</sup> Do. <sup>30</sup> Do. <sup>35</sup> Do. <sup>35</sup> Do. <sup>35</sup> Do. <sup>35</sup> Do. <sup>36</sup> Do. <sup>40</sup> Do. <sup>40</sup>

<sup>33</sup> Legal maximum hours 8 a day, 48 a week, for women and minors under 18. Over 8 a day allowed only to make one short day in week.
<sup>34</sup> Resort counties: Chautaqua, Clinton, Essex, Franklin, Greene, Jefferson, Orange, St. Lawrence, Saratoga, Suffolk, Sullivan, Ulster, and Warren.
<sup>35</sup> Legal maximum hours 8 a day, 48 a week, for boys between 16 and 18, and for females over 16 in towns of 15,000 population and over.
<sup>36</sup> During 14-week peak period each year (or 2 periods aggregating not over 14 weeks) the rates are 38½ cents an hour for hours over 40 to 44, 52½ cents for hours over 44 to 48.
<sup>37</sup> If called to work on fourth day, whether or not she works, employee must be paid for 3 days.
<sup>38</sup> Legal maximum hours.
<sup>40</sup> Legal maximum hours 8½ a day, 48 a week, in towns of 500 population and over; in telephone exchanges elsewhere, maximum hours a day and days a month to be fixed by agreement between employee and employee.

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Yorth Dakota—Contd. No. 4, Dec. 16, 1932 No. 5, Apr. 4, 1922	Laundry, i. e., any place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or asso- ciation; all processes connected with the re- ceiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work performed in laundry depart- ments of hotels, hospitals, and factories. Telephone	Women:         Experienced	<pre>\$12.60 a week; \$54.60 a month \$12.10 a week. \$12.10 a week. \$11.25 a week; \$42.90 a month \$11.25 a week; \$42.90 a month \$11.25 a week; \$42.90 a month \$11.25 a week; \$42.90 a month \$11.50 a week; \$42.75 a month \$10 a week; \$60.67 a month \$10 a week; \$60.67 a month \$10 a week; \$44.43 a month \$10 a week; \$44.43 a month \$11.50 a week; \$48.17 a month \$12.50 a week; \$48.17 a month \$12.50 a week; \$54.16 a month \$12 a week; \$52 a month \$12 a week; \$52 a month \$12 a week; \$52 a month \$10 a week; \$43.43 a month \$11 a week; \$47.67 a month \$11 a week; \$47.67 a month \$11 a week; \$47.67 a month \$12 cents an hour \$13 a mouth \$14 a mouth \$15 cents an hour \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$18 a mouth \$17 a mouth \$18 a mouth \$19 a mouth \$10 a mouth \$10 a mouth \$11 a mouth \$11 a mouth \$11 a mouth \$11 a mouth \$12 a mouth \$13 a mouth \$14 a mouth \$15 a mouth \$15 a mouth \$16 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$18 a mouth \$19 a mouth \$10 a mouth \$10 a mouth \$10 a mouth \$11 a mouth \$11 a mouth \$11 a mouth \$11 a mouth \$11 a mouth \$12 a mouth \$13 a mouth \$14 a mouth \$15 a mouth \$15 a mouth \$16 a mouth \$17 a mouth \$18 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth \$17 a mouth</pre>	38 to 48 a week. <sup>40</sup> Do. <sup>40</sup> Do. <sup>40</sup> Less than 32 a week. 32 to 38 a week. Over 40 a week. <sup>40</sup> Do. <sup>40</sup> Do. <sup>40</sup> d0 or less a week. Do. Over 40 a week. <sup>40</sup> Do. <sup>40</sup> Do. <sup>40</sup> d0 or less a week. Do. 40 or less a week. Do.
	Taisliu transiscontar, L. e., Liż Srova di Fraircesser ur sumurani, bonel dening rooma, boarding horer, and als wrenzone arrowyned at be argun and light hunds thands and deningesen argunatur voit in related is and deningesen varier argunts for eaked house are served ing the varier argunts for eaked house are served ing the varier argunts for a for a served ing the varier argunts for a served in a served in the varier argunts for a served in a served in the varier argunts for a served in the served of observed is a served in the server of observed is a served ing the house of served and board in the server of served and board in the server of served and server of board in the served of served as a served ing the server is a server of served as a served ing the server of the server of served as a served ing the server is a server of served as a server of the server of the server of served as a server of the server of the server of served as a server of the server of the server of server of server of the server of the server of server of server of the server of the server of the server of server of server of the server of the server of server of server of the server of the server of the server of server of server of the server of the server of the server of server of server of the server of the server of the server of server of server of the server of the server of the server of server of server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the serv	above).		

No. 6, May 28, 1936	Any occupation (i. e., occupations covered by Orders nos. 1-5 for women).	Minors under 18: Experienced Inexperienced	Same as rates for women in Or- ders nos. 1–5. do	8 a day, 48 a week. <sup>39</sup> Do. <sup>39</sup>
io: No. 1 Directory, Mar. 26, 1934. Mandatory, July 26, 1934.	Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of cloth- ing, napery, blankets, bed clothing, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of laundry service; the producing of laundry service for their own use by business establishments, clubs, or institutions; all processes directly concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions</i> :	Women and minors	<ul> <li>27½ cents an hour; \$11 a week</li> <li>29 cents an hour</li> <li>30¼ cents an hour (10 percent added to 27½ cents).</li> <li>27½ cents an hour</li> <li>37 cents an hour (1½ times basic 27½ cents).</li> </ul>	40 a week. 19 a week. Less than 19 a week. Over 40 to 45 a week. Over 45. <sup>41</sup>
No. 2 Directory, Sept. 10, 1934. Mandatory, Jan. 7, 1935.	Plant maintenance, office work. Cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; col- lecting, sale, resale, or distribution at retail or wholesale of cleaning, dyeing, and pressing service by cleaning, dyeing, pressing establish- ments, laundries, department stores, hotels, or by any other type of establishment or institu- tion; all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collec- tion, and distribution of dry-cleaning wares, <i>Exceptions:</i> Plant maintenance, office work.	Women and minors: Store clerks	<ul> <li>35 cents an hour; \$16.80 a week</li> <li>52½ cents an hour (1½ times minimum).</li> <li>35 cents an hour; \$14 a week</li> <li>52½ cents an hour (1½ times minimum).</li> </ul>	48 a week. Over 48 a week. <sup>41</sup> 40 a week. Over 40 a week. <sup>41</sup>

<sup>40</sup> Legal maximum hours.
 <sup>40</sup> Legal maximum hours 8½ a day, 48 a week, in towns of 500 population and over; in telephone exchanges elsewhere, maximum hours a day and days a month to be fixed by agreement between employer and employee.
 <sup>41</sup> Legal maximum hours for females over 16 and boys between 16 and 18, 8 a day, 48 a week. For females 16 and over in laundry and dry-cleaning plants, 9 hours a day, 50 a week allowed during weeks that include certain holidays. For mercantile establishments, 10 hours may be worked on Saturday and on days preceding certain holidays, and 10 hours a day, 50 a week, during 1 week in the first half of the year and 2 weeks in the second half; the law allows complete exemption for women over 21 in towns of under 5,000 population.

STATE MINIMUM-WAGE LAWS AND ORDERS

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STATE MINIMUM-WAGE LAWS AND ORDERS

