

UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, NO. 99

**THE INSTALLATION AND MAINTENANCE
OF TOILET FACILITIES
IN PLACES OF EMPLOYMENT**

[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

AN ACT To establish in the Department of Labor a bureau to be known as the Women's Bureau

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000. It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500 and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

SEC. 4. That there is hereby ~~authorized~~ to be employed by said bureau a chief clerk and such special agents, assistants, clerks, and other employees at such rates of compensation and in such numbers as Congress may from time to time provide by appropriations.

SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture, and equipment for the work of this bureau.

SEC. 6. That this act shall take effect and be in force from and after its passage.

Approved, June 5, 1920.

UNITED STATES DEPARTMENT OF LABOR

W. N. DOAK, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, Director

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**UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933**

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 31, 1932.

SIR: I have the honor to submit a report on the installation and maintenance of toilet facilities in places of employment, one of the series of handbooks being prepared by this bureau on standards and practices in working conditions for women.

This report has been prepared in the hope that enforcement officials will find it helpful in formulating recommendations, since there is as yet no sanitary code for work places to which they can turn for help in drawing up standards.

The importance of a standard recommended by the enforcement officials in a State can not be overemphasized, even though voluntary action on the part of employers must be depended upon for its consummation. Moreover, it is the duty of State officials to provide such a guide for those employers who desire to equip their establishments with facilities that meet accepted practices.

Grateful acknowledgment is made of the courteous cooperation of State officials in replying to the questionnaire on regulation and enforcement, especially that of Mr. Joel I. Connolly, chief of the Bureau of Sanitary Engineering in the Department of Health of Chicago, who has given the report a critical reading and has written a foreword.

The report has been prepared by members of the bureau staff.
Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. W. N. DOAK,
Secretary of Labor.

FOREWORD

It is just as important to life to get rid of waste products as to secure the food and drink which are generally recognized as being vitally necessary. Individuals who do not or can not respond at proper times to the urge of nature to eliminate body wastes will sooner or later suffer as a result. Establishments not equipped to remove and dispose of body wastes will become menaces to the health of the occupants, as well as nuisances to all around. Towns and cities have suffered from epidemics of disease because the wastes from sick persons, or from healthful-appearing carriers of infection, have been allowed to enter the water or milk supplies.

The provision of sanitary and adequate toilet facilities in places of employment is therefore highly important. It is perhaps needless to say that although many, probably most, employers wish to make proper provisions in this respect, yet there are always some who, perhaps through lack of information, negligence, or for financial reasons, fail to provide suitable toilet accommodations for their employees until required to do so. Therefore laws and regulations have been formulated to protect the health and comfort of the workers by setting up standards which must be met.

In order to serve their purpose, however, it is not sufficient for toilets merely to be provided. It is necessary that they be properly installed, be equipped to fulfill their purpose in an adequate manner, and be cleanly maintained. Improper installation of flushing equipment may result in serious contamination of the drinking water in the pipes, with resultant grave danger of the spread of such diseases as typhoid fever, dysentery, and the diseases characterized by diarrhea, which may be so important to the health of children in particular.

It occasionally happens that measures intended to improve conditions are found to have unexpected drawbacks. An example is the use of valves for flushing toilets directly connected to the water-supply pipes of the building. Such direct flushing valves have the advantage of giving a supply of water without the delay caused by waiting for a flush tank to fill. On the other hand, such valves may constitute a menace to the purity of the water supply unless those who install the fixtures guard against the siphonage of the contents of the toilet bowl into the water pipes during periods of low-water pressure, which occur from time to time, owing to a great variety of causes.

Aside from the danger to health from improper installations, questions of comfort, separation of sexes, seclusion, and convenience are also of outstanding importance. It obviously does little good to have a toilet conveniently located, if it is so poorly maintained, so lacking in privacy, or so unclean that the employees will not use it, but preferably will go to distant toilet rooms instead. Neither is a toilet of much use if the supply of water for flushing purposes is so inadequate in amount or so variable in pressure that there are frequent occasions when the contents of the bowl can not be flushed out. People often will delay attention to the needs of their bodies under

such circumstances, resulting in a tendency to auto-intoxication by the poisonous by-products contained in the lower part of the alimentary canal which would be eliminated if the toilet were in proper working condition. Few conditions give rise to such vehement complaint as toilets that can not be flushed, either because of lack of water or on account of disrepair of the flushing mechanism. From the standpoint of health, comfort, and decency, a toilet in such condition is worse than none; for, if there were no toilet, people could not use it and would go elsewhere, thus preventing the creation of the nuisance which an unflushed fixture presents.

Neither will a self-respecting person willingly use a toilet where the demands of decency are not met. This condition also fosters a tendency to forego the relief demanded by the normal processes of the body, with the attendant evils of auto-intoxication and the formation of habits of irregularity which too frequently become habits of constipation. Thus it is evident that the health of the worker is affected in varying degrees by the character of toilet facilities provided, particularly with respect to the installation, adequacy, convenience, freedom from indecent exposure, and separation of the sexes, including marking as well as screening.

There is far from unanimity of opinion or of legal requirements relative to these characteristics of sanitary equipment, if one may judge by existing laws and supplementary rules, regulations, and recommendations in effect in various States.

Perhaps it was as well, at the beginning, that there was not entire agreement in the standards of widely separated localities, for the reason that uniformity in such respects is too often the result of lack of study and initiative on the part of those who are content to copy, unchanged, the requirements in effect elsewhere, regardless of how good or how bad they might be. Where each individual State has drafted its own requirements according to its necessarily somewhat different local situation, one would naturally expect that a few would perhaps shoot somewhat wide of the mark. Those best able to judge of the needs of the workers, by experience, should indicate, however, what is a reasonable standard, and the study of all the requirements should reveal what is both desirable and practicable as a nationwide minimum for toilet facilities.

It is with this idea in mind that the task was undertaken of preparing this publication. It is confidently expected that the careful perusal of the contents, collected from every State in the Union as well as from the District of Columbia, will prove to be of assistance to those who are in doubt whether the standards of their own State upon this important subject are in line with good practice and the best thought of the present day. It is hoped that this study may be of assistance in stimulating more widespread and more enthusiastic attainment of the proper standards, in addition to the formulation of proper requirements wherever they now are lacking and their revision wherever they are beneath the reasonably good level of adequacy and protection of health of the workers.

JOEL I. CONNOLLY,
*Chief, Bureau of Sanitary Engineering,
City Department of Health, Chicago.*

CHICAGO, ILL., February 17, 1932.

THE INSTALLATION AND MAINTENANCE OF TOILET FACILITIES IN PLACES OF EMPLOYMENT

INTRODUCTION

Not only do the physical surroundings of the work place affect the comfort of employees and their satisfaction with the jobs they hold, but the relation of such surroundings to health is very close. For this reason, the conditions under which people work are a major concern of the Women's Bureau. Throughout its existence the bureau has surveyed conditions in establishments in which women are employed and has made public the facts ascertained.

The inspections made by the bureau have disclosed very great differences in standards and practices. Numerous establishments have been found in which the conditions of employment meet the very highest standards, while in numerous other places the opposite is true. The great differences from establishment to establishment are particularly noticeable in respect to toilet facilities. One reason for this is that many States have not set effective legal standards to which employers are required to adhere in providing toilet facilities for their employees.

Research has revealed the complete absence in some States of any statutory regulation of toilet facilities. Where there is such regulation, it is in many cases made ineffective by certain weaknesses in the provisions of the laws. In the first place, in some States the laws are incomplete in that the points covered are not all that experience has shown to be essential. For example, some States have requirements as to the cleaning and ventilation of toilet rooms but have nothing concerning the number of facilities to be provided or the construction of the rooms and compartments. In a few States practically the only requirement is that there be separate toilet facilities for each sex.

Another serious weakness that makes the laws of many States ineffective lies in the fact that the wording of the requirements is so indefinite that they are practically worthless as a set of standards that can be enforced. Such terms as "adequate," "sufficient," "suitable," "properly inclosed," etc., are very commonly used. In some State laws this is not a weakness, since authority to set up specific standards in the form of rules and regulations defining such terms has been delegated by statute to some specified agency, frequently an industrial commission.

Finally, the fact that numerous establishments do not come under the provisions of the law makes a serious situation in some States. In a number of cases only factories and mercantile establishments are covered by the law; in others, only establishments in which food

is produced; and while some laws apply to all establishments, those that include office buildings are comparatively few.

In addition to the points of weakness in the law or regulation itself, just discussed, another very important matter often is overlooked, namely, that the difficulty of enforcing many laws is largely caused by an understaffed inspection department. Regular and frequent inspection is necessary in order to be sure that the requirements of the law are being complied with, and this is not possible in States where the number of inspectors provided is insufficient for the duties involved. However, it has not been the purpose of this study to go into the matter of administration of laws.

Sources of data presented.

In view of the importance of the establishment by law of comprehensive and well-defined standards for sanitary facilities necessary to the health and comfort of workers, the bureau presents this bulletin, the material for which was compiled chiefly from two primary sources: First, the statutes, rules or orders, and other regulations showing what standards prevail in each State as regards toilet facilities in places of employment were examined in detail; second, correspondence was carried on with the authorities in each State to ascertain whether any provisions existed in addition to those found, and, in cases where the wording of the law was uncertain, what was the interpretation of administering agencies. The interested and ready response from most State agencies was of inestimable assistance in the preparation of the report and added much important material. Unfortunately, not all the agencies responded, and in a few cases the information supplied has been found incomplete.

Summary of data presented.

The bulletin first discusses in detail (Part I) the various matters of importance in the provision of suitable toilet facilities, indicating to what extent the States have recognized these points by some type of regulation. Next is set forth (Part II) the extent to which, in actual practice, the toilet facilities in establishments in States that have been surveyed by the Women's Bureau met the necessary requirements. In Part III the various types of regulation in effect are explained—statutes, rules, regulations or orders, and recommendations—and the extent to which each type applies in the various States is described. While the activities delegated to boards of health are referred to, they are not considered in great detail, since their focus is not specifically toward protection of the worker but rather concerns itself with the welfare of the general public, usually in only one type of establishment—food handling.

Because of this limitation, additional State regulations are necessary that pertain specifically to conditions for workers regardless of whether or not the public is affected. Due to the chief interest of the Women's Bureau, this report does not go into the same detail in regard to the authority of health departments as in regard to the authority of departments of labor. Unless otherwise stated, the types of regulation considered are those under authority of the State labor agencies. As explained, the bulletin does not attempt to describe enforcement facilities, except as provided within the law, and

no presentation of enforcement methods can form a part of such a study as the present one.

The regulations in effect in the various States are given in brief form for convenient reference. Part IV comprises three summary charts classifying the provisions of the States in regard to adequacy, privacy, and sanitation, and Part V contains for each State a summary setting forth in detail the various types of regulation of toilet facilities. In these summaries, statutes are considered first, then regulations (orders or rules), and finally recommendations. The establishments covered, the requirements, the party responsible for compliance, the penalty for violation, and the administering agency are listed for each statute or regulation.