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tate, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
io-Continued.				
No. 3	Hotel and restaurant, i. e., all restaurants, li- censed or unlicensed, operated as the principal	Women and minors:		and the second
Directory, July 1,	censed or unlicensed, operated as the principal	Service, i. e., employees who serve		
1936.	business of the employer or as a unit of another	food at counters or food or bever-		
Mandatory, Mar.	business; restaurants operated by governmen-	ages at tables; duties incidental		and the second second second second
30, 1937.	tal subdivisions, including boards of educa-	thereto; bell boys; page boys:		
	tion, wherein food in liquid or solid form is	Cities of 100,000 population or		
	prepared and served: catering and banquet,	over:		
	box lunch, or curb service; transient, residen-	Full-time 42	15.62 cents an hour; \$7.50 a week	48 a week.41
a when a starting the	tial, or apartment hotels, apartment houses,	Part-time 42	25 cents an hour	First 25 a week.
No. while the set of the contraction of the	tourist homes, and tourist cabin reservations	0	15.62 cents an hour	26 to 48 a week.
AT Freedorg and a start of the start	that offer lodging or living accommodations; boarding houses, serving 1 meal or more a day;	Overtime Cities of 5,000 and under 100,000	23.43 cents an hour	Over 48 a week. <sup>41</sup>
Reservation August and August	rooming houses; hospitals and institutions, un-	Cities of 5,000 and under 100,000		
and the second second second second	less exempted by special permit. Exceptions:	population: Full-time 42	14 50 comta on house \$7 comole	10
- She y should be should be should be	Inmates of institutions: members of religious	Part-time 42	14.58 cents an hour; \$7 a week 24 cents an hour	48 a week. <sup>41</sup> First 25 a week.
	organizations who receive no compensation:	ran-nine **	14.58 cents an hour	26 to 48 a week.
	women taking a course of training for house-	Overtime	21.87 cents an hour	Over 48 a week.
	work, or preparing and serving food, in train-	Cities under 5,000 population:		Over 40 a week."
	ing establishments.	Full-time 42	13.02 cents an hour; \$6.25 a week_	48 a week. 41
•		Part-time 42	23 cents an hour	First 25 a week.
			13.02 cents an hour	26 to 48 a week.
	and the second provides of the second s	Overtime	19.53 cents an hour	Over 48 a week. <sup>41</sup>
	a management of the case of the provided and three of the	Nonservice:		o for to a moon.
	The leader of the second s	Cities of 100,000 population or	a third salar and points to be present	Canal TO'S MEETERS
an and a second	a landar to block at the fait where are	over:	1. States and the state of the states of the	A AND REAL PROPERTY AND A REAL
All and the second second	A humanid formation and the for	Full-time 42	21.875 cents an hour; \$10.50 a	48 a week.41
	1. Surgerstation of standing successing beauti		week.	The second of the second second
- Statement and the state of the	The second state of the state of the state of the second state of the state of the second state of the state	Part-time 42	32 cents an hour	First 25 a week.
All and a second se	A Plantice and residence 1 at the strategy desired		21.875 cents an hour	26 to 48 a week.
		Overtime Cities of 5,000 and under 100,000	32.812 cents an hour	Over 48 a week. <sup>41</sup>
		Cities of 5,000 and under 100,000		
	Carton of an and the second and be appreciate the	population:		1
	Then and the of an entropy converting the	Full-time 4 <sup>2</sup> Part-time 4 <sup>2</sup>	18.75 cents an hour; \$9 a week	48 a week.41
	The second second second second second second second	Part-time **	31 cents an hour	First 25 a week.
THE STORESS	1. It is a subtract of the second s	Overtime	18.75 cents an hour 28.125 cents an hour	26 to 48 a week. Over 48 a week. <sup>41</sup>
WE PERCEPTOR DE TRETT	- " The state with a substantion of the top and the set	Cities under 5,000 population:	28.125 cents an nour	Over 48 a week."
AND REPORT	in the second se	Full-time 41	16.66 cents an hour; \$8 a week	48 a week.41
TATION CONTRACTOR OF THE	I had the sector of an and the sector of the sector	Full-time <sup>43</sup> Part-time <sup>43</sup>	30 cents an hour	First 25 a week.
Mar 1	t fundars' f' a' muchos' nound of hundarns		16.66 cents an hour	26 to 48 a week.
And the second s		Overtime	24.99 cents an hour	Over 48 a week.41
		Service and nonservice (if meals not	6.25 cents an hour more than	o for to a moon.
		furnished).	above rates.	
	1 Orders were 1-5 her with the l	Resident, i. e., employees living on	15 cents an hour	48 a week.41
No. 6. 76603 28, 2466.	I day consideration of a constanticity parent by	employer's premises and receiv-		
		ing full maintenance.		

lahoma:	The last a sublem instant or provident	Class A. H		
No. 1, May 1, 1938 43	Laundry, i. e., washing, ironing, or processing	Class A: 44 Females	30 cents an nour; \$14.40 a week	9 a day, 48 a week.
	incidental thereto, for compensation, of cloth-	Males		10 a day, 54 a week.
Contract in the second second	ing, napery, blankets, bed clothing, or fabrics		50 cents an nour, \$10.20 a week	10 a day, of a week.
San San San	of any kind whatsoever in private plants where	Class B: 44	25 cents an hour; \$12 a week	9 a day, 48 a week.
	labor is employed; laundry service for their	Females		10 a day, 54 a week.
	own use by business establishments, clubs,	Males Class C: 44		10 a day, of a week.
	hotels, hospitals, or institutions. Exceptions:	Class C: **	20 cents an hour; \$9.60 a week	9 a day, 48 a week.
	Eleemosynary institutions, benevolent organ-	Females	20 cents an hour; \$10.80 a week	10 a day, 54 a week.
	izations or institutions organized and sup-	Males	20 cents an nour, \$10.00 a week	10 a day, of a week.
	ported wholly on a nonprofit basis, and State-			
	supported institutions; plant maintenance			
the of place to best of	men; drivers; office workers; a plant foreman	A A A A A A A A A A A A A A A A A A A	The second s	
的现在,这个这些事件了。但我们的。 19	and superintendent in plants having more			
	than 5 employees. Laundry occupation, i. e.,			
	all processes directly concerned with the			
Some of the state Lawrence and	cleansing, ironing, pressing, or finishing of	Charles and the second second second	the second s	
1 0 0 1 1 1000 12	laundry wares.	Class A: 44		
o. 2, May 1, 1938 43	Cleaning and dyeing, i.e., any place or vehicle	Females	30 cents an hour; \$14.40 a week	9 a day, 48 a week.
	where the service of dry cleaning, wet cleaning,	Males		10 a day, 54 a week.
a the second second	each a process incidental to dry cleaning, spot-	Class B: 44		io a day, or a noom.
	ting, or finishing any fabric that is rendered for	Females	271/2 cents an hour; \$13.20 a week	9 a day, 48 a week.
ALL ALL LEVEN	hire or sold, resold, or offered for sale or resale.	Molog		10 a day, 54 a week.
	Exceptions: Plant maintenance men; drivers;	Males Class C: 44	50 cents an nour, \$10.20 a week-	10 a day, or a noon.
	office workers; delivery men; a plant foreman	Females	25 cents an hour; \$12 a week	9 a day, 48 a week.
	and superintendent in plants having more	Males		10 a day, 54 a week.
	than 5 employees; plants manufacturing fab-	Males	20 Cents an nour, \$13.50 a week	10 a day, or a week.
	rics. Fabric, i. e., any article of wearing ap- parel including hats, household furnishings,	A A A A A A A A A A A A A A A A A A A		
	parel including hats, household furnishings,	A CARACTER AND A CARA	Standard and Article and Anna and Anna	
1. 0 15	rugs, textiles, furs, and leather.	Class A :44		
lo. 3, May 1, 1938 43	Retail mercantile, i. e., selling of merchandise to	Females	\$15 a week	9 a day, 48 a week.
and the state of the second	the consumer and not for the purpose of resale	Males		9 a day (12 on 1 day a week),
	in any form; servicing, purchase, or sale of any	TATES	φ10 α ₩θ0Α	54 a week.
	goods, wares, or merchandise; includes the	Class B: 44		or a moon.
	sales, wrapping, auditing, or checking force,	Females	\$12 a week	9 a day, 48 a week.
	shippers in the mail-order department, and	Males	\$16 a week	10 a day (12 on 1 day a week),
	outside delivery men. Exceptions: Office em-	Ivrales	φ10 a webk	57 a week.
	ployees; janitors.	Class C: 44		
		Class C: 44 Females	\$11 a week	9 a day, 51 a week.
	the second the second state of the second	Males	\$13 a week	10 a day (12 on 1 day a week),
The second second second second		Ivraies	φ10 a wook	59 a week.

<sup>41</sup> Legal maximum hours for females over 16 and boys between 16 and 18, 8 a day, 48 a week. For females 16 and over in laundry and dry-cleaning plants, 9 hours a day, 50 a week allowed during weeks that include certain holidays. For mercantile establishments, 10 hours may be worked on Saturday and on days preceding certain holidays, and 10 hours a day, 50 a week, during 1 week in the first half of the year and 2 weeks in the second half; the law allows complete exemption for women over 21 in towns of under 42 Employer shall stipulate, at time of hiring or at beginning of workweek in case of change of status, whether worker is full-time or part-time, i. e., employed on basis of 48 hours or of less than 48 hours a week.
 <sup>43</sup> Restraining order has prevented enforcement.
 <sup>44</sup> Class A.—Cities and towns of 40,000 or more population and contiguous territory within 2 miles thereof, more or less, within the discretion of the commission. Class B.— Cities and towns of not less than 10,000 nor more than 40,000 population and contiguous territory within 1 mile thereof, more or less, within the discretion of the commission. Class C.—Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.—Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.—Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission.

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
klahoma—Continued.		Standard to the second side goals		energiale des segue protocolo
No. 4, May 1, 1938 43	Restaurant, i. e., any establishment that pre-	Class A: 44	eff 在19月1日,19月1日,19月1日,19月1日,19月1日,19月1日	A DARGE BOUNDARY BY PROBLED BY A
- Elbel and a state of the state of the	pares and offers for sale for profit, food for con-	Females	\$15 a week	8 a day, 48 a week.
	sumption, either on any of its premises, or by	Males	\$20 a week	9 a day, 54 a week.
	catering, banquet, box lunch, or curb service.	Class B: 44		ou duy, or a wook.
	Food, i. e., nutritive material intended for	Females	\$15 a week	8 a day, 48 a week.
	human consumption, in solid or liquid form,	Males	\$20 a week	10 a day, 56 a week.
	whether cooked or uncooked, or otherwise pre-	Class C: 44		and the second se
	pared. Exceptions: Medicinal or quasi-medic-	Females		8 a day, 48 a week.
	inal preparations, fountain products such as carbonated and aerated drinks, ice cream and	Males	\$18 a week	10 a day, 58 a week.
	its derivatives, bottled beverages and drinks.			28.5.4 194
No. 5, May 1, 1938 43	Hotel, i. e., businesses that extend lodging to the	Class A: 44	(Deductions allowed for meals.)	A.A. THA. STORES & DOLLAR
	general public for profit and that have 10 or	Females	A10 1	
and the state of the state of the	more guest rooms.	Males	\$10 a week \$19 a week	8 a day, 48 a week.
and the second second	more guest rooms.	Class B: 44	\$19 a week	9 a day, 54 a week.
		Females	\$9 a week	8 a day, 48 a week.
		Males	\$17 a week	10 a day, 57 a week.
		Class C: 44		10 a day, 51 a week.
		Females	\$8 a week	8 a day, 48 a week.
27 0 25 1 1000 0	Aungebong: Phant maintenane rean, difesent i	Males	\$15 a week	10 a day, 59 a week.
No. 6, May 1, 1938 43	Office building, i. e., elevator operators, janitors,	Class A: 44		
	janitresses, maids, and charwomen in any	Females	\$15 a week	8 a day, 48 a week.
	building used for office purposes.	Males	\$15 a week	8 a day, 48 a week.
		Class B: 44	A SAME AND AND THE WEITING SAME AND	A G CARL THE REAL PROPERTY
Vo. 2. Were T. Sheet of		Females	\$12.50 a week	8 a day, 48 a week.
		Males	\$14 a week	9 a day, 54 a week.
		Class C: 44 Females		
	and a support of the second of the second seco	Males	\$12 a week	8 a day, 48 a week.
No. 7, May 1, 1938 43	Wholesaling and distributing	Males and females	\$13 a week \$18 a week	9 a day, 54 a week.
No. 8, May 1, 1938 43	Automotive, i. e., retailing new or used motor	Class A: 44	\$18 a week	9 a day, 48 a week.
	vehicles and servicing or repairing them, in-	Females	\$18 a week	9 a day, 48 a week.
	cluding the sale and/or installation of new or	Males	\$18 a week	9 a day, 48 a week. 9 a day, 54 a week.
	used parts or accessories; garages, storage and	Class B: 44	\$10 a week	9 a day, 54 a week.
	parking, including washing other cleaning	Females	\$16 a week	9 a day, 48 a week.
	lubricating, repairing, towing, and driving of customers' cars; filling stations (any place	Males	\$16 a week	10 a day, 57 a week.
Carlo Car	customers' cars; filling stations (any place	Class C: 44		at a day, or a mook
	whose principal business is selling at retail	Females	\$14 a week	9 a day, 48 a week.
	gasoline, oils, greases, lubricants, and other	Males	\$14 a week	10 a day, 59 a week.
	petroleum products, automobile equipment,	A Manager and a second second second second second	Statement has been she to a name	10 10 10 10 10 10 10 10 10 10 10 10 10 1
	supplies and accessories).		Stranger Personal 214 and a server	and containing definition

No. 9, May 1, 1938 <sup>43</sup> Oregon:	Retail drug, i. e., selling to the consumer and not for resale in any form of drugs, medicines, and poisons required to be compounded or pre- pared on the premises or to be sold by a regis- tered pharmacist.	Registered pharmacists (men and women): Class A <sup>44</sup> Class B <sup>44</sup> Class C <sup>44</sup>	\$22 a weak	10 g day 58 g wook
Sept. 14, 1937	Mercantile, i. e., work in establishments oper-	Women:	and the second process of the second s	The read of the second of
201ay ), 1205	ated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping, auditing, or check in- pection force, shoppers in mail-order depart- ment, the receiving and shipping department,	Experienced Inexperienced (less than 6 months) Junior employees (under 18 years)	30 cents an hour 27½ cents an hour 27½ cents an hour	- Do.45
	marking and stockroom employees, sheet- music saleswomen, altering and tailoring de- partment, soda-fountain and lunchroom em- ployees, demonstrators, models for fashions, counter cashiers, elevator operators and start- ers.	Automitismeet	onte mante al andre en onte construction d'historie la professione president presidente professione president presidente professione presidente	and the second s
Sept. 14, 1937	Laundry, cleaning and dyeing, i. e., all places where 2 or more persons are engaged in wash- ing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly con- nected with such place of business; all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials.	Women	30 cents an hour 1½ times regular rate	
Sept. 14, 1937	Needlecraft, i. e., designing, cutting, stitching, weaving, inspecting, knitting, hemstitching, altering, sorting of rags or materials, etc., whether by hand or by machine, of materials	Women: Experienced	30 cents an hour	8 a day, 44 a week; 9 a day, 48 a week for 2 periods a year, 6 weeks each. <sup>45</sup>
	for clothing, wearing apparel, upholstering,	Inexperienced (3 periods, 4 months	22, 25, 27½ cents an hour	D0.45
Sept. 14, 1937	tents, awnings, draperies, and bags. Manufacturing, i. e., all processes of manufac- ture and production of commodities, including	each). Women: Experienced	Contraction and Participants and	
	photographing, creamery products, bakery products, canning of meat, poultry, and fish, the process of preparing meat and poultry for market, nut cracking and sorting, and all other processes in the production of commodities not covered by any other special order.	Inexperienced (3 periods, 4 months each).	30 cents an hour 22, 25, 27½ cents an hour	8 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup>

<sup>43</sup> Restraining order has prevented enforcement. <sup>44</sup> Class A.—Cities and towns of 40,000 or more population and contiguous territory within 2 miles thereof, more or less, within the discretion of the commission. Class B.—Cities and towns of not less than 10,000 nor more than 40,000 population and contiguous territory within 1 mile thereof, more or less, within the discretion of the commission. Class C.— Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.— Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.— Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.— Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. Class C.— Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission. <sup>45</sup> Special regulations, effective Sept. 14, 1937, and general in their application, provide that in case of business emergency the State welfare commission, upon application and showing, may issue a special license for the employment of adult women beyond the regular legal hours if time and one-half the regular rate is paid.

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STATE MINIMUM-WAGE LAWS AND ORDERS

STATE MINIMUM-WAGE

27

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State, order, and effec- tive date	ccupation or industry covered	Class of employees covered	Minimum-wage rates	Hours	
Dregon-Continued.	For Margaretheric and an and a second second second	angenera in real ing a legal tang a same yan	ONNAUTION AND AND AND AND AND AND AND AND AND AN	antionan after a been	
Sept. 14, 1937 Personal s beauty-p in doctor tories, de ushers in assistants matrons	ervice, i. e., work of manicurists, arlor operators, masseuses, assistants s' and dentists' offices and in labora- monstrators of products, cashiers and theaters and places of amusement, s in broadcasting and radio service, in public buildings or institutions,	Women: Experienced Inexperienced (3 periods, 4 months each).	30 cents an hour 22, 25, 27½ cents an hour	8 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup>	
elevator o railroad o	pperators and starters, janitresses and ar cleaners and work of like nature. and telegraph. <i>Exception:</i> Rural establishment not demanding unin-	Women:	an the set have	De #	
teriupted	l attention of operator may be granted by the commission for different wages	Experienced Inexperienced (3 periods, 4 months each).	30 cents an hour 22, 25, 27½ cents an hour	Do. <sup>45</sup> Do. <sup>45</sup>	
Sept. 14, 1937 Office, i. e. typists, checkers, auditors,	work of stenographers, bookkeepers, billing clerks, filing clerks, cashiers, invoicers, comptometer operators, library attendants, and all kinds of	Women: Experienced Inexperienced (3 periods, 4 months each)	35 cents an hour 22, 25, 27½ cents an hour	D0. <sup>45</sup> D0. <sup>45</sup>	
Sept. 14, 1937 clerical w Public hou cooks. k	sekeeping, i. e., work of waitresses, itchen helpers, chambermaids, jan-	Women: Experienced	30 cents an hour	Do.45	
tresses, e ants in l dormitor pitals, s stands, r	levator operators, and general attend- notels, restaurants, boarding houses, ies at institutions of learning, hos- sanitariums, cafeterias, light-lunch etail candy, ice-cream and soft-drink	Inexperienced (3 periods, 4 months each).	22, 25, 27½ cents an hour	D0.48	
Sept. 14, 1937 Any occup	delicatessens, and beer parlors.	Minors under 18:			
Spt. 14, 1997 Any occup	auton	14 years	20 cents an hour	Do.46	
Numeral States of States o		15 years 16–17 years	25 cents an hour. Apprentice rates fixed for spe- cific occupation.	D0.46 D0.46	
Oct. 6, 1937 Cherry ste	mming and pitting	Women: Experienced	32½ cents an hour	Do.45	
		Inexperienced (96 hours): Time workers Piece workers	22½ cents an hour	Do. <sup>45</sup> Do. <sup>45</sup>	
Jan. 30, 1938 Beauty pa	rlor or barber shop	Women: Experienced Inexperienced (3 periods, 4 months	30 cents an hour	10 a day, 44 a week.45 Do.45	