The labor and health authorities corresponded with in the various States, referred to in only general terms throughout the report, are listed by name in Appendix A. In Appendix B is given the form of inquiry first sent out to the States in order to verify and supplement the information obtainable from legal sources, published reports of the States, and other such places.

Part I.—STANDARDS FOR INSTALLATION AND MAINTENANCE OF TOILET FACILITIES

There are certain principles commonly accepted as essential to the establishment of decent and hygienic conditions that should be taken into consideration in drawing up any law or regulation pertaining to the installation of toilet facilities. These principles already are the basis of numerous State laws and regulations and of the standards set by private corporations and establishments, but a number of States have failed to set up standards adequate for the needs of workers.

Although there are found in all States employers who provide adequate sanitary arrangements for their workers, there remain many places of employment where such provisions are lacking. In some instances this is due to lack of legislation, and in others it may be laid at the door of inadequate inspection by State officials. Whatever the cause, the results are the same and create unfavorable conditions for many thousands of workers. In respect to toilet facilities, adequacy of equipment, privacy, and sanitary construction and maintenance should be insisted upon by interested persons.

The term "administering agency" as used here does not necessarily indicate specific authority or duties but simply names the agency in each State that can be referred to for additional information in regard to the scope and extent of authority involved and the policies, practices, and methods of enforcement: (1) Whether the agency is without funds or personnel to make routine inspections of sanitary facilities in industrial establishments in the State, or whether inspections are made only on complaint and, if so, how promptly; (2) whether reinspection and a check-up is made in regard to compliance with orders issued for new installations or other improvements deemed necessary by the inspector; (3) the number of inspectors having duties in this field of work, and information about any other responsibilities that they carry; (4) whether the agency depends on police or public to report the need of inspection and improvements with regard to sanitary facilities in industrial establishments and limits its own activities in this connection to public places and places visited by the public.

In the following the States are grouped according to the type of agency concerned with the development and formulation of regulations and the enforcement of regulations or laws or both:

States in which the State labor agency is designated as the administering agency—California, Connecticut, Delaware, Florida, Illinois, Kansas, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Nevada, New Hampshire, New Jersey, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Virginia, Washington, and West Virginia.

States in which the State or municipal health agency is designated as the administering agency—District of Columbia, Maine, Maryland, Montana, and Vermont.

States in which the State labor agency and State or municipal health agency appear to have joint jurisdiction—Arkansas, Colorado, Iowa, Kentucky, Louisiana, Ohio, and Wisconsin.

States in which some other agency, such as department of child welfare or of public welfare, is designated as administering agency—Alabama, Idaho,¹ North Carolina, and South Dakota.

State in which control is shared by State labor agency and some other organization—Indiana.

States in which no regulations exist pertaining to the provision or equipment of sanitary facilities in work places—Arizona, Georgia, Mississippi, New Mexico, Utah, and Wyoming.

ADEQUACY OF EQUIPMENT

First of all it is essential, in order to prevent crowding and delay, that an adequate number of toilets in relation to the number of workers should be provided. The importance of this hardly needs to be argued and should be easy to accept. Failure to make such provision not only affects the comfort of workers but may have a direct bearing on their health and efficiency. While the relation that inadequate facilities bear to constipation among workers has not been verified by objective study, it seems more than probable that it exists, since hygienists include the regular evacuation of the bowels as one of the main principles of personal hygiene. A physician who not only believes that constipation brings serious results but is very emphatic about the necessity of adequate toilet facilities for workers in order to prevent this condition, makes the following statement:

* * * Many workmen leave home too soon after breakfast in the morning to have been able to secure a movement of the bowels, which of course should take place daily as an absolute essential to health. Employers should have the importance impressed upon them of the necessity for a sufficient number of toilets for all the workmen. * * * Fatigue is often dependent upon the absorption of toxins from the intestinal tract, and toxins are generated by retained accretions in the bowels.

* * * A worker who delays having a movement of the bowels absorbs a large amount of toxins, particularly indol, which reduces muscular efficiency to a very marked degree.

In connection with adequacy of equipment, it is important to consider convenience of location, for adequacy is greatly affected by this. Toilets should be located as near as possible to the work place of those who use them, though it is always desirable to make the entrance inconspicuous from the workroom.

Standards of adequacy usually are expressed in the form of a required ratio of toilet seats to persons employed. Using the best provision found in each State's regulations, Chart I (pp. 28 to 32) classifies the States according to whether they fix a specific ratio, use an indefinite term in this connection, or (see footnote) have no requirement. The chart shows for each State the provision as to ratio where one exists, with any accompanying requirement as to location, another important point in adequacy; what establishments

¹ The department of public welfare in Idaho carries duties in re the soldiers' home, State sanitariums, vital statistics, etc., and is responsible for dairy, food, and sanitary inspections.

² Darlington, Thomas. Health and Hygiene in Industry. International Clinics, Vol. II, Thirty-fourth Series, June, 1924, pp. 289-290.

are covered; and whether the provision is in the form of a statute, rule or order, or recommendation. Where the health authority instead of the labor authority is responsible, or where the only regulation exists in a plumbing code, this fact also is indicated.

From footnote 1 of Chart I it is clear that, in addition to the six States having no regulation—Arizona, Georgia, Mississippi, New Mexico, Utah, and Wyoming—five States—Florida, Nevada, North Dakota, South Dakota, and Washington—have no provision as to ratio. Eight make such provision in general terms only.³ The remaining 29 and the District of Columbia specify definite ratios, although in five the ratio is only recommended.⁴ (For details see pp. 28 to 32.)

First-hand information in regard to the general condition in establishments has obligated the Women's Bureau to recommend the ratio of 1 seat to every 15 women employed, regardless of size of establishment.

Further analysis of the chart shows that only 25 States have requirements as to location, and in 2 of these—Idaho and Maryland⁵—the application is only to food-handling establishments. Seven of these States limit the distance at which toilets may be located to one floor below or above the workers who are to use them. Eleven employ only indefinite terms, such as "conveniently located" or "easily accessible."

Twenty-three States and the District of Columbia either have no regulation at all in regard to toilets or have none as to their location.

It should be said in passing that no analysis is made of regulations concerned with privies.

PRIVACY

Almost as essential as adequate equipment is privacy, not only for each sex but for each individual. To insure such privacy, it is necessary first of all to provide separate toilets for men and women. It is desirable that the two be remote from one another, though this is not always practicable. If toilet rooms for the two sexes adjoin one another, the separating wall should be of solid construction. Also, in cases where toilet-room entrances adjoin, employees generally prefer having them separated by a T-shaped or an L-shaped screen. Moreover, even when the entrances do not closely adjoin, they should be protected in some way so that the interior of the rooms can not be seen when the doors are opened.

For the sake of privacy as well as to prevent contamination of the air in the workroom, the walls of all toilet rooms should extend to the ceiling or the rooms should be independently ceiled over. This

³ Arkansas, Idaho, Missouri, Oklahoma, South Carolina, Vermont, Virginia, and West Virginia. In Arkansas a board of health regulation requires a "sufficient" number of "privy accommodations."

⁴ In Kentucky the wording of the law is indefinite but the department of labor and the State board of health recommend ratios. In New Jersey the department of labor and in Connecticut the department of labor and factory inspection recommends standards for enforcing indefinite provisions of the law. In North Carolina and in Tennessee the law has no provision as to ratio, but one is recommended by the child welfare commission and the department of labor, respectively.

⁵ Laws covering food-handling establishments, which exist also in other States, usually require that toilets shall be apart from the place of production, but in Maryland (no requirement as to ratio and so not on chart) and Idaho this is the only reference to location.

regulation is necessary because of the tendency to install toilets in corners of workrooms with only dwarf partitions separating the two.

Entrances should be plainly marked to show for whose use the rooms are intended. In establishments frequented by the public, such as stores, public use of employees' toilets should be prohibited in order to prevent serious overcrowding and annoyance to the workers, and toilets should be provided for public use in all such places. The bureau considers designation of toilet entrances important. Such designation should protect employees with regard to public use, which under no circumstances should be allowed.

To insure that each individual shall have a reasonable amount of privacy, the placing of toilet seats in separate compartments is important. For this purpose, each unit should be inclosed on four sides and have a door provided with a fastener. The area inclosed should be sufficient for comfort and convenience and the partitions separating the compartments should be of sufficient height to permit privacy, though for the purpose of ventilation it is considered advisable that they extend neither to the ceiling nor to the floor. Chart II is a summary of the requirements in each State pertaining to privacy.

In addition to the six States having no toilet statute or regulation (see p. 5), Idaho and Vermont fail to require separate toilets for each sex. Vermont does require proper and suitable toilets. These facts should be borne in mind throughout the ensuing discussion, as well as the fact that there is great variation among the States in the types of establishments to which existing regulations apply.⁶

In the 39 States and the District of Columbia where separate toilet rooms are required, there are great differences in the standards for privacy. Where toilet rooms for persons of opposite sexes are permitted to adjoin one another, 11 States require that the walls separating the rooms shall be of solid construction and shall extend from floor to ceiling. In addition to these, Kentucky requires that the rooms be "entirely separate"; New Hampshire, that the partitions extend to the floor; and Wisconsin that partitions separating the rooms shall not be of wood but as nearly soundproof as possible. Seventeen of the remaining States use some general phrase that might be interpreted to cover this point. Sixteen States and the District of Columbia require that toilets be completely separate from workrooms, while a general or indefinite phrase is applicable in 18 other States.

As to designation of entrances, 20 States and the District of Columbia either have no laws or do not require definitely that entrances be designated, although in 6 of these there is a general provision for proper or suitable facilities.

The screening of toilet-room entrances is considered advisable where accommodations for the two sexes adjoin, and also where it is possible to see the interior of the toilet room when the door is opened. There are various ways of screening entrances effectively, but some regulations are much more definite and specific than others

⁶ Establishments to which toilet regulations apply in the various States are discussed on pp. 24-26.

as to the method to be used. In addition to the States with no toilet laws or regulations, 20 States and the District of Columbia make no specific mention of the screening of entrances. Nine others use the indefinite term "properly screened," but 3 States—California, Minnesota, and Montana—are somewhat more specific, having some such requirement as that doors to toilet rooms be placed so that no compartment shall be visible from the adjoining room, or that the door shall be screened unless there are compartments within. The requirements of 9 States are so definite as to specify the dimensions of the screens.

The matter of separate compartments within the room is closely related to screening, six States requiring screens only if separate compartments are not provided. In Indiana the industrial board has ruled, as a requirement of the "proper" screening required by law, that each seat should be in a separate compartment, dimensions for which are given. Fourteen States and the District of Columbia have definite requirements as to the placing of toilet seats in separate compartments, some of these making specifications as to the height and size of partitions and the floor area of each compartment. Ohio, while not providing specifically for separate compartments, requires that all interior doors and partitions shall be raised 6 inches from the floor. Oregon, in its hop picking, fruit picking, and fruit, vegetable, and fish packing order, requires separate compartments "where possible." Sixteen of the remaining States make the indefinite requirement for suitable and proper construction.