Mar. 15, 1938	Hospitals, i. e., cooks, waitresses, kitchen help- ers, janitresses, or general charwomen in hos- pitals. <i>Exceptions:</i> Graduate nurses, dieti- tians, laboratory workers; student nurses if their work is confined to service to patients or to work in the classroom.	Women: Experienced Inexperienced (3 periods, 4 months	30 cents an hour 22, 25, 27½ cents an hour	9 a day, 44 a week with 36- hour rest period following; or 7 a day, 44 a week, if on duty 7 days a week. <sup>46</sup> Do. <sup>45</sup>	
Mor 1 1029	Tout and exact 11 11 11	each).			
May 1, 1938	Fruit and vegetable packing, drying, preserv-	Females	35 cents an hour	10 a day.46	
A start and a start and a start	ing, or canning. Exception: Office force.		Time and one-half	Over 10 to 12 a day.	
192 11292	I POINT DATE AND AND ADDRESS AND ADDRESS AND ADDRESS AND ADDRESS ADDRES		Double time	Over 12 a day.	70
Burger and Antonia States	1 Djuliota		Time and one-quarter	Seventh day, first 8 hours.	E C
A STATISTICS OF A STATISTICS		Physician and a support and work over a	Time and one-half	Seventh day, over 8 to 12 a	A
TRANSFROM TO T	1 BOR MENTERS CONTRACTOR DE CONTRACTOR EN ESTE CO	All and and a second	Double time	day. Seventh day, over 12 a day.	STATE
No. 2	TERRERARIAN (A) CONTRACT OFFICERS (DOLLARS	Males	45 cents an hour	(46).	E
Aug. 21, 1938	Fruit and vegetable packing. Exception: Office	Females	35 cents an hour	10 a day.46	
	force.		Time and one-half.	Over 10 to 12 a day.	MINI
	A DEPENDENCE DATE STRUCTURE CONTRACT CONTRACTOR		Double time	Over 12 a day.	E
	A PARTICULAR DE LA CONTRACTA DE CONTRACTA DE LA CONTRACTA DE C		Time and one-quarter	Seventh day, first 8 hours.	R
	And the second		Time and one-quarter Time and one-half	Seventh day, over 8 to 12 a	P
		Carlos and the transfer		day.	FI
27 40 4000			Double time	Seventh day, over 12 a day.	IMUM-
Nov. 16, 1938	Nut processing, bleaching, grading, or packing	Women and minors:			A
	plants.	Cracking and shelling nuts	30 cents an hour	8 a day, 44 a week. <sup>46</sup>	
There are an and the second of the		70	1½ times regular rate	Over 8 a day, 44 a week.	N
These were and the second of	A second second reading and second the second second second	Processing, bleaching, grading, and	30 cents an hour	10 a day, 60 a week. <sup>46</sup>	A
The second second second		packing nuts.	11/ 41		WAGE
Pennsylvania:	1 hundre es and applicants autors have an	1 Cardina Constraint and and the	1½ times regular rate	Over 10 a day, 60 a week.	E
No. 1	Laundry, i. e., all occupations concerned with	Women and minors	\$9 a week	Over 16 to 30 a week.	H
Directory, Oct. 1,	cleaning, finishing, collection, and distribution of laundry wares, including plant maintenance,	it official and minorbetteresteresteresteresteresteresterest	30 cents an hour	Over 30 to 44 a week. <sup>47</sup>	LAWS
1938.	of laundry wares, including plant maintenance,		33 cents an hour	16 a week or less.	V
	office workers, and store clerks; washing, iron-			TO G WOOM OF YODDY	vi
ATTACA AND AND AND AND AND AND AND AND AND AN	ing, or processing incidental thereto, for com-				~
the first statement is a second of	pensation, of clothing, napery, blankets, bed-	A State of the second se		And the second second second second	AND
	clothing, or fabric of any kind; collection, sale,				I
THE REPORT OF TAXABLE IN	resale, or distribution at retail or wholesale of				0
and the second second second second	laundry services; producing of laundry services for their own use by business establishments.	a section on the second second second second	Top course our page in an address of	The many many house the second	0
Theorem Sector and	clubs, or institutions.				R
	Laundry establishment, i. e., any place in which	There is a farmer and a second second second	A DATE DESCRIPTION OF A	The pairs of the second	D
	an employee is engaged in any phase of the laundry trade.			I - Mintel' an at manual in	ORDERS

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<sup>45</sup> Special regulations, effective Sept. 14, 1937, and general in their application, provide that in case of business emergency the State welfare commission, upon application and showing, may issue a special license for the employment of adult women beyond the regular legal hours if time and one-half the regular rate is paid.
 <sup>46</sup> Legal maximum hours for minors under 18, 8 a day, 44 a week.
 <sup>47</sup> Legal maximum hours 8 a day, 44 a week, for females and for children under 18, but department of labor and industry may allow variations for females 18 and over.

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
uerto Rico:		and the state of the state of the state of the	g and may special address gove to Table	the new order of the sector of the
Sept. 7, 1919 (Wage fixed in law).48	Industrial occupations, commercial or public- service undertakings. <i>Erceptions:</i> Agriculture and agricultural industries.	Females (after 3 weeks): 18 years and over	\$6 a week	8 a day (9 if double time is
	and agricultural industries.	Under 18 years	\$4 a week	paid), 48 a week.49 Do.49
hode Island:	And the second			
No. 1	Jewelry, i. e., jewelry of any material commonly	Women and minors	30 cents an hour	9 a day, 48 a week.50
Directory, Mar. 1, 1937.	or commercially so known and articles of orna- ment or adornment, except clothing, of any			
Mandatory, Aug. 1.	material intended to be worn on apparel or			
1937.	carried or worn on or about the person and			
	shall include parts of these articles.			
	All occupations that have any part in the mak-		A la contra par dina di anti anti anti anti	The second second second
	ing, processing, or production of jewelry, in- cluding tool making, hub and die cutting, card-		The testime one prome	The second as a second of the
	ing, boxing, and other preparations for ship-	enande bren interester the second second	a bellever a second s	Dani 10 10 20 M Mast
	ment or sale, including office workers and		1 A Martin Martine	
	errand boys.	Protection and the second second second	1 ST THE STREET STREET	- Dive High day, do a wook,
No. 2	Wearing apparel and allied industries, i. e., gar-	Women and minors:		
Directory, Oct. 18,	ments or garment accessories to be worn on or	Experienced:	Of sents on house	D - 10
1937. Mandatory, Apr. 25,	about the person, including parts of such ar- ticles, their repair and alteration, and occupa-	Productive Nonproductive	- 35 cents an hour 30 cents an hour	Do. <sup>50</sup>
1938.	tions allied through like processes of manufac-	Inexperienced:		D0.**
1000.	ture. Manufacture, repair, alteration of cot-	First 240 hours	20 cents an hour	Do.50
	ton, rayon, silk, woolen, elastic, and rubber	Second 240 hours		Do.50
	garments, knit goods, men's coats and suits,		The same same ball	a layenth day, over a to 12 a.
	raincoats, leather, rubber and fabric shoes.		The sub-fitter of the sub-spin	1 heventh day, first 8 hours
	handkerchiefs, handbags, hats and hat linings;			The second se
	upholstering; curtain, rug, pillow and mattress manufacture.	Contraction of the Contraction of the second s		
No. 3	Laundry and dry cleansing occupations, includ-	Women and minors	30 cents an hour	Do.50
Directory, May 2,	ing helpers, employees of contractors, office			100.
1938.	workers, errand boys or girls, and casual em-			s 092
Mandatory, Sept.	ployees.	Stellager ( )	- TRUE WORL ADDR FURTH	S Severably der, nyer 8 to 12 a
12, 1938.	Laundry, i. e., any activity concerned with the	Rate and services and services	I DEFINE WEAT CONCERNMENTER	Theveneticany, first 8 hours.
	washing, ironing, or processing incidental	a supply and a supply supply a	A ANALYSIN COLUMN	The second states
	thereto of any fabric or laundry wares; collec-	Complete and the second second second	· · · ·	the second secon
	tion, distribution, or sale of laundry service; producing or rendering of such activity or serv-	energy in the training the		
	ice by the employer upon his own behalf or for	"therebuyeneed to herpeys" a monepal	The total series and a series from the territe	1 Down
	others, more specifically by hotels, overnight			THERE & COULS IN INDIPATION
	camps, clubs, business establishments, fac-	The state of the second st		OF THE CAT, ALL MARK, IF OR
	tories, bakeries, and other like establishments.			1 - DUAT TONL DESIDE (OUNCIPIE.
	Exceptions: Wards or charges of any charitable	1. A State of the	and provide a state designer	I the day of a work which the
	organization.	Characteristic Contraction of the Contraction of th		

Dry cleansing, i. e., any activity concerned with the cleaning, refreshing or restoration of any fabric and/or of any article of wearing apparel, including pressing or other work incidental thereto or performed in connection therewith; collection, distribution, or sale of dry-cleaning service; producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, clubs, and like business establishments. South Dakota: Factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house. July 1, 1923. (Wage fixed in law.) <sup>51</sup> Experienced women and girls over 14 \$12 a week 10 a day, 54 a week.52 years. Retail trade, i. e., selling of merchandise to the consumer, not for purpose of resale in any form within the State. *Exception:* Educational in-stitutions offering merchandise for sale on No. 1, Feb. 1, 1938 53\_ Women and minors\_\_\_\_\_ \$16 a week .... 7 a day (7½ on 1 day), 42½ a MINIMUM-WAGE week. Over 42½ a week.<sup>54</sup> Less than 42½ a week. Time and one-half... 45 cents an hour..... statutions onering inerchandise for sale of premises for accommodation of students. Manufacturing, i. e., processing and conversion of materials and products including candy, clothing, foods (including poultry products, dairy products), cosmetics and boxes; milli-nery, bookbinding, job press feeding estab-lishments \$16 a week\_\_\_\_\_ Time and one-third\_\_\_\_ 8 a day, 44 a week. Over 44 a week.<sup>54</sup> Recommendations of Women and minors\_\_\_\_\_ wage board, Oct. 16, 1937. nery, bookbinding, job press feeding estab-lishments. Restaurant, i. e., all places selling food or bever-ages in solid or liquid form. Recommendations of wage board, Jan. 14, 1938. \$14 a week\_\_\_\_\_\_ 40 cents an hour\_\_\_\_\_\_ 31½ cents an hour\_\_\_\_\_\_ 30 cents an hour\_\_\_\_\_\_ Time and one-half\_\_\_\_\_\_ 33 cents an hour\_\_\_\_\_\_ 7½ a day, 45 a week. First 2 hours. After first 2 hours. 8 a day, 45 a week. Over 45 to 48 a week.<sup>54</sup> Women and minors\_\_\_\_\_ Part-time (less than standard day or Laundry, i.e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is con-ducted, including laundry departments in hotels, hospitals, factories, and other places. Dry cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of wearing apparel, household furnishings, rugs, textiles, fur, leather, or fabric of any kind; collection, sale, resale, or distribution at retail or wholesale by cleaning, dyeing, and pressing establishments, laun-dries, department stores, hotels or by any other type of establishment. week) LAWS Recommendations of wage board, Mar. 17, 1938. Women and minors\_\_\_\_\_ Less than 24 a week. AND Recommendations of \$16 a week\_. 8 a day, 48 a week.<sup>54</sup> Less than 8 a day. Women and minors\_\_\_\_\_ \$16 a week\_\_\_\_\_ 40 cents an hour\_\_\_\_\_ wage board, Apr. 12, 1938. 0 RDERS other type of establishment. 48 Session Laws 1919, Act. 45.
49 Legal maximum hours, except for telephone and telegraph operators, artists, nurses, and domestics.
50 Legal maximum hours for women and minors 16 and under 18.
51 Session laws, 1923, ch. 309.
52 Legal maximum hours.
53 Restraining order has prevented enforcement. (Wage order held void by State Supreme Court, Dec. 14, 1938.)
54 Legal maximum hours 8 a day, 48 a week, for women; 8 a day, 44 a week, for children under 18.

Utah:

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STATE

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Jtah—Continued. Recommendations of wage board, June 15, 1938.	Beauty culture, i. e., all processes concerned with shampooing, waving, or straightening hair, scalp or facial treatments; eyebrow shap- ing; eyelash and eyebrow dyeing; manicuring and hand and arm massage; hair cutting or trimming; hair tinting and bleaching; removal of superflous hair, warts, or moles by use of an electric needle; demonstrating the use of cos- metics, supplies, and equipment.	Women and minors (including desk appointment girls and all other).	\$16.50 a week Time and one-half 37½ cents an hour	8 a day, 44 a week. Over 44 a week. Less than 8 a day, or 44 a week.
Vashington: No. 23 (Women)	Public housekeeping, i. e., work of linen-room	Women over 18 years	\$14.50 a week	48 a week (6 days.)55
No. 24 (Minors).	girls, chambermaids, cleaners, kitchen girls,	Women over 18 years	\$2.50 a day	8 a day. 1 or more days a
Oct. 4, 1921.	dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator		35 cents an hour	week. <sup>55</sup> Less than 8 a day.
Terranan menangan panan an a	operators, janitresses, laundry workers (ex- cept commercial laundry), and any other occu-	Minors under 18 years Each 4 months	\$12 a week	8 a day, 6 days a week. <sup>56</sup>
awa pene' yest	cept commercial laundry), and any other occu-	Each 4 months	\$1 a week increase until adult minimum of \$14.50 is reached.	
Maxommendations of	pation properly classified under public house- keeping. Establishments include hotels,	Wound and attacks and a second	minimum of \$14.50 is reached.	The a little set a water
Directory Des. 20	rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apart- ment houses, hospitals (not nurses), philan- thropic institutions, and any other properly classified under this industry.		(Deductions allowed for meals or lodging.)	
No. 25, Dec. 14, 1921	Laundry, dry-cleaning or dye works	Women over 18 years	\$13.20 a week	Do. 55
No. 27, Dec. 14, 1921	Telephone or telegraph or other public occupa- tion other than public housekeeping, laundry, dry-cleaning and dye works, mercantile, and manufacturing.	Women over 18 years (other than apprentices).	\$13.20 a week	6 days a week.55
No. 28, Dec. 31, 1921	Mercantile	Women over 18 years	\$13.20 a week	Do.55
No. 29, Jan. 22, 1922	Manufacturing	Women: Experienced, i. e., having served an apprenticeship at plant where em- ployed, or an apprenticeship and 3 months at particular work at which an apprentice. Inexperienced:	\$13.20 a week	8 a day, 6 days a week."
		Optional schedules:		
		(A) 4 periods, 3 months each (B) 4 periods, 2 months each	\$9, \$10, \$11, \$12 a week \$9, \$10, \$11, \$12 a week	Do. <sup>55</sup> Do. <sup>55</sup>
		(C) 4 periods, 6 weeks each	\$9, \$10, \$11, \$12 a week \$9, \$10, \$11, \$12 a week \$9, \$10, \$11, \$12 a week \$9, \$10, \$11, \$12 a week	D0.55
		(D) 4 periods, 1 month each	\$9, \$10, \$11, \$12 a week	Do.55
A LAND AND AND		(E) 4 periods, 1 week each Piece workers, after 60 days at	\$9, \$10, \$11, \$12 a week \$9	D0.55 D0.55
		prevailing piece rates.	φθ	10.00

No. 31, Oct. 27, 1922.	Mercantile, manufacturing, printing, launder- ing, or dye-works establishment, sign-painting, machine or repair shop, or parcel-delivery service or any other industry than public housekeeping; as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work whatsoever, including assistants and helpers in doctors' and dentists'	Minors under 18 years Each 6 months	<pre>\$9 a week \$1 a week increase until adult minimum of \$13.20 is reached.</pre>	Do.56 Do.56
No. 32, Oct. 1, 1934	assistants and helpers in doctors' and dentists' offices; any other occupation, trade, or indus- try. <i>Exception</i> : Telephone or telegraph mes- sengers in rural communities and cities of less than 3,000 population who are not continu- ously employed and who are paid piece rates. Fresh-fruit packing, vegetable packing and dried-fruit industries.	Women and minors: Experienced Inexperienced:	27½ cents an hour	10 a day.
		First 2 weeks	221/2 cents an hour	Do.
		Second 2 weeks	25 cents an hour	Do. H
		Overtime	Time and a half	Over 10 to 12 a day.
		0 Vol 01110	Double time Time and one-quarter Time and one-half Double time	Over 12 a day.
No. 34, May 6, 1937	Cannery (fruit, vegetable, fish, shell fish, dog foods, or any other products preserved for food purposes).	Women and minors	37½ cents an hour.	VAGI
No. 35, Sept. 7, 1937	Beauty culture, i. e., hairdressing, manicuring,	Women (experienced operators)		Regular week, I. e., hot more
18.00	permanent waving, cosmetology, haircutting, and other work performed in beauty parlors and similar establishments	Part-time (not defined)		than 48 a week.
No. 36, Dec. 7, 1937 Wisconsin:	Apartment house	Women and minors	\$16 a week 37½ cents an hour	Fun week.
No. 1, June 10, 1932	Any occupation, trade or industry	Women and minors: 17 years and over: Experienced:	Service and the service of the servi	Less than 48 a week.
		Ĉities of 5,000 or more	22½ cents an hour	Women: In general, 9 a day, 50 a week; hotels, 10 a day, 55 a week. Minors under 18, 8 a day, 40 a week. <sup>57</sup> Do. <sup>57</sup>
	1		The second s	18, 8 a day, 40 a week.57
A Contract of the	And the second second	Cities under 5,000 Inexperienced (2 periods, 3 months each).	20 cents an hour 16, 18 cents an hour	Do. <sup>57</sup> Do. <sup>57</sup>
		16 and under 17 years: 58		
Andrew		Experienced Inexperienced (6 months or part of season).	18 cents an hour 16 cents an hour	8 a day, 40 a week. Do.

<sup>55</sup> Legal maximum hours 8 a day in any mechanical or mercantile establishment, laundry, hotel, or restaurant.
 <sup>56</sup> Legal maximum hours, but under the 9-50 hour provision women may be employed 10 hours a day during emergency periods not exceeding 4 weeks a year, if time and a half is paid and weekly hours do not exceed 55.
 <sup>58</sup> Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for such class.