SANITATION

A number of other points that always should be covered have, for convenience, been grouped under the general heading of sanitation. These concern the kinds of materials used in the walls and floors, the type of fixtures, the ventilation, heating, lighting, and maintenance of toilet rooms and compartments. A summary of State requirements on these points is given in Chart III.

Walls and floors.

In the interest of sanitation, it is important that walls and floors of toilet rooms be of material that is as nearly nonabsorbent as possible. Wooden floors absorb moisture and their use generally is discouraged; nor is Portland cement nonabsorbent unless treated with a hardening process. Some States advise the use of such materials as marble, tile, or glazed brick in both walls and floors but permit wooden walls and ceilings if these are painted with several coats of light-colored, nonabsorbent paint. Floors may be made of asphalt, concrete, tile, or Portland cement, if treated with a hardening process to make them more nearly impervious to moisture.

In 17 States there is no reference whatsoever to the material to be used in the construction of walls and floors, by either statute or other regulation. In addition, 13 States and the District of Columbia have only such very general requirements as that toilets be "suitable" or "proper," that they be "constructed in clean, sanitary, and healthful manner," or that proper facilities be used and sanitary and hygienic conditions be observed. Three States require only that toilets be constructed "in an approved manner."

In the remaining 15 States there are effective requirements about the materials to be used in walls and floors.

Fixtures.

With the great improvements that have been made in sanitary equipment in recent years, it has been found possible to produce toilet fixtures that combine a number of features that make for sanitation—material that under a very exacting test⁷ has been found to be relatively nonabsorbent, from which toilet bowls can be cast; flushing devices that remove all particles quickly and thoroughly; seats constructed to prevent all unnecessary contact; and methods of ventilation through the fixture itself helping to prevent the escape of odors into the room. Certain standards regarding some of these points are included in the minimum requirements for plumbing recommended by the Bureau of Standards of the United States Department of Commerce, though most of the recommendations have to do with the way in which fixtures and pipes are installed. Certainly it should be possible for all establishments to have fixtures of the type recommended by this Government agency, since they are being manufactured by numerous firms.

As to materials, though toilets of vitreous earthenware are recommended, other substances are considered permissible by the Bureau of Standards which recommends that—

All receptacles used as water-closets, urinals, or otherwise for the disposal of human excreta, shall be vitrified earthenware, hard, natural stone, or cast iron white enameled on the inside.⁸

As to the type of bowl, the following is recommended:

Water-closet bowls and traps shall be made in one piece and of such form as to hold sufficient quantity of water, when filled to the trap overflow, to prevent fouling of surfaces, and shall be provided with integral flushing rims constructed so as to flush the entire interior of the bowl.⁹

A matter of primary importance is the construction of the plumbing system in such a way as to preclude any cross connection that should entail the flow of sewage water, at a time of stoppage or other emergency, into the source of the drinking supply. Section 73 of the Bureau of Standards code last mentioned states that—

No plumbing fixture, device, or construction shall be installed which will provide a cross connection between a distributing system of water for drinking and domestic purposes and a drainage system, soil, or waste pipe so as to permit or make possible the back-flow of sewage or waste into the water-supply system.

In 19 States there is no definite rule as to type of fixture. In nine States there is a general requirement that toilets be suitable. Montana and New Hampshire merely require the flush type to be used, and in addition Minnesota's law states only that fixtures are to be connected with a sewer where such is available. Seven States and the District of Columbia have plumbing rules that demand a certain type of fixture. The District requires that bowls be made of glazed earthenware, with properly formed flushing

⁷ U. S. Department of Commerce, Bureau of Standards. Simplified Practice Recommendation No. 52, Staple Vitreous China Plumbing Fixtures. 1927. Red Ink test, p. 3.

⁸ Ibid. Recommended Minimum Requirements for Plumbing. 1929. Sec. 80, Materials, p. 30.

⁹ Ibid. Sec. 82, Water-closet bowls, p. 30.

rim, and prohibits range and trough closets and pan, hopper, or plunger types; the seven States name the type of material of which toilet bowls are to be made, generally requiring an approved flushing device, specifying the minimum flushing capacity, prohibiting the use of pan, plunger, and long hopper closets, and requiring that water-closet bowl and trap shall be made in one piece, of such form as to hold a sufficient quantity of water to prevent fouling of surfaces, and provided with integral flushing rims.

As would be expected, the six States with industrial codes or regulations have the most complete specifications as to fixtures. All these require bowls of vitreous china, cast iron porcelain enameled, or other approved material that is nonabsorbent, and seats of some kind of nonheat-absorbing material finished with varnish or other waterproof substance. Maine, New York, and Pennsylvania require rim-flush bowls and specify the number of gallons flushing capacity of cistern. California and Wisconsin specify that adequate and effective facilities for flushing be provided, and Massachusetts that the supply of water be ample.

In addition to these States, the labor authorities in Connecticut, Kentucky, New Jersey, and Tennessee and the child welfare authorities in Alabama and North Carolina recommend certain types of fixtures.

Ventilation.

For proper ventilation, a certain amount of window space opening directly to the outside air is considered desirable, though artificial ventilation may be adequate and generally is permitted if certain specifications are followed. Where direct outside ventilation is required and details are specified, the minimum window space or skylight area considered essential for a toilet room with one seat varies from 4 to 6 square feet, and for each additional toilet seat an additional square foot of window space usually is required. Windows and skylights usually must be capable of being opened to one-half their area. The lack of definite specifications as to ventilation is very noticeable; 17 States have no requirements whatsoever, and 22 others use very general terms, such as "properly ventilated," "outside window or other proper ventilation," or "ventilated to outside air." Only nine States and the District of Columbia have any definite requirement as to ventilation. In three of these—Indiana, Maine, and Wisconsin—the plumbing regulations, instead of specifying window-space area, require that the air in the toilet room be changed at stated periods, at least six times every hour in two and four times hourly in the third. The District of Columbia and eight States specify how large the window or other open area must be.

Lighting.

Satisfactory lighting is important to the comfort of workers and the cleanliness of the room is greatly affected by it. Though natural light always should be arranged for, it is not sufficient unless all parts of the room and compartments are easily visible at all times, which is hardly possible without some form of artificial light. In order that toilet rooms may be adequately lighted, a standard as to the level of illumination should be fixed. The code of lighting

for work places prepared by the Illuminating Engineering Society¹⁰ includes a standard for the illumination of toilet rooms that considers 1 foot-candle the necessary minimum of illumination. This standard is recommended in Kentucky and New Jersey, and required in Maryland, Oregon, and Pennsylvania, while six States require and one, Ohio, recommends only 0.5 foot-candle. Four of these States, California, Oregon, Washington, and Wisconsin, have the added requirement that if the intensity of natural light, under normal conditions, is not twice the amount specified, artificial light must be provided.

Thirteen other States and the District of Columbia have somewhat less definite standards for the lighting of toilet rooms. Connecticut and the District of Columbia require artificial lighting, Illinois, Maine, Minnesota, and West Virginia make this requirement only if the natural light is not sufficient, and Delaware, Idaho, Texas, and Montana provide that toilet rooms in the establishments covered by the law must be "well lighted." North Carolina and Tennessee recommend respectively "proper artificial lights" and natural or artificial light so that all parts of the room are easily visible at all times. New Hampshire requires proper facilities and reasonably sanitary and hygienic conditions, and in Rhode Island conditions must meet the requirements of health and propriety. The remaining 23 States make no reference to the lighting of toilet rooms.

Heating.

The heating of toilet rooms is necessary to the comfort of workers in winter. A few States require specific temperatures. Connecticut, Maine, and New York require or recommend, as the case may be, not less than 50° F. Eight of the remaining States use such indefinite terms as well heated, facilities for heating, adequately heated, properly heated during cold weather, and proper facilities and reasonably sanitary and hygienic conditions. As many as 37 States and the District of Columbia make no mention of the matter of heating.

Cleaning.

The responsibility for the cleaning of toilet rooms should be delegated to special employees, and the cleaning should take place at regular and frequent intervals. Hot water and soap should be used. Frequent use of disinfectants in addition to soap is conducive to a sanitary condition, but disinfectants alone should not be relied upon.

Though many State laws have some general requirement in regard to the cleaning of toilet rooms, few specify how often it should be done. In most States no one is made definitely responsible for the work, and the method to be used seldom is specified. California's sanitary order requires that floors be washed daily and scrubbed at least weekly and fixtures be cleaned at least daily. Maine and New York require that walls, floors, and fixtures be kept in good repair, odorless and sanitary. Alabama requires that bowls and floors show evidence of systematic scrubbing with soap and water. In

¹⁰ Code of Lighting: Factories, Mills, and Other Work Places. American Standard, approved Aug. 18, 1930, by American Standards Association. Prepared under the direction of and published by Illuminating Engineering Society, 29 West Thirty-ninth Street, New York, N. Y., 1930. See p. 86 for illumination required in toilet rooms.

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Massachusetts, regulations demand thorough cleansing, disinfection not being enough, and that one or more persons shall be designated by the employer to have charge of sanitary appliances. The same provisions are found in the recommendations of Tennessee. In Wisconsin and Connecticut walls, floors, ceilings, and fixtures must be kept clean, efficient, and in good repair, and North Carolina recommends thorough cleaning of room and fixtures daily. Colorado and Kentucky require that floors in food establishments be scoured daily. Twenty States use some such expression as "kept in clean condition." In 17 States and the District of Columbia there are no provisions in laws or regulations for the cleaning of toilet rooms. In Montana and Rhode Island, however, there is a maintenance requirement.

Part II.—WOMEN'S BUREAU FINDINGS IN VARIOUS STATES SURVEYED

Each of the points discussed under adequacy, privacy, and sanitation should be taken into consideration by anyone responsible for conditions under which people have to work. There are many establishments, however, in which several or all of them are disregarded. In 16 States in which the Women's Bureau has made general surveys of woman-employing industries, the sanitary conditions of work places have been investigated. The first study was conducted in Indiana in 1918. Surveys were made in Iowa, Rhode Island, and Virginia in 1920; in Georgia in 1920 and 1921; in Kentucky and Maryland in 1921; in South Carolina in 1921-22; in Alabama and Arkansas in 1922; in Delaware, Oklahoma, and Illinois in 1924; in Mississippi and Tennessee in 1925; and in Florida in 1928-29. In making studies of the industries of these States, the bureau has taken as nearly as possible a cross section of the woman-employing industries in each, and the results of its investigations, therefore, give a fairly representative picture.

In each of the States surveyed, a considerable number of establishments met fully the bureau's standards of adequacy, privacy, and sanitation. If it is possible to meet a high standard of sanitation in some establishments, it should be possible in others. However, the number that did not meet the minimum standards of decency was much too large. Establishments were not always deficient in every respect, but it was noticeable that those deficient in one respect were most likely to be so in several. It is largely because of the conditions found to exist in many establishments in these States that the bureau has felt compelled to urge the adoption of sanitary standards for the installation of toilet facilities.