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State, order, and effec- tive date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Wisconsin-Contd.		Je and under 17 pearson		
No. 1, June 10, 1932	Any occupation, trade or industry	Women and minors-Continued.	The second state provide	
		14 to 15 years: 58 Experienced	18 cents an hour	8 a day, 40 a week.
	in the product and the lot of the state of the second	Inexperienced (1 year or season)	16 cents an hour	Do.
	the subscript burn and an appropriate distance whe	inexperienced (i year or beased)		the of second the course of the
		Californi OL Y 200 GR. 107050	(Deductions allowed for meals or lodging.)	Winnerst. Bagaingal, 2 & Cay.
		Domestic servants:		
metericacine to' 1803		Board furnished	\$6 a week	50 a week or more. Do.
FW MACD COMPANY AND COMPANY	Part in Broom for the Long while of British we	Board and lodging furnished	\$4.25 a week Hourly rates	Less than 50 a week.
Gracial andara gaagaan	Des conning: been cherry corn guinach strout	Women and minors:	Hourry rates	Less than 50 a week.
Special orders, season 1938.	Pea canning; bean, cherry, corn, spinach, straw- berry, and tomato canning.	17 years and over: Experienced:		and the second
		Cities of 5,000 or more	221/2 cents an hour	Women and minors: 9 a day,
		Cities under 5,000	20 cents an hour	54 a week during season.
340, 36, 3864, 7, 3807		Inexperienced (1 season or part of a season in the industry).	16 cents an hour	<i>Exceptions</i> for women over 18, 8 emergency days 11 hours each in pea canning,
No. Di. Mary S. 1937.	Carrenty after state of the boy draw being do a	Worsen and minera		10 in all other; 60 a week. Before and after season, 9
				a day, 50 a week for women over 18; 8 a day, 40 a week
			A PRINT DURING TO DESCRIPTION TO THE STATE OF THE STATE O	for minors under 18.
		Women 18 years and over: Overtime	1½ times basic minimum	Over 9 to 11 a day—pea can-
		. TWOLDRENDENSE		ning; over 9 to 10—all other canning. (See above.)
The Mark Lines of Marks		Minors:	and the set of the set	(200 400 10.)
. How with count of a lot of the		16 and under 17:		
		Experienced	18 cents an hour	9 a day, 54 a week during season; after season 8 a day, 40 a week.
		Inexperienced (first season)	16 cents an hour	Do.

<sup>58</sup> Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for such class.

STATE MINIMUM-WAGE LAWS AND ORDERS

			ANALYSIS OF STATE M	IINIMUM-WAGE LAWS	5			
State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
Arizona: Revised code 1928, sec. 1391; session laws 1937 (2d special session), ch. 20.	Industrial commission. (Com- mission is composed of 3 mem- bers appointed by the governor, with the advice of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on petition of 20 or more residents of the State engaged in any particular occupation, to ascer- tain whether substantial number of women or minors in that occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet minimum cost of living neces- sary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in its possession, commis- sion shall appoint a wage board without special investigation.	Commission appoints wage board of 3 representa- tives each of employers and employees and 1 industrial commissioner to be designated chair- man. After studying evidence and testimony of witnesses board must, within 10 days after its organization, submit a report recommending minimum fair wage standards. Within 10 days, commission must accept or reject this report. If accepted, commission issues a directory order. After 60 days, if no appeal has been taken, the order becomes mandatory.	Noncompliance with manda- tory order a misdemeanor punishable by fine or impris- onment or both. Employee may recover back wages, costs, and attorney's fees.	Wage sufficient to meet cost of living necessary for health and fairly and reasonably com- mensurate with value of serv- ice or class of service rendered. In determining minimum fair wage, the commission or wage board shall consider the mini- mum cost of living, and wages paid in State for like or com- parable work by employers voluntarily maintaining mini- mum fair wage standards.	Any occupation, i. e., any class of work in any industry, trade, business, or branch thereof. <i>Exceptions:</i> Domestic service in the home of the employer; agricultural labor.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
Arkansas: Digest of the statutes (Crawford and Moses) 1921, secs. 7108, 7111-7114; sup- plement 1927, secs. 7109-7110; secsion laws 1935, ch. 150; 1937, ch. 83.	Industrial welfare commission. (Commission is composed of the commissioner of labor and statis- tics as chairman and 2 men and 2 women; 1 man and 1 woman appointed by the governor, the others by the commissioner of labor, and 1 man and 1 woman to represent employers, the other man and woman to represent employees. All mem- bers appointed for terms of 2 years.)	Investigation at discretion of commission to deter- mine necessity of raising or lowering the mini- mum wage set by law.	<ul> <li>Minimum wage set by law but commission has power to raise or lower such wage in any occupation, trade, or industry after investigating and holding public hearings.</li> <li>Commission has power, after public hearing, to establish regulations for hotels and restaurants provided the wage rate is not lower than will supply the cost of proper living and safeguard health and welfare, and provided also that it shall not exceed the rate established by law.</li> </ul>	Noncompliance punishable by fine.	Wage adequate to supply neces- sary cost of proper living and to maintain health and wel- fare.	Manufacturing, mechanical, or mercantile establishment, laundry, express or transport- tation company, hotel, res- taurant, eating place, bank, building and loan association, insurance company, finance or credit business; company sup- plying electricity or water; work in elevators. <i>Exceptions</i> : Cotton factories; gathering of fruits or farm products; rail- road companies whose hours are regulated by Federal laws.		
California: Deering's Labor Code 1937, secs. 61, 70-73, 1171-1203.	Industrial welfare commission through division of industrial welfare in department of indus- trial relations. (Industrial wel- fare commission is composed of 5 persons, at least 1 of whom shall be a woman, appointed by the governor for terms of 4 years.)	Investigation at discretion of commission to as- certain whether wages paid are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, records, and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees in an industry with a representa- tive of the commission as chairman. After studying the evidence, the board recommends minimum-wage rates to the commission, which, after a public bearing, fixes the minimum rates for the industry and issues a mandatory order.	punishable by fine or impris-	do	Any occupation, trade, or in- dustry.	Women; minors (girls under 21, boys under 18 years of age).	Any woman physically defective by age or otherwise may be granted license fixing a lower wage. License must be renewed every 6 months. Apprentice or learner: Special wage for fixed period.
Colorado: Statutes 1935, ch. 97, secs. 5, 236–256; ses- sion laws 1937, ch. 189.	Industrial commission. (Com- mission is composed of 3 mem- bers appointed by the governor, with the consent of the senate, for terms of 6 years. Not more than 1 member may represent employees, nor more than 1 employers.)	Investigation at request of not less than 25 persons engaged in occupation or at discretion of com- mission if there is reason to believe that substan- tial number of employees are paid wages inade- quate to supply necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, papers, other records, and witnesses, and by public hearings at which employers, employees, or other interested per- sons may testify. If convinced of need com- mission either fixes minimum-wage rates or appoints a wage board.	Commission sets minimum wage for occupation and issues mandatory order; or commission establishes a wage board composed of not more than 3 representatives of employers, an equal number of representatives of employees and of the public, and, if it so desires, a representative of the commission. The representatives of the employers and the employees to be elected by their respective groups; at least 1 member of every group to be a woman. The wage board investigates the occupation and reports to the commission a minimum wage, which the com- mission may accept or reject. After acceptance and a public hearing, commission issues man- datory order.	punishable by fine or imprison- ment or both. Employee may recover back wages and	Wage sufficient for living wage. Wage fair and reasonable, and consistent with maintenance of health and morals. Suit- able wage for minors.	Any occupation, i. e., any and every vocation, trade, pursuit, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise or less efficient than a woman worker of ordinary ability may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed 1/10 of the total number of workers in an establishment.
Connecticut: Cumulative supple- ment to general stat- utes 1931-35, pp. 374- 381, secs. 910c-923c; 1937 supplement, p. 286, sec. 577d.	Commissioner of labor and factory inspection or director of mini- mum-wage division which may be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need commissioner shall appoint a wage board.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After study- ing evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report, recommending minimum fair wage standards. Commissioner, within 10 days, must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board re- port, commissioner issues a directory order. After 3 months and following a public hearing, commissioner may make the order mandatory.	ployers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Em- ployee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably com- mensurate with value of serv- ice or class of service rendered. In determining minimum fair wage commissioner and wage board may consider wages paid in State for like or com- parable work by employers voluntarily maintaining mini- mum fair wage standards.	Any sweatshop occupation, i. e., an industry, trade, business, or occupation paying an un- fair and oppressive wage. Ex- ceptions: Domestic service in the home of the employer; labor on a farm.	of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
District of Columbia: U. S. Statutes at Large 1917-19, vol. 40, pt. 1, pp. 960-964; Public, No. 654, 1938.	Minimum-wage board. (Board is composed of 3 members ap- pointed by the District com- missioners for terms of 3 years, 1 member each to represent em- ployers, employees, and the public.)	Investigation at discretion of board to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health and morals. Investigation conducted by exam- ining books, registers, pay rolls, and other records of employers and witnesses and by public hear- ings at which any interested person may testify. If convinced of need, board may convene a conference.	Board appoints wage conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 of the public, and 1 or more members of the board. After investigation the conference submits a report, recommending minimum- wage standards, which the board may approve or disapprove. If approved, report must be pub- lished and public hearing held. After final approval of conference report, minimum-wage board issues mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprison- ment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply neces- sary cost of living to women and to maintain them in health and protect their morals. Wage not unreason- ably low for minors.	Any occupation, i. e., any busi- ness, industry, trade, or branch thereof. <i>Exception:</i> Domestic service.	of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman whose earning capacity has been impaired by age of otherwise may be granted license authorizing a wage less than the minimum. Learner or apprentice for fixed period. (Face p. 34) No. 1