Inadequate and improper equipment was found in many plants, and probably no very marked changes have taken place since the studies were made.

ADEQUACY

In nine of the States surveyed, adequacy may be judged by the Women's Bureau standard, and in these States the proportions of establishments reported as having inadequate¹ facilities for some or all of the women varied from about one-fourth to two-thirds. Frequently there would be but a single seat for 16 to 25 women or for 25 to 35; sometimes only one was provided for 40 or 50 women. In one State, one seat for 65 women was found; in another, one for 75; in another, one for 89; and in still another there was but one for 100. The worst case of all, with the exception of more than 20 establishments where no facilities whatsoever were provided, was a plant in which one seat was provided for 128 women.

¹ Based on the 1 to 15 standard of the Women's Bureau. Some establishments that did not meet this standard met the standard fixed by their own State law.

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Inadequacy of equipment was felt in stores where the public had access to the same toilets used by workers. In one such establishment the girls had put on the door a placard reading "closed; out of order" and in addition they kept the door locked.

Besides having an inadequate number of seats, many toilet rooms were inconveniently located. A particularly aggravated case was a large plant where the women had to descend an outside flight of stairs and walk nearly a block to an outside toilet.

PRIVACY

In numerous establishments, furthermore, toilet facilities failed to insure privacy. Not only were there places with one toilet for both sexes, but there were many whose entrances were not designated nor screened.

In 11 of the 16 States surveyed, from about 3 per cent to nearly 18 per cent of the establishments visited had toilet facilities used by both sexes. In one State, five of these were restaurants or cafés, where toilets separate for men and women were not a requirement of the law at the time of study. "The fact that in two of these five cases the women sought places elsewhere," says the report, "shows that this law does not attain the standard of decency which some of the women employees demand for themselves."² In another State, in an establishment where separate facilities were not provided, the toilet consisted of a dilapidated room, with no window and no artificial light, situated in an alleyway.

In a larger proportion of establishments the entrances were not designated. In 10 States in which this point was reported on, this condition existed in from one-fourth to approximately three-fifths of the plants visited.

In the surveys of 10 States, lack of screening of toilet-room entrances was reported on. The plants without screening ranged from about one-seventh to over one-third of the establishments visited.

Toilet seats that were not inclosed were numerous, as were toilet rooms not completely separated from the workrooms. The first condition was reported on in seven States and the other in nine. From one-tenth to over two-fifths of the establishments visited in seven States had toilet rooms in which the seats were not inclosed in separate compartments and from about one-eighth to one-half of the establishments visited in nine States had toilet rooms not completely separated from the workrooms.

SANITATION

In all cases, the points included under this subject were taken into consideration by agents of the bureau when inspecting the conditions of toilet facilities, and special attention was given to ventilation, lighting, and the general maintenance of toilet rooms and equipment. Lack of sufficient ventilation was much too prevalent. It was not unusual to find toilet rooms provided with window space that was

² Bulletin of the Women's Bureau, No. 19. "Iowa Women in Industry," p. 51. Since that time (1920) the State law has been amended to include "mercantile establishments," which is interpreted by the commissioner of labor as covering "restaurants."

entirely inadequate. Frequently also toilet rooms were found that had no outside windows and little or no artificial ventilation. In a few cases toilet rooms were ventilated into the combined lunch and cloak room. In one State, not far from one-fourth of the toilet rooms provided for white women and over three-fifths of those provided for negro women were ventilated only through some other room—workroom, cloakroom, or stockroom. In another State, in one-fourth of the toilet rooms all ventilation came from other rooms, and of those that had some outside ventilation there were over one-third that derived part of their air supply from the workroom, since they were either unceiled or without a door. Similar conditions were found in numerous establishments in the other States surveyed. In one case a brick had been knocked out of the inclosing wall of the toilet room "for ventilation."

It was not uncommon to find that the only means of ventilation was air from the workroom, over the partition or through the doorway. This condition was particularly bad in toilet rooms provided in connection with certain public restaurants. In several such establishments in one State the only ventilation was from the restaurant.

The importance of light toilet rooms has been presented. The inspections showed that lack of sufficient lighting was common. In many cases artificial lighting necessary to insure light rooms on dark days was not provided. Though this is a serious situation, it was especially exaggerated in some cases. Nine establishments visited in one State had neither natural nor artificial light. One toilet room used by the women employees was so situated that the only light and air in the room came over a 10-foot partition that separated it from the men's toilet. Two other toilet rooms were reported as so dark that it was impossible to judge of their cleanliness.

One of the most serious situations found was the filthy and insanitary condition of some of the rooms and equipment inspected. Frequent, regular, and thorough scrubbing of toilet-room floors and fixtures with soap and hot water is essential, yet in many establishments there was evidence of a total disregard of this matter. In addition, the supervision of workers employed to do this often was lacking. A very common arrangement that can not fail to be unsatisfactory is that the workers themselves, employed to do something else, must take their turns at cleaning the toilets. The examples following are from bureau reports on conditions found in some localities. In one factory where food products were handled, a worker stated that the toilet was in such bad condition that she never entered it. In another, it was reported that "the girls sweep the toilet whenever it needs cleaning; it is never scrubbed"; and in a third, the toilet "is scrubbed once a week by a janitor when he has time." Instances of such insanitary conditions could be multiplied greatly.

Part III.—TYPES OF REGULATION OF SANITARY FACILITIES, ESTABLISHMENTS COVERED, AND DEFINITENESS OF REQUIREMENTS

All places where people are employed should be provided with toilet facilities that meet certain fundamental standards of sanitation. In the first section of this report each of these general requirements was discussed separately, and in connection with each point were listed the various State standards that have been established by law or regulation and now are in force. The findings as to sanitary conditions in States surveyed by the Women's Bureau have been summarized in Part II, where it is pointed out that in many establishments the highest standards of sanitation were found, but that in far too many others inexcusably crowded and unhealthful sanitary conditions prevailed. No doubt this lack of uniformity in conditions of sanitation exists in the States where the bureau has not made surveys.

In some States, new legislation is necessary before improved conditions can be attained. But in others, where the principal weakness of the law is indefiniteness, it is probable that great improvement in conditions can be brought about by enforcement officials. The effectiveness of any law is determined largely by the way in which it is administered. Alert and conscientious enforcement officials can make a general law the basis of a very thorough inspection program by recommending specific standards to supplement the provisions of the law. Obviously, if such indefinite terms as "sufficient," "proper," "suitable," and "convenient" are used, they must be defined before they can be enforced. If this is left either to employers or to individual inspectors without any regulations designed to develop uniformity, the results naturally will be unsatisfactory. If officials who are responsible for enforcement of the law develop a set of standards for all inspectors to use objectively, as has been done in a few States, such variations will be greatly reduced even though they are not entirely eliminated.

The development of definite standards, whether or not as high as might seem desirable, is fundamental to a thorough program of inspection, and it is hoped that in more States the enforcement officials will draw up such standards and recommend them to employers for voluntary action. This report has been prepared in the hope that such officials will find it helpful in formulating recommended standards, since there is as yet no sanitary code for work places to which they can turn for help in drawing them up. The importance of standards recommended by the enforcement officials in a State can not be overemphasized. It is important to have them even if voluntary action on the part of employers must be depended upon.

Moreover, it is the duty of State officials to provide such a guide for those employers who desire to equip their establishments with

facilities that meet accepted practices. Fortunately there are many employers who are glad to cooperate with inspectors merely at the suggestion of better methods of sanitation; it is this group that will follow the leadership of the State department of labor and with whom standards of this sort prove especially helpful. However, though in all States are to be found employers who cooperate voluntarily, there are always some who continue to neglect to do so and many who refuse to conform except under coercion.

That any standard is difficult to enforce, unless it is specific in requirement and clear in wording, already has been indicated in this discussion. In addition, enforceability is aided greatly by endowing standards with the force of law. For real effectiveness, therefore, where complete sanitary standards are not established directly by act of legislature, the labor authority of the State should have the backing of a statute clearly delegating to it the duty of formulating specific standards to supplement those embodied in the law, endowing such standards with the force of law and granting the labor authority the power to require compliance. The fact that this has been done in some States and not in others¹ gives rise to considerable differences among States in the enforceability of their sanitary standards. For this reason, a brief discussion of the various types of regulatory measures follows.

TYPES OF REGULATORY MEASURES IN EFFECT

There are three kinds of regulatory measures applying to toilet facilities: Statutes, regulations (also termed rules or orders), and recommendations. The first named, of course, are those that are law by direct act of the legislature. The second are those that have the force of law because their adoption is authorized by some act of the legislature designating the body to take action and defining the extent of its authority. The measures known as recommendations are adopted by the body charged with enforcing the law, but their adoption is not specifically enjoined by law. Some of the inspection standards that come under the last named have proven very effective in practice.

Statutes.

Although all statutes have the same standing as acts of the State legislature, those affecting toilet facilities may be divided into two groups on the basis of the authority to which the regulation of sanitary conditions in work places is delegated. The more important as regards the health and comfort of employees are those administered by departments of labor,² for the sake of brevity referred to in this report as "labor laws." On the whole, the laws of this type are the more comprehensive in provision, although many of them are quite indefinite on some important points. In the other group are laws administered by the State health agencies designed to be of importance to the public rather than to workers. Most of these apply only to establishments that handle food and are intended primarily, in the interest of the public, to prevent contamination of food; whereas the field covered by "labor laws" is not restricted to estab-

¹ See discussion on pp. 22-23.

² Child welfare and industrial commissions included.

lishments having any particular type of product, but includes factories and workshops of all sorts, stores, and numerous other kinds of establishments, though there is, naturally, considerable variation from State to State.

Though the prevention of contamination of food is important to the health of workers as consumers of food and may incidentally add to their comfort as employees, it is significant that laws on sanitation pertaining to food-handling establishments generally contain no reference to the provision of separate toilet facilities for employees or of a sufficient number of toilet seats, two points of primary importance to the health and comfort of workers. Moreover, health authorities ordinarily do not have inspectors charged with the duty of visiting places of employment in the interest of the workers, except that in the District of Columbia, where the enforcement of the 8-hour law for women is a duty of the health department, the inspectors are instructed to give attention to the sanitary facilities for employees in the establishments visited by them and to report insanitary conditions for attention by the plumbing inspectors.

State boards of health in many cases are without funds or personnel to make inspections of sanitation in industrial establishments, and in at least some States their authority does not extend to inspections on private property unless the condition becomes a public nuisance.

Rules, regulations, or orders.

Rules, regulations, and orders are the terms used in different States to indicate a type of regulatory measure not directly created by act of the legislature but adopted by some State administrative group or official under authority of an act of the legislature and frequently having the force of law.

Though rules and regulations of this sort are adopted under authority of some enabling act, there is considerable variation from State to State in the provisions of these enabling acts. Such authority has been granted in many States to departments of health; in others it has been given to departments of labor, for the express purpose of regulating sanitary conditions for employees. As was true of statutes administered by these two departments—the one created to contribute to public health, the other to specialize on the needs of workers—rules and regulations issued by State labor agencies are, on the whole, more important from the point of view of the workers than are those issued by the State health agencies, and the reasons for this are similar. Moreover, there is much variation in comprehensiveness and definiteness in the rules issued by the various State departments of labor. Requirements are indefinite and incomplete in some; in others, they are not only very comprehensive but very detailed and definite. On the whole, the standards drafted by State labor officials under legislative authority seem more progressively practical and satisfactory than do the highest standards defined by statute; naturally, they can be more specific in detail since they usually develop as a result of special investigation.

In addition to the rules of labor and of health authorities, another type of regulation authorized by statute is coming to be advocated.

Power is given to a commission composed of persons representing the interests of employer and employee as well as the State. The advantage claimed for such an arrangement lies in the representation of all these interests in the group that is responsible for formulating such standards, and in the type of procedure usually prescribed by law to be followed by such groups prior to the adoption of standards. An important part of this procedure is the holding of public hearings where all who wish to do so may state their approval or disapproval of the proposed standards before their final adoption. By this method, it is thought, better cooperation with employers is secured.

The adoption of standards by specially appointed groups such as commissions is now accepted as better than the legislative method of adoption, because it gives more flexibility in meeting changing conditions. Various reasons are given for this opinion, but perhaps the strongest argument is the fact that a much greater proportion of regulations formulated under such authority and procedure than of the statutes on this subject are fairly comprehensive in their specific details and application. Nevertheless, the standards adopted under such authority in some States are no improvement on statutes in other States. This goes to prove that the method by which regulations are adopted is not a criterion of sanitary conditions but only a vehicle to enable their development. Certainly it has been demonstrated beyond a doubt that when the officials desire to protect workers from insanitary work conditions, the authority to supplement statutes by regulations proves of great value.

As to the regulations commonly issued by State health authorities, they are of two types that have to do with toilet facilities in work places: Regulations pertaining to toilets in food-handling establishments similar to the statutes pertaining to such establishments, and those having to do with the plumbing work done in all buildings, including, of course, places of employment. In only one State (Maine) has the department of health issued "sanitary regulations"³ that apply to work places other than food-handling establishments and that really are comprehensive in respect to toilet facilities.

With one or two exceptions, the sanitary regulations issued by State health agencies for food-handling establishments have no provision in regard to the number of toilet seats, and the matter of privacy also is disregarded. Unless a regulation of this sort has some such provision, it has been omitted from this report. As was true of the health statutes, the main purpose of the health department in adopting rules or regulations of this sort is to guard against contamination of food.

The plumbing regulations, which likewise, in the few States in which they exist, are administered by the health authority, ordinarily cover the field for which they are intended much more thoroughly than do the health authority's rules governing toilets

³This term as used here applies to regulations other than plumbing regulations and applying to factories and mercantile establishments.

in food-handling establishments. In several cases the plumbing regulation fixes ratio and requires separate toilets. The regulation of plumbing practices is as important a phase of the regulation of sanitary conditions as is the provision for adequacy, privacy, and sanitation, and standardization is equally important to each. It was to encourage the adoption of standard plumbing practices that the Bureau of Standards of the United States Department of Commerce in 1923 adopted plumbing standards which it published under the title "Recommended Minimum Requirements for Plumbing in Dwellings and Similar Buildings." The revision⁴ published in 1929 applies to all types of buildings. This is known popularly as the "Hoover Code." But as important as it is to have comprehensive and specific requirements regarding plumbing work done within any State, there are surprisingly few that have any state-wide regulations of this sort.

Recommendations.

Recommendations is the term ordinarily used to designate standards adopted without the authority of some specific enabling act. They are listed as such in Part V for the few States where they exist.⁵ The importance of having such standards for the guidance of employers as well as for the use of inspectors in enforcing the provisions of a general law has been discussed. Even though their adoption is not specifically authorized by law, their value as suggestive standards can not be overemphasized and they are of great assistance both to employers and to labor inspectors.

Other legislative provisions that affect the enforceability of statutes and regulations.

In line with this discussion of types of regulatory measures, it may be best before listing the States according to type of measure to mention certain other points that greatly influence the effective enforcement of any law or regulation. Every such measure should be supported by legislative provisions that make some official or group of officials directly responsible for enforcing it, and failure in this sometimes reduces very greatly the possibility of fully enforcing sanitary requirements. Enforcing agents should be authorized by law to investigate sanitary conditions and to order changes in equipment that are necessary to meet the requirements of the law, and in addition provision should be made for the administrative machinery necessary to force compliance when this becomes necessary.

When two or more agencies are given authority in the same field—for example, the State labor and the State health agencies—the enabling acts should specify the duties of each more definitely than usually is done. Dual jurisdiction sometimes serves as an excuse for inactiveness on the part of one or both agencies. Further, the administrative funds to be allowed for the work sometimes are limited because the other agency has jurisdiction.

Another matter that should be emphasized in this connection is that it is useless to fix responsibility for enforcing the law unless

⁴U. S. Department of Commerce. Bureau of Standards. Recommended Minimum Requirements for Plumbing. 1929.

⁵Connecticut, Kentucky, New Jersey, North Carolina, Ohio, Oklahoma, and Tennessee. Unpublished standards used in Alabama and Indiana are shown in footnotes.

this provision is accompanied by an appropriation of State funds adequate to employ a staff of inspectors thoroughly qualified and large enough to make frequent and thorough inspection of work places. Choice of the right type of personnel to do the job is as important in this kind of work as in others, for the best law may be ineffective if not wisely enforced and the amount of salary that a State can offer obviously has some influence on the type of official it is able to employ. While the State summaries show, in relation to each measure, the name of the agency that has been made responsible by law for administration, no attempt can be made in this report to evaluate the effectiveness of State standards of enforcement.

The summaries by State (see Part V) carry some information on two additional points important in connection with enforceability of regulations—responsibility for compliance and penalty for refusal to comply. In the case of all standards the law should specify clearly just who is to be held responsible for compliance. In more than half the States the law, either explicitly or by implication, fixes responsibility on the employer, though in several of these he may, in some cases and under some conditions, go to court and collect from the owner of the building. However, confusion may arise from a number of causes. For example, in regard to a building not owned by an employer whose business is located there, it can be seen easily that it would be difficult for the enforcing authorities to determine whom to hold responsible unless the law clearly designated whose duty it is to comply. The majority of States fix responsibility upon either the owner or the employer in such manner that the responsibility would seem clear for rented buildings where occupied by one establishment. In those occupied by more than one establishment, such as office buildings,⁶ where toilets may be used jointly by tenants, responsibility for compliance with the law seldom is clearly placed. This point is considered in detail in both the labor law and the industrial code of New York, and Minnesota also has a clear statement of responsibility for compliance in such a situation.

Practically all laws and regulations make provision for some sort of penalty for noncompliance, but the possibility of a fine does not always make the law effective. In some cases the fine is so small that its imposition would cause no inconvenience whatsoever, and in others it is so severe that officials are very likely to hesitate to enforce it except in the most extreme cases. The consensus of opinion seems to be that in order to be effective penalties should be reasonably severe, but it is agreed also by experienced agents that, as a matter of effective practice, other means of securing compliance should be tried before resorting to the imposition of a fine. The State summaries in Part V provide information as to the penalties fixed in relation to each statute and regulation.

TYPES OF REGULATORY MEASURES IN VARIOUS STATES

Some States have a variety of types of regulatory measures and others have only one kind. Statutes are the only form in a number of States and regulations in others, while in some there are several

⁶ Furthermore, as is pointed out later, the law frequently is not applied to office buildings. See pp. 24-25.

different types—statutes plus rules and regulations of various sorts, statutes plus recommendations, etc.

In the following paragraphs, States are grouped and discussed according to the type or types of regulatory measure. It must be remembered that there is great variation among the States in the establishments covered. The lighting codes mentioned in Part V are not discussed here.

States having labor statutes only.

In 14 States⁷ laws administered by the department of labor are the only type of regulatory measure. These laws are not by any means uniformly comprehensive or definite. The majority of them are indefinite and could, no doubt, be made more effective if inspection standards such as have been discussed were developed by the officials responsible for administering the laws.

In addition to the 14 States named, South Dakota has a labor law which does not name the labor department as the administering agency. Information received from the State says that the State's attorney is the prosecutor of these laws when a complaint is made.

States having only rules, regulations, or orders issued by the labor authority.

In Kansas, North Dakota, Oregon, and Washington the only requirement on this subject is some kind of rule, regulation, or order issued by the labor authority.

States having labor statutes plus other types of regulation affecting women issued by the labor authority.

In each of 13 States⁸ the law administered by the department of labor or authorized labor agency is supplemented by some other type of regulation issued by the same authority.

In seven of these,⁹ rules having the force of law are issued by the labor department. Those in California, Massachusetts, New York, and Pennsylvania are the most comprehensive. In all these the rules issued apply to factories throughout the State. In Massachusetts they apply, in addition, to workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, and mercantile establishments. In New York, besides covering factories throughout the State, the rules issued apply to certain types of establishments in all towns of 3,000 or more as well as to women employed on street railroads and to elevator operators. California has two orders, one covering all occupations, trades, and industries except the motion-picture industry, and the other the extras in motion pictures when working on location. The regulations in Ohio¹⁰ and New Hampshire are less complete, although they also apply to factories and mercantile establishments. In Alabama both law and rules

⁷ For women: Delaware, Illinois, Michigan, Minnesota, Missouri, Nebraska, Nevada, Oklahoma, Rhode Island, South Carolina, Texas, Virginia, and West Virginia. For minors only: Florida.

⁸ Alabama (minors), California, Connecticut, Indiana, Kentucky, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, and Tennessee. Indiana, Kentucky, and Ohio have regulations by another agency also.

⁹ For women: California, Massachusetts, New Hampshire, New York, Ohio, and Pennsylvania. For minors only: Alabama.

¹⁰ For additional information on Ohio see the section on health regulations.

apply only to establishments in which minors are employed, but the results reach women.

In seven States¹¹ the labor law is supplemented by a set of suggested standards or recommendations. In some cases these have been set up as inspection standards, and are not always in published form; in some cases there is every likelihood that they may be considered as more than merely recommendatory and that their legal force can be maintained as effectively as that in the States discussed in the preceding paragraph. The most comprehensive of these recommendations are in Connecticut, New Jersey, North Carolina, and Tennessee. In Kentucky they cover ratio, construction, fixtures, and location; in Indiana, ventilation and screening. In Alabama, where the statute applies only to places employing minors, the rules of the child-welfare department cover ratio and location, and in addition recommendations have been issued as to type of fixture.

In Indiana, besides the statute and the rules of the industrial board, a set of plumbing regulations that apply specifically to places of employment is provided. The administrative committee of the State building council is the administering agency.

States having some or all regulations under health authority.