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
1935, ch. 48, secs. 238–256.	Department of labor	Investigation at discretion of department, or on petition of 50 or more residents of any county, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services ren- dered and less than sufficient to meet minimum cost of living necessary for health. Investiga- tion conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in possession of department, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 2, of employers and employees, and 1 repre- sentative of the public to be designated chair- man. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, department issues a directory order. After 9 months, and following a public hearing, department may make the order mandatory.	directory order. Noncompliance with mandatory order a misdemeanor punish- able by fine or imprisonment or both. Employee may re-	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, depart- ment and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any in- dustry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (females under 18 and males un- der 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
Kansas: General statutes 1935, secs. 44-601a, 44-637, 44-639 to 44-650, 74- 704.	Commission of labor and industry. (Commission is composed of 3 members appointed by the governor, by and with the con- sent of the senate, for terms of 4 years.)	Investigation at discretion of commission to ascer- tain whether substantial number of women and minors in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health. If convinced of need commission shall publish notice of public hearing.	Commission holds a public hearing and issues a mandatory order.	Noncompliance a misdemeanor punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wages reasonable and not det- rimental to health and wel- fare.	Any occupation	Women; minors (females under 18 and males under 21 years of age <sup>1</sup> ).	
Centucky: Session laws 1938, ch. 105.	Commissioner of industrial rela- tions.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation con- ducted by examining books, registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, commissioner shall request the governor to appoint a wage board without special investigation.	<ul> <li>Governor, at request of commissioner, appoints wage board composed of 9 members, 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order.</li> <li>After 3 months, and following a public hearing, the commissioner may make the order mandatory.</li> </ul>	<ul> <li>Publication of names of employers not complying with either directory or mandatory order.</li> <li>Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.</li> </ul>	Wages fairly and reasonably commensurate with value of service or class of service ren- dered. In determining mini- mum fair wage, commissioner and wage board shall consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any in- dustry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; person, firm, or cor- poration subject to regulation by the State public service commission.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.
362.	Commissioner of labor and direc- tor of minimum-wage division which shall be set up in the department of labor.	Investigation at discretion of commissioner to ascertain whether wages paid to female employ- ees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by calling for state- ments and examining books, pay rolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commissioner is empowered to call a conference.	Commissioner calls conference composed of an equal number of representatives of employers and employees in the occupation or industry in question and 1 or more representatives of the public, 1 of the public group to be designated chairman, but public representatives must not exceed the number in either of the other groups. After studying evidence and testimony of wit- nesses, the conference, on request of the com- missioner, must within 60 days of its organiza- tion, submit a report recommending minimum- wage standards. The commissioner may accept or reject this report. If accepted, public hearing must be held. After final approval of conference report, commissioner issues a manda- tory order.	punishable by fine. Em- ployee may recover back	Wage adequate to supply neces- sary cost of living and main- tain health.	Any occupation, trade or indus- try. <i>Exceptions:</i> Labor on a farm, domestic service; munic- ipalities having population of 10,000 or less.	Women and girls	Any woman or girl physically defective or crippled by age or otherwise, or any apprentice, may be granted license au- thorizing a wage less than the minimum.
<b>Iassachusetts:</b> Session laws 1937, ch. 401; 1938, ch. 237.	Minimum-wage commission es- tablished in the department of labor and industries under con- trol of commissioner of labor and industries and consisting of associate commissioners of labor and industries.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the Common- wealth, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services ren- dered and iess than sufficient to meet minimum cost of living necessary for health. Investiga- tion conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of wit- nesses board must, within 60 days of its organ- ization, submit a report recommending mini- mum fair wage standards. Within 10 days, the commission must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage- board report, commissioner issues a directory order.	Publication of names of employ- ers not complying with direc- tory or mandatory order. Noncompliance with manda- tory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service ren- dered. In determining mini- mum fair wage, commissioner and wage board may consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
			After 3 months and following a public hearing commissioner may make the order mandatory.				and the second se	

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State	Authority empowered to	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing	Basis of wage rates	Occupations or industries		
State	administer law			enforcement		covered by law	Employees covered by law	Exceptions
Minnesota: General statutes 1927, secs. 4033, 4210-4232; session laws 1937, ch. 79.	Industrial commission. (Commis- sion is composed of 3 members appointed by governor, by and with the advice and consent of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on request of at least 100 persons engaged in occupa- tion, to ascertain whether one-sixth or more women or minors are paid less than living wage. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, or other inter- ested persons may testify. If convinced of need commission either fixes minimum-wage rates or appoints an advisory board.	Commission sets a minimum wage and issues a mandatory order;; or commission establishes an advisory board of not less than 3 or more than 10representatives of employers, an equal number of representatives of employees, and 1 or more of the public, the representatives of the public, not to exceed the number in either of the other groups. At least one-fifth of the members of the board must be women and the public group must include at least 1 woman. After investigation the board recommends minimum- wage rates which the commission may accept or reject. After acceptance, or after commission deternines the minimum wage without ap- pointing an advisory board, it issues a manda- tory order.	Refusal to comply with law a misdemeanor punishable by fine or imprisonment. Em- ployee may recover back wages, costs, and attorney's fees.	Wage sufficient to maintain health and supply necessary comforts and conditions of life.	Any occupation, i. e., any busi- ness, industry, trade, or branch of trade.	Women; minors (persons of either sex under 21 years of age).	In an occupation in which only time rates are established, a woman physically defective may be granted license author izing a wage less than the minimum. Number so li censed must not exceed one tenth of the total number o workers in an establishment.
Session laws 1937, ch. 207.	Labor commissioner		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or im- prisonment, or both.	Wage sufficient to maintain health and welfare.	Private employment. Excep- tions: Domestic service; State, county, city, or town em- ployees.	Any female	Probationary period not to exceed 3 months.
	Labor commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet the minimum cost of liv- ing necessary for health. Investigation con- ducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board with- out special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of wit- nesses board must, within 60 days of its organi- zation, submit a report recommending mini- mum fair wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and pub- lic hearing held. After final approval of wage- board report, commissioner issues a directory order. After 5 months and following a public hearing the commissioner may make the order mandatory.	tory order. Noncompliance with mandatory order punishable by fine or im- prisonment or both. Em-	Wage fairly and reasonably com- mensurate with value of serv- ice or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or com- parable work by employers voluntarily maintaining mini- mum fair wage standards.	Any occupation, i. e., any in- dustry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domes- tic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whos earning capacity is impaired by age or physical or mental defi- ciency or injury may b granted license authorizing a wage less than the minimum for a fixed period.
New York:	Commissioner of labor or the direc- tor of the minimum-wage divi- sion which shall be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of liv- ing necessary for health. Investigation con- ducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information acquired by special investigation or otherwise, commissioner shall appoint a wage board.	<ul> <li>Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of wit- nesses board must, within 60 days of its organi- zation, submit a report recommending mini- mum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and pub- lic hearing held. After final approval of wage- board report, commissioner issues a directory order.</li> <li>After 9 months and following a public hearing the commissioner may make the order mandatory.</li> </ul>	tory order. Noncompliance with mandatory order a misdemeanor, punish- able by fine or imprisonment or both. Employee may re- cover back wages, costs, and attorney's fees.	Wage fairly and reasonably com- mensurate with value of serv- ice or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or com- parable work by employers voluntarily maintaining mini- mum fair wage standards.	branch thereof or class of work therein Exceptions: Domestic	do	Do.
New York: Cahill's Consolidated Laws, Supplement 1937, ch. 32, secs. 550- 566.	Industrial commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State en- gaged in or affected by an occupation, to ascer- tain whether substantial number of women or minors in the occupation are paid wages insuffi- cient to provide adequate maintenance and to protect health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commis- sioner shall appoint a wage board without special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of wit- nesses board must, within 60 days of its organi- zation, submit a report recommending mini- mum-wage standards. Within 10 days com- missioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage- board report, commissioner issues a directory order.	ers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor punish- able by fine or imprisonment or both. Employee may re- cover back wages, costs, and attorney's fees.	In determining minimum wage for any service of class of serv- ice, commissioner and wage board may consider: (1) The amount sufficient to provide adequate maintenance and to protect health; (2) the value of the service or class of service rendered; and (3) wages paid in the State for like or compar- able work.	dustry, trade, business or class of work. <i>Exceptions:</i> Domes- tic service in the home of the employer; labor on a farm.		Do.