In 13 States and the District of Columbia some regulations are contained in laws administered by or rules made by the health authorities. In seven¹² of these the health regulations are in addition to the labor law or regulation, while four—Maine, Maryland, Montana, and Vermont—and the District of Columbia have only health regulations. Idaho might be included in this latter group, since its law applies to slaughtering and meat-packing establishments, but the administering agency is a department of public welfare. (See footnote 8, p. 43.)

In Maine the industrial code promulgated by the department of health for factories and mercantile establishments is used by the department of labor in its inspection of these work places. (See p. 50.) In this State and in Colorado the labor authority is endowed by statute with the right to enforce all laws regulating the employment of women and minors, under which legislation in regard to toilet facilities undoubtedly comes. In Wisconsin the board of health has adopted the general orders of the labor authority, which are most comprehensive and detailed. In Arkansas the rules of the health authority in regard to toilets apply to work places in general.

Five States¹³ have statutes administered by the health department that apply only to establishments handling food, and of these the statute in Idaho, as already stated, applies only to slaughtering and meat-packing establishments. In Kentucky, where the department of labor has issued recommendations to supplement a labor statute, the board of health also has supplemented its law by its recommendations regarding toilets in establishments handling food.

In Montana a rule of the health authority is the only provision concerning toilets, and it applies specifically to canneries.

¹¹ Connecticut, Indiana, Kentucky, New Jersey, North Carolina, and Tennessee. For minors only, Alabama, Indiana and Kentucky have additional requirements.

¹² Arkansas, Colorado, Iowa, Kentucky, Louisiana, Ohio, and Wisconsin.

¹³ Colorado, Idaho, Kentucky, Maryland, and Vermont.

In eight States¹⁴ the health authority has adopted or is by law charged with the administration of a plumbing code. In three of these—Indiana, Iowa, and Maine—the plumbing codes adopted are based on the standard code issued by the United States Bureau of Standards.

In the District of Columbia there is no department of labor, and the inspection of sanitary conditions in workshops is left to inspectors in the department of health. Sanitary standards, which are issued as regulations by the Commissioners of the District, include a general regulation pertaining to toilets in work places and a plumbing code applying to all buildings or establishments.

ESTABLISHMENTS COVERED BY SOME TYPE OF REGULATION IN THE VARIOUS STATES

For the protection of workers, sanitary conditions need to be regulated by law as much in one type of establishment as in another. Every establishment in the State should be under the provisions of a regulatory measure. However, at the present time the large majority of statutes or regulations are restricted in application according to type or size of establishment, with the result that a great number of workers are unprotected by such provisions. According to the text of the regulations or statements by officials, only in six States¹⁵ and in the District of Columbia are sanitary conditions in all establishments clearly covered, regardless of sex, by some type of regulation—whether under health or labor authority—except that plumbing codes, ordinarily administered by health authorities, usually apply to all establishments.¹⁶

In four other States, California, Kentucky, Oregon, and Pennsylvania, toilets in all establishments employing women, or women and children, are regulated in some way. In one additional State, Oklahoma, all places where women work are covered with the exception of bank buildings.¹⁷ In still another State, Nebraska, though the wording of the law seems to cover all establishments very clearly, the term "other building where one or more persons are employed," apparently is not construed to cover office buildings.¹⁸ In this connection it is well to state that, as to the application of laws in the various States to office buildings, the information obtained by the bureau through its questionnaires is not complete, and as far as actual practice in regard to their inspection is concerned, this lies outside the scope of the present study. However, any information that has been secured on the application of the law to office buildings has been included in the State summaries (see Part V). Because of the great numbers of workers in clerical occupations, a large per-

¹⁴ Colorado, Indiana, Iowa, Louisiana, Maine, Maryland, Ohio, and Wisconsin.

¹⁵ Illinois, Minnesota, Ohio, Texas, West Virginia, and Wisconsin.

¹⁶ Though Ohio's labor law applies only to establishments where women are employed, there is a building code applying to all establishments which is administered by one of the divisions of the department of labor that really takes the place of a fairly comprehensive and definite "labor law" because of the kind of provisions it contains. In Pennsylvania, though the labor statute on toilets applies only to places where women work, there is an industrial sanitary code including this subject and applying to all factories.

¹⁷ This statement is based on an opinion of the Criminal Court of Appeals in the State.

¹⁸ The Secretary of Labor, in reply to a question in regard to office buildings, stated that he "can not read anything into this section that is not there." Similar cases may exist in other States, but not all regulations have been checked with this in view.

centage of whom are employed in office buildings, such places of employment should be included specifically in the law, and inspections certainly should be made in buildings of this sort.

In addition to the 6 States covering all employees in all establishments, there are 12¹⁹ in which all factories in the State come under the provisions of the law. In all these, with the exception of Oklahoma and Pennsylvania, mercantile establishments also are covered, although in New York this applies to mercantile establishments, restaurants, and telegraph or messenger companies only in towns of 3,000 or more; factories are covered in all places. In most of these States—though not all—other types of establishment in addition to factories and stores are covered by the statutes. In Delaware practically all those employing women are covered, and in South Dakota all factories employing women and children.

In a considerable group of States, the great majority of the work places are covered by statutes that apply to establishments employing more than a certain number—usually quite a small number being fixed—of men and women, of women, or of women and children. This group comprises at least 12 States.²⁰

In 3 of these States—California, New Hampshire, and South Carolina—the law covers all places employing numbers ranging from 5 or more persons to 3 or more persons; in 4 others—Iowa, Louisiana, Michigan, and Missouri—the specific types of establishment are listed (see Part V); and in the remaining 5 all places, with certain exceptions, are included. In the last mentioned, the exception in North Carolina is of certain counties and all towns of under 1,000; in Arkansas and Colorado the State authorities either do not inspect or do not consider office buildings as covered by the law. In Nevada and Virginia office buildings having facilities easily accessible are excluded from the law, the latter excepting, in addition, stores and office buildings in towns under 5,000 population when commissioner of labor so decides.

The remaining States are as follows:

Washington, public housekeeping, an order issued by the labor authority. (See note in lower half of p. 79.)

Idaho, slaughtering and meat packing; Montana, canneries; and Maryland and Vermont, food-handling establishments.

Alabama²¹ and Florida, only establishments employing minors.

The 6 States in which there is no regulation whatever in regard to toilet facilities. (See p. 5.)

SUMMARY OF THE COMPREHENSIVENESS AND DEFINITENESS OF STATE SANITARY REQUIREMENTS

The foregoing has given a general summary of the types of regulatory measures found, and the extent to which all places of employment are covered. Since the definiteness and comprehensiveness of such measures are of primary importance to their effectiveness—a

¹⁹ Connecticut, Indiana, Kansas, Maine, Massachusetts, Nebraska, New Jersey, New York, Oklahoma, Pennsylvania, Rhode Island, and Tennessee.

²⁰ Arkansas, California, Colorado, Iowa, Louisiana, Michigan, Missouri, Nevada, New Hampshire, North Carolina, South Carolina, and Virginia.

²¹ Alabama has also a statute covering stores employing women or girls, but since no provision is made for enforcement its application is doubtful.

fact that has been dwelt upon in several places through the text—it may be well to include at this point a word as to the extent to which measures in the various States may be considered specific and complete.

As a basis for determining how far these regulations present a general compliance with such a standard, the points discussed in the first section of this report were used, and the requirements of the States were carefully considered with these points in mind.

Ten States were found to have comprehensive and detailed requirements. Provision of such requirements was made by the labor authority in 9 of these—in California, Massachusetts, New York, Pennsylvania, and Wisconsin by rules promulgated as authorized by statute.²² in Connecticut, New Jersey, North Carolina, and Tennessee by recommendations adopted and used, at least in New Jersey, as the regular standards for inspection. In the tenth State—Maine—the rules were adopted by the health authority, under a statute conferring that power, and they are used by the labor department in its inspections.

While most of the standards fixed vary in the different States, and while the establishments covered also vary—to an extent that has been discussed—the regulations in effect in each of these 10 States cover, with provisions that are fairly specific in most cases, the following points:

Specification of a ratio.—None specify for all women the 1 to 15 recommended by the Women's Bureau. Tennessee recommends 1 to 12.

Location in relation to workrooms; that is, the workrooms of persons for whose use they are intended.

Privacy.—Separate toilets for the sexes, with designated and screened entrances, and separate compartments.

Construction regulations, including types of walls, compartments, and fixtures.

Ventilation.—Each State specifies that artificial ventilation is to be provided when the specified natural ventilation is lacking; California, Connecticut, and Pennsylvania are less specific than the other seven States.

Lighting.—Intensity of illumination is specified in all but Connecticut, Maine, North Carolina, and Tennessee, which require, however, that artificial light be provided and that all parts of the room must be plainly visible.

Maintenance.—Regular cleaning is required, though only California and North Carolina specify how frequently.

In addition to the 10 States just discussed, 7 States and the District of Columbia have fairly detailed regulations, although all in this group omit some of the points enumerated or are too indefinite to be effective on some points. In Kentucky, Minnesota, New Hampshire, and Ohio administration is under the labor authority; in Maryland and Montana²³ it is under the health authority and applying only to certain food-handling establishments; and in Alabama it is under the child-welfare authority. Since none of these States includes in clear and specific form all the necessary provisions, their regulations vary considerably, and, in addition, the inclusiveness of their application varies, a matter that has been discussed.

Seventeen States have been considered, and six others (Arizona, Georgia, Mississippi, New Mexico, Utah, and Wyoming) have no requirements for toilets. The provisions in the remaining 25 apply

²² Rules having the force of law; for explanation of the status of such rules see p. 18.

²³ In connection with the latter, it will be remembered that the application is only to canneries. (See p. 23.)

only to certain of the important points, and in some cases their terms are indefinite in addition. In at least 15 of these States²⁴ it would appear that the wording of the statute is sufficient to enable the labor authority to specify a fairly comprehensive set of definite standards. For example, requirements stated in such terms as "sufficient," "suitable," "convenient," "properly lighted and ventilated," and "kept clean," which never would be enforced uniformly without definition, could be made the basis of standards covering ratio, location, etc. In a few States, commissions that have been authorized by law to issue standards apparently have not taken advantage of the opportunity to set high standards of sanitation for the work places of the State.

²⁴ Colorado, Delaware, Florida, Illinois, Indiana, Iowa, Louisiana, Michigan, Missouri, Nebraska, Oklahoma, Rhode Island, Texas, Virginia, and West Virginia.

Part IV.—SUMMARY CHARTS OF REQUIREMENTS AS TO ADEQUACY, PRIVACY, AND SANITATION OF TOILET FACILITIES

CHART I.—Adequacy—State requirements as to number and location of toilet seats in establishments where women are employed ¹

A. STATES IN WHICH A SPECIFIC RATIO HAS BEEN ADOPTED

State	Ratio required	Location convenient to employees	Establishments covered ²	Source of authority	Administering agency (See p. 4)
Alabama.....	1 to 20 workers in small establishments. 1 to 30 workers in large establishments.	Located on each floor where workers are employed. Recommends a number of small installations rather than 1 large one.	Where minors are employed.....	Standard adopted by the child welfare department as authorized by sec. 3520 for enforcing the law.	Child welfare department.
California.....	1 to 20 women and female minors or majority fraction thereof up to 200 women; thereafter 1 to 30 women and female minors or fraction thereof. Average number based on number of women and female minors employed during the peak season of the establishment.	Not more than 1 floor above or below work place unless employees permitted to use elevator.	Any occupation, trade, or industry except motion-picture industry.	Industrial welfare commission order No. 18.	Department of industrial relations, division of industrial welfare.
	1 to 20 women.....		Motion-picture industry extras, i. e., women who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week. Applies to women on location.	Industrial welfare commission order No. 16-A.	Do.
Colorado.....	1 to 20 males or less. 1 to 15 females or less.	On at least every second floor.	Workshop or manufactory. (Covers all places of employment including office buildings.)	Board of health regulation No. 73. (Known as the plumbing code.)	State board of health.
Connecticut.....	1 to 25 or fraction thereof of employees up to 200. 1 to 30 when more than 200 employees are employed.	Not more than 300 feet from regular place of work unless permitted to use elevators.	Factories and mercantile establishments.....	Sanitary code recommended by the department of labor and factory inspection.	
Delaware.....	1 to 15 where 15 or less females are employed. 1 to 25 where 15 or more females are employed.	Easily accessible.....	Mercantile, mechanical, transportation, or manufacturing establishment, laundry, baking, or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office in which females are employed.	Statute.....	Labor commission.

District of Columbia	1 to 15 persons or less		Every store, warehouse, manufacturing establishment, or other structure where workmen or workwomen are or will be employed.	Plumbing regulations adopted by the Commissioners of the District.	Commissioners of the District.
Illinois	1 to 30 males. 1 to 25 females.	Within reasonable access	Factory, mercantile establishment, mill, or workshop. (Covers all places of employment including office buildings.)	Statute	Department of labor.
Indiana	1 to 25 persons and 1 seat for each fraction thereof above 10.		Manufacturing or mercantile establishment, mine or quarry, laundry, renovating works, bakery, or printing office.	do	Industrial board, department of women and children.
Iowa	1 to 20 employees		Every manufacturing, mercantile establishment, workshop or hotel where 5 or more persons are employed.	do	Commissioner of labor.
Kansas	1 to 20 females employed at one time or major fraction thereof.	Convenient toilets	Manufacturing and mercantile establishments.	Industrial welfare orders of the commission of labor and industry Nos. 2 and 3.	Commission of labor and industry.
Kentucky	1 to 15 persons. 1 to 25 persons where large numbers are employed.	As near as possible to large mass of workers. Male and female may be accommodated on alternate floors.	Factories and workplaces	Recommendations of the department of labor.	
	1 to 25 men. 1 to 15 women.	Separate from room where manufacturing process is carried on.	Food-handling establishments	Recommendations of the State board of health.	
Louisiana	1 to 25 employees	Reasonable access	Where 5 or more young persons or women or 2 or more children, young persons, or women are employed in factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment or store, mine and packing house, hotel, restaurant, laundry, millinery, or dressmaking establishment, theater, concert hall, any place of amusement where intoxicating liquors are made or sold, bowling alley, and bootblacking establishment, elevators, transmission of messages or merchandise or any other occupation deemed unhealthful or dangerous.	Statute	Commissioner of labor and industrial statistics and city factory inspector of board of health.
Maine	1 to 15 persons and changing ratio up to 1 to 30 for more than 100 employees.	Not more than 1 floor above or below unless permitted to use elevators. Recommends location on same floor if possible and a number of small rather than a few large installations.	Factories and mercantile establishments	Industrial code of the State department of health.	State department of health
Maryland	1 to 20 women or fraction thereof. 1 to 25 men or fraction thereof.	(1)	All places of employment	Plumbing code of the State board of health.	State department of health.

For footnotes see end of chart.

CHART I.—Adequacy—State requirements as to number and location of toilet seats in establishments where women are employed¹—Continued

A. STATES IN WHICH A SPECIFIC RATIO HAS BEEN ADOPTED—Continued

State	Ratio required	Location convenient to employees	Establishments covered ¹	Source of authority	Administering agency (See p. 4)
Massachusetts.....	1 to 25 persons or fraction thereof.	Not more than 300 feet from regular place of work of employees unless permitted to use elevators.	Factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, and all other buildings where manufacturing is carried on, and mercantile establishments.	Regulations issued by the division of industrial safety of the department of labor and industries.	Department of labor and industries, division of industrial safety.
Michigan.....	1 to 25 persons employed.	Reasonable access.....	Manufacturing establishment, workshop, hotel, or store in which 5 or more persons are employed, and every institution in which 2 or more children, young persons, or women are employed. (Covers office buildings.)	Statute.....	Department of labor and industry.
Minnesota.....	1 to 20 for 100 persons or less and changing ratio up to 1 to 40 for more than 1,000.	Convenient and easily accessible from all places where persons are employed.	Every place of employment.....	.....do.....	Industrial commission.
	1 to 10 for 10 or less and changing ratio up to 1 to 25 for more than 80 women.		Foundries.....	.....do.....	Do.
Montana.....	1 to 20 employees.....		Canneries.....	State board of health regulation No. 81.	State board of health.
Nebraska.....	1 for 20 persons or less of either sex.	Reasonable access.....	Factory, mill, workshop, mercantile or mechanical establishment or other building where one or more persons are employed.	Statute.....	Department of labor.
New Hampshire.....	1 to 25 persons or fraction thereof.		Factories, mills, workshops, or other manufacturing or mercantile establishments in which 3 or more persons are regularly employed. (Covers all places of employment, including office buildings.)	Standard No. 5 issued by the commissioner of labor.	Commissioner of labor.
New Jersey.....	1 to 20 for 100 or less and changing ratio up to 1 to 40 for 1,000 to 5,000 employees.	Easily accessible.....	Manufacturing and mercantile establishments.	Standards recommended by the bureau of hygiene and sanitation of the department of labor.	
New York.....	1 to 15 persons and changing ratio up to 1 to 30 for more than 100 employees.	Not more than 1 floor above or below unless permitted to use elevators. Recommends location on same floor if possible and a number of small rather than a few large installations.	Factories in all towns, mercantile establishments, restaurants, telegraph, or messenger company in towns of 3,000 or more population, and stations, terminals, or car barns where women employees of a street, surface, electric, subway, or elevated railroad report for duty and elevator operators in buildings where freight or passenger elevators are operated. ¹	Industrial code of the industrial board.	Commissioner of labor.

North Carolina.....	1 to 9 and changing ratio up to 1 to 25 in places where 80 to 125 persons are employed.		All manufacturing establishments and other businesses employing more than 2 males and females in towns of 1,000 or more population. (Exclusive of 9 counties.)	Recommendations of the State child welfare commission.	
Ohio.....	1 for every 25 females or less and on in same ratio.	On same floor or on floor immediately above or below.	All places where females are employed.....	Statute.....	Chief inspector of workshops and factories.
	1 for every 25 persons.....	Located inside or at least 20 feet from the building.	Tenement, dwelling, or building used for making wearing apparel or manufacturing cigars, cigarettes, and tobacco goods.	do.....	Do.
	1 to 25 males or fraction thereof. 1 to 20 females or fraction thereof.	On same floor or on floor immediately above or below.	Workshops, factories, mercantile and office buildings.	Special requirements issued by the department of industrial relations.	Do.
Oregon.....	1 to 20 women or minors or majority fraction thereof.	Convenient toilets.....	Any establishment where women or minors are employed. ³	State welfare commission order No. 22.	State welfare commission.
	1 to 20 women.....	Except in packing houses must be in separate building from the men's toilets.	Hop yard, berry field, orchard, or packing house where women or minors are employed.	State welfare commission order No. 49.	Do.
Pennsylvania.....	1 for every 25 females.....	Accessible.....	Establishments employing females.....	Statute.....	Department of labor and industry.
	1 to 10 and changing ratio up to 1 to 25 in places where 80 to 125 persons are employed, and thereafter at the rate of 1 for every 45 or fraction thereof. (This ratio does not supersede that given above.) See State summary.	Not more than 1 floor above or below, unless use of elevators permitted. Shall not communicate with room in which food is handled.	Factories. (Does not apply to laundries or restaurants which frequently are covered by this term.)	Regulations for industrial sanitation adopted by the department of labor and industry.	Do.
Rhode Island.....	1 to 25 when not more than that number of persons are employed. 1 to 40 or majority fraction thereof when more than 25 persons are employed.		Factory, manufacturing, or mercantile establishments.	Statute.....	Factory inspection department.
Tennessee.....	1 to 12 persons or fraction thereof.	Not more than 300 feet from regular place of work unless permitted to use elevators.	Manufacturing and mercantile establishments.	Recommendations of the department of labor.	
Texas.....	1 to 25 males and 1 to 20 females.		Factory, mill, workshop, mercantile establishment, laundry, or other establishment.	Statute.....	Commissioner of labor statistics.
Wisconsin.....	1 to 20 persons or fraction thereof, of either sex.	On each occupied floor if possible, especially in factories.	All places of employment.....	General orders on sanitation adopted by the industrial commission.	Industrial commission, safety and sanitation department.

For footnotes see end of chart.

CHART I.—Adequacy—State requirements as to number and location of toilet seats in establishments where women are employed¹—Continued

B. STATES HAVING INDEFINITE REQUIREMENTS AS TO RATIO

State	Ratio required	Location convenient to employees	Establishments covered ²	Source of authority	Administering agency (See p. 4)
Arkansas.....	Sufficient, and having regard to the number employed.		Any trade, occupation, or business.....	State board of health regulation No. 323.	State board of health.
Idaho.....	Ample and sufficient.....	Separate from compartments in which carcasses are dressed, etc.	All slaughtering, packing, meat canning, salting, rendering, or similar establishments.	Statute.....	Department of public welfare.
Missouri..... ³	Sufficient number.....	Reasonable access	Factory where 3 or more persons are employed or workshop where 3 or more children, young persons, or women are employed. (Covers office buildings.)	do.....	Department of labor and industrial inspection.
Oklahoma.....	Adequate.....		Manufacturing, mechanical or mercantile establishment or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater or telegraph or telephone establishment and office or any other establishment employing females. (Banks not covered.)	do.....	Commissioner of labor.
South Carolina.....	Sufficient number.....		Factory, mercantile, or other establishment or office where 2 or more males and 2 or more females are employed together.	do.....	Commissioner of agriculture, commerce, and industries.
Vermont.....	Adequate.....		Food handling establishments.	do.....	State board of health.
Virginia.....	Sufficient number.....	Reasonable access	Establishments in which 5 or more persons are employed, and every factory, workshop, mercantile or other establishment, or office, in which 2 or more children under 18 years of age or women are employed. ⁴	do.....	Commissioner of labor in the department of labor and industry.
West Virginia.....	Sufficient.....		Factory, mercantile establishment, mill, or workshop. (Covers all places of employment including office buildings.)	do.....	Commissioner of labor.