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
North Dakota: Supplement to com- piled laws 1913-25, secs. 396b3, 396b6- 396b9, 396b11-396b16; session laws 1935, ch. 162.	Commissioner of agriculture and labor.	Investigation at discretion of commissioner to ascer- tain whether substantial number of women in any occupation are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records, and witnesses, and by holding public hearings at which any interested persons may testify. If convinced of need commissioner may convene a conference.	Commissioner appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, and the commissioner. After studying evidence and testimony of witnesses, the conference sub- mits a report recommending minimum-wage standards. Commissioner must accept or reject this report. If accepted, notice must be pub- lished and public hearing held. After final approval commissioner issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or im- prisonment or both. Em- ployee may recover back wages and attorney's fees.	Wage adequate to supply neces- sary cost of living to women workers and to maintain health. Wages not unreason- ably low for minors.	Any occupation, i. e., any busi- ness, industry, trade, or branch thereof. <i>Exceptions:</i> Agriculture; domestic service.	of either sex under 18	Any female physically defective by age or otherwise, or any apprentice or learner, may be granted license authorizing a wage less than the minimum.
Ohio: General Code (Page) 1937, secs. 154-45d to 154-45t.	Director of industrial relations or the superintendent of the mini- mum-wage division which shall be set up in the department of industrial relations.	Investigation at discretion of director, or on peti- tion of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	<ul> <li>Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director issues a directory order.</li> <li>After 3 months and following a public hearing the director may make the order mandatory.</li> </ul>	directory order. Noncompliance with manda- tory order a misdemeanor, punishable by fine or im-	Wage fairly and reasonably com- mensurate with value of serv- ice or class of service rendered. In determining minimum fair wage, director, superintend- ent, or wage board may con- sider wages paid in State for like or comparable work by employers voluntarily main- taining minimum fair wage standards.	Any occupation, i. e., any indus- try, trade or business, or branch thereof or class of work therein. <i>Exceptions</i> : Domes- tic service in the home of the employer; labor on a farm.	of either sex under 21 vears of age)	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
Oklahoma: Session laws 1937, ch. 52.	Industrial welfare commission. (Commission composed of gov- ernor, commissioner of labor, and chairman of State industrial commission.)	Investigation at discretion of commission to deter- mine whether wages paid employees in an occu- pation are inadequate to supply necessary cost of living and maintain health. Investigation conducted by calling for statements, examining books, pay rolls, or other records of employers, and by holding public hearings at which any interested persons may testify. If convinced of need commission is empowered to call a con- ference.	Commission appoints conference composed of equal number of representatives of employers and employees, and 1 or more representatives of the public (but public representatives must not exceed the number in either of the other groups), and a member of the commission who shall act as chairman. Conference recommends mini- mum wage which the commission may accept or reject. If accepted, the commission issues a mandatory order.	a misdemeanor, punishable by	Wage adequate to supply neces- sary cost of living and to main- tain health. Suitable wage for minors.	Any industry or occupation. Exceptions: Agriculture, horti- culture, dairy or stock raising.	Men and women; minors (persons of either sex under 18 years of age).	Any employee physically defec tive or crippled by age or other wise or any apprentice may be granted license authorizing a wage less than the minimum for a fixed period.
Oregon: Code 1930, vol. 3, secs. 49-304, 49-305, 49-307 to 49-319; supplement 1935, secs. 49-302a to 49-302c, 49-303, 49-306.	State welfare commission. (Com- mission is composed of 3 un- salaried members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	Investigation at discretion of commission to ascer- tain whether substantial number of women are paid wages inadequate to supply the necessary cost of living and maintain health. Investiga- tion conducted by examining witnesses, books, pay rolls, and other records of employers and by holding public hearings at which interested per- sons may testify. If convinced of need commis- sion may convene a conference.	Commission appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 representatives of the public, and 1 or more commissioners. Commission shall desig- nate the chairman. After studying evidence and testimony of witnesses, conference must submit a report recommending minimum-wage stand- ards. The commission must accept or reject this report. If accepted notice must be pub- lished and public hearing held. After final approval commission issues a mandatory order.	punishable by fine or im- prisonment or both. Em- ployee may recover back wages and attorney's fees.	sary cost of living to women workers and to maintain	Any occupation, i. e., any and every vocation, pursuit, trade, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective o crippled by age or otherwise may be granted license au thorizing a wage less than the minimum.
Pennsylvania: Session laws 1937, Act 248.	Department of labor and industry.	Investigation at discretion of department, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors are paid wages less than sufficient to maintain health or efficiency. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If con- vinced of need on basis of information in posses- sion of department, secretary of labor and industry shall appoint a wage board without a special investigation.		Publication of names of em- ployers not complying with directory or mandatory order. Noncompliance with manda- tory order a misdemeanor, punishable by fine or impris- onment or both. Employee may recover back wages, costs, and attorney's fees.	commensurate with value of service or class of service ren- dered. In determining a minimum fair wage, secretary and wage board may consider cost of living and wages paid	dustry, trade, business, or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; service in a religious community or chari-	of either sex under 21 years of age).	Any woman or minor, includin a learner or apprentice, whos earning capacity is impaired by age or physical or mental defi- ciency or injury, may b granted license authorizing wage less than the minimum for a fixed period.

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
Puerto Rico: Session laws 1919, Act 45; 1931, Act 15, Sec. 10.	Commissioner of labor		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine.		Industrial occupations; com- mercial or public-service un- dertakings. <i>Erceptions</i> : Agri- culture and agricultural in- dustries.	Women and girls	Apprenticeship period of 3 weeks.
thode Island: Session laws 1936 (Janu- ary session), ch. 2289.	Director of labor and commissioner appointed as chief of division of women and children.	Investigation at discretion of director or commis- sioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid op- pressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered, less than the industry can afford to pay, and less than sufficient to meet minimum cost of living neces- sary for health. Investigation conducted by examining registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, director shall appoint a wage board without special inves- tigation.	<ul> <li>Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director shall accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report director issues a directory order.</li> <li>After 3 months and following a public hearing the director may make the order mandatory.</li> </ul>	Publication of names of em- ployers not complying with directory order. Noncompliance with mandatory order a misdemeanor punish- able by fine or imprisonment or both. Employee may re- cover back wages, costs, and attorney's fees.	Wage fairly and reasonably com- mensurate with value of serv- ice or class of service rendered and not greater than the in- dustry can afford to pay. In determining a minimum fair wage, the commissioner and the wage board may consider (1) wages paid in this and other States for like or comparable work by employers voluntarily maintaining minimum fair wage standards and (2) what wages the industry can afford to pay.	Any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>South Dakota:</b> Compiled laws 1929, secs. 10022–B to 10022– E; session laws 1931, chs. 173, 174.	Secretary of agriculture		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or imprison- ment or both. Employee may recover back wages and costs.	A living wage	Any factory, workshop, mechan- ical or mercantile establish- ment, laundry, hotel, restau- rant, or packing house.	Any woman or girl over the age of 14 years.	Any woman mentally or physi- cally deficient or disabled may be granted a permit authoriz- ing a wage lower than the mini- mum. Apprentice or learner if employer obtains permission to employ.
(tah: Revised statutes 1933, sees. 42–1–1, 103–1–16; session laws 1933, ch. 38.	Industrial commission. (Com- mission is composed of 3 mem- bers appointed by the governor, with the consent of the senate, for terms of 6 years.)	Investigation at discretion of commission to deter- mine whether wages paid to women and minors in an occupation are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, or rec- ords, and witnesses and by holding public hear- ings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number or representatives of employers and employees with a representative of the com- mission as chairman. After studying the evi- dence the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.	do	Wage adequate to supply neces- sary cost of proper living and to maintain health and wel- fare,	Any occupation, trade, or indus- try.	Women: minors (females under 21, males under 18 years of age).	Any woman physically defective by age or otherwise may be granted license authorizing a wage lower than minimum. License must be renewed every 6 months. Apprentice or learner: Special wage may be set by commission for specified period.
Vashington: Remington's Revised Statutes 1931, sees. 7623-7641, 10833, 10835, 10840, 10893; session laws 1935, ch. 176.	Industrial welfare committee. (Committee is composed of the director of labor and industries, appointed by the governor with the consent of the senate and holding office at his pleasure; the supervisor of industrial insur- ance and the supervisor of indus- trial relations appointed by the director of labor and industries; the supervisor of women in in- dustry and the industrial statis- tician appointed by the super- visor of industrial relations with the approval of the director of labor and industries.)	Investigation at discretion of the committee to ascertain whether wages paid to female employ- ees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records of employers, and wit- nesses, and by holding public hearings at which employers, employees, and other interested per- sons may testify. If convinced of need commit- tee is empowered to call a conference.	<ul> <li>Committee calls conference composed of an equal number of representatives of employers and employees in an occupation or industry, 1 or more representatives of the public, the number not to exceed that in either of the other groups, and a member of the committee to act as chairman. The conference recommends a minimum wage, which the committee may accept or reject. If accepted the committee issues a mandatory order.</li> <li>Committee may at any time after inquiry determine suitable wages for minors and issue mandatory order.</li> </ul>	Noncompliance a misdemeanor, punishable by fine. Em- ployee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and maintain health. Suitable wage for minors.	do	Women; minors (persons of either sex under 18 years of age).	Any woman physically defective or crippled by age or otherwise or any apprentice, may be granted license authorizing a lower wage.
Visconsin: Statutes 1937, secs. 101.01 to 101.28, 104.01 to 104.12, 319.01.		Investigation at discretion of commission, or on the filing of a verified complaint of any person, to ascertain whether wage paid to any woman or minor is not a living wage.	Commission appoints an advisory wage board selected to represent fairly employers, employ- ees, and the public. The living wage determined by the commission and this advisory board shall be the minimum wage.	Employer not complying shall forfeit and pay into State treasury.	Living wage, i. e., sufficient to maintain worker under condi- tions consistent with welfare, welfare to mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.	Every person in receipt of, or en- titled to, any compensation for labor performed for any em- ployer.		Any woman or minor unable to earn the living wage may ob tain license fixing a lower wage

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