¹ For complete details in regard to each State, see summaries on pp. 33 to 83. In Connecticut, Kentucky, New Jersey, North Carolina, and Tennessee the locations and ratios listed are the recommended standards. In Alabama the law covers only establishments employing minors. The following States have no laws on the subject of toilets: Arizona, Georgia, Mississippi, New Mexico, Utah, and Wyoming; in addition the following States have no requirements as to ratio and location: Florida, Nevada, North Dakota, South Dakota, and Washington.

² In view of the increasing numbers of women in clerical occupations, the question of facilities in office buildings seems important. On this account, any definite information that was available as to their being covered or not covered has been added in this column.

³ The regulation for all places makes no requirement for location of toilet rooms. The law for food-handling occupations makes such stipulation but does not specify a ratio, therefore this has not been included.

⁴ In factories and mercantile establishments structural changes and alterations are required only where 6 or more persons are employed.

⁵ Where less than 4 women are employed the State welfare commission may release the employer from compliance with the requirements of order No. 22.

⁶ Does not apply in office buildings used exclusively for offices, if separate toilets are conveniently accessible. Enforced in stores and office buildings in towns and cities of 5,000 or less at discretion of commissioner.

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women ¹

State	Privacy for each sex			Privacy for individuals			Establishments covered ²	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclusion of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
Alabama	Required	Required	Effectively screened by partition or vestibule.	Suitable water-closets ¹	Suitable water-closets ¹	Suitable water-closets ¹	Where minors are employed.	Statute	Child welfare department.
	Do						Stores and shops where girls or women are employed as clerks or saleswomen.	do	No department designated.
Arkansas	do						Factory, manufacturing establishments, workshop, or other places where 6 or more men and women are employed. (Office buildings not covered.)	do	Commissioner of labor.
	Do	Suitable privy accommodations ¹	Suitable privy accommodations ¹	Suitable privy accommodations ¹	Suitable privy accommodations ¹	Suitable privy accommodations ¹	Any trade, occupation, or business.	State board of health regulation No. 323.	State board of health.
California	do	Required					Factory, workshop, mercantile, or other establishment where 5 or more persons are employed. (Office buildings covered.)	Statute	Department of industrial relations, division of labor statistics and law enforcement.
	Required where 5 or more persons are employed.	Required where 5 or more persons are employed.	Doors to be so located or protected by fixed solid screen that no water-closet compartment shall be visible from adjoining room.		Each seat to be in a separate compartment provided with a door. Dimensions of compartments specified; height of partition between compartments and clearance between bottom of partition and floor, etc. To be screened between seats and in front.	Toilet rooms to be completely partitioned off from workroom.	Any occupation, trade, or industry in which women or minors are employed except the motion-picture industry.	Industrial welfare commission order No. 18.	Department of industrial relations, division of industrial welfare.
							Motion-picture industry—Extras on location. Women and minors. (Requirements for toilets on studio lots are those of the sanitary order of the commission.)	Industrial welfare commission order No. 18-A.	Do.
Colorado	Required	Required	Properly screened.				Factory, workshop, office, bakery, laundry, store, hotel or other building in which 4 or more persons are employed. (Office buildings not inspected.)	Statute	Bureau of labor statistics department of factory inspection.
	Do	do				Separate and apart from room where process of production is carried on.	Food-handling establishments.	do	State board of health, division of food and drugs.
	Do	do					Workshop or manufactory. (Covers all places of employment including office buildings.)	Board of health regulation No. 73. (Known as the plumbing code.)	State board of health.
Connecticut	do	do	Arranged to secure reasonable privacy for both sexes employed.	Partition solidly constructed from floor to ceiling when accommodations for both sexes adjoin.			Manufacturing, mechanical, and mercantile establishments, and public restaurants. (Office buildings covered.)	Statute	Commissioner of labor and factory inspection.
	Do	do	In existing installations, toilet rooms opening directly into workrooms to have entrances screened by a vestibule or stationary screen to height of at least 6 feet and of sufficient width to prevent a view of the interior of the compartment or toilet room. When entrances to toilets used by different sexes are within 10 feet of each other, to be separated by a stationary T-shaped or L-shaped screen between them and in front of the doors. In new installations every compartment should be located in a toilet room or built with a vestibule and door.	Partitions separating compartments used by the two sexes to extend to the ceiling, to be of solid plaster or metal covered and without any door or opening between.	Detailed specifications given for compartments, size, height of walls, etc.	Outside partitions of toilet rooms and compartments to extend to the ceiling or room to be independently celled over; above the level of 6 feet translucent but not transparent glass may be used.	Factories and mercantile establishments.	Sanitary code recommended by the department of labor and factory inspection.	
Delaware	Required where 4 or more persons are employed.	do	Suitable water-closets or privies ¹	Suitable water-closets or privies ¹	Suitable water-closets or privies ¹	Suitable water-closets or privies ¹	Mercantile, mechanical, transportation, or manufacturing establishment, laundry, baking, printing, or dress-making establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office in which females are employed.	Statute	Labor commission
District of Columbia	Required. (Separate privies for male and female employees.)						Store, factory, workshop, or other structure or place of employment where workmen or workwomen are employed for wages.	Order of Commissioners of the District.	Commissioners of the District.
	Required				Specifications given for height of compartment walls, size of compartments, etc.	Toilet room to be inclosed within a tight partition.	Any building or establishment.	Plumbing regulations adopted by the Commissioners of the District.	Do.

For footnotes see No. 6.

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women¹—Continue

State	Privacy for each sex				Privacy for individuals		Establishments covered ²	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclosure of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
Florida.....	Required.....	Suitable and proper water-closets. ³	Properly screened.....	Suitable and proper water-closets. ³	Suitable and proper water-closets. ³	Suitable and proper water-closets. ³	All manufacturing establishments where persons under 16 are employed.	Statute.....	State labor inspector.
Idaho.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Illinois.....	Required.....	Required.....	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	All slaughtering, packing, meat-canning, salting, rendering, or similar establishments.	.....do.....	Department of public welfare.
Indiana.....	.....do.....	Suitable and proper water-closets. ³	Properly screened.....	Suitable and proper water-closets. ³	Required that toilet seats be inclosed in compartments for which specific dimensions are given. ⁴	Suitable and proper water-closets. ³	Factory, mercantile establishment, mill, or workshop. (Covers all places of employment including office buildings.)	.....do.....	Department of labor.
Iowa.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Manufacturing or mercantile establishment, mine or quarry, laundry, renovating works, bakery, or printing office.	.....do.....	Industrial board, department of women and children.
Kansas.....	.....do.....	Required.....	Properly screened and not entered by a common approach.	.....do.....	.....do.....	.....do.....	Every manufacturing, mercantile establishment, workshop, or hotel where 5 or more persons are employed.	.....do.....	Commissioner of labor.
.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Laundries (including dyeing, dry-cleaning, and pressing establishments).	Industrial welfare order of the commission of labor and industry, No. 1.	Commission of labor and industry.
.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Manufacturing and mercantile establishments.	Industrial welfare orders of the commission of labor and industry, Nos. 2 and 3.	Do.
Kentucky.....	.....do.....	Entrances entirely distinct and separate.	Properly screened.....	Rooms entirely separate.....	Suitable and proper water-closets. ³	Suitable and proper water-closets. ³	Every person, firm or corporation employing females.	Statute.....	Bureau of agriculture, labor, and statistics, department of labor.
.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Food-handling establishments.....	.....do.....	State board of health.
.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Factories and work places.....	Recommendations of the department of labor.	.....
.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Food-handling establishments.....	Recommendation of the State board of health.	.....
Louisiana.....	Required.....	Required.....	Proper water-closets or privies. ³	Proper water-closets or privies. ³	Proper water-closets or privies. ³	Proper water-closets or privies. ³	Where 5 or more young persons or women or 2 or more children, young persons, or women are employed in factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment or store, mine, packing house, hotel, restaurant, laundry, millinery or dressmaking establishment, theater, concert hall, or in or about any place of amusement where intoxicating liquors are made or sold, bowling alleys, boot-blackening establishments, elevators, transmission of messages or merchandise, or any other occupation deemed unhealthful or dangerous.	Statute.....	Commissioner of labor and industrial statistics, and city factory inspector of board of health.
Maine.....	.....do.....	.....do.....	Water-closet seats not to be visible from place where workers of other sex work or pass even when door is open and doors to have effective self-closing device. For existing installations the entrances to toilet rooms opening into workroom to be screened by vestibule or screen to height of at least 6 feet; screen to be 2 feet wider than door. If entrances to toilets for different sexes are within 10 feet of each other, a T-shaped or L-shaped screen 6 feet high to be placed between. In new installations entrances to be remote from one another and toilets to be in compartments or the toilet rooms built with vestibule and door.	Partitions between rooms used by different sexes to extend from floor to ceiling with no direct connection and to be at least 2½ inches thick. In existing installations, wooden partitions to be covered with metal or tile to height of at least 7 feet.	Detailed specification given as to size of compartments, height of walls, doors of compartments, etc. Compartments used by women to have door not less than 48 inches high and not less than 60 inches from floor. Doors to have latches.	Outside partitions to be of solid construction extending from floor to ceiling or independently ceiled over. May be of translucent but not transparent glass above level of 6 feet.	Factories and mercantile establishments.	Industrial code of the State department of health.	State department of health.

For footnotes see No. 6.

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women¹—Continued

State	Privacy for each sex			Privacy for individuals			Establishments covered ²	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclosure of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
Maryland	Required						Food-handling establishments.	Statute.	State department of health.
	Do.						All places of employment.	Plumbing code of the State board of health.	Do.
Massachusetts	do.	Required.	According to rules and regulations adopted by the department of labor and industries.	According to rules and regulations adopted by the department of labor and industries.	According to rules and regulations adopted by the department of labor and industries.	According to rules and regulations adopted by the department of labor and industries.	Factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, all other buildings where manufacturing is carried on, and mercantile establishments.	Statute.	Department of labor and industries, division of industrial safety.
	Do.	do.	In new installations (after Dec. 31, 1914) compartments to be located in toilet rooms or built with a vestibule. In existing installations (before Dec. 31, 1914) entrances to be screened to height of at least 6 feet.	To extend from floor to ceiling and be of solid plaster or metal covered.	Compartments used by females to have door at least 42 inches high and set 12 inches from floor, having suitable fastener. Detailed specification as to size of compartments, height of partitions, etc., of all installations made after Dec. 31, 1914.	Inclosing walls, to be substantially constructed and designed to insure privacy.	do.	Regulations issued by division of industrial safety of department of labor and industries.	Do.
Michigan	Required where 2 or more persons 1 of whom is a female are employed.	Required where 2 or more persons 1 of whom is a female are employed.	Proper water-closets or privies. ¹	Proper water-closets or privies. ²	Proper water-closets or privies. ²	Proper water-closets or privies. ¹	Manufacturing establishment, workshop, hotel or store in which 5 or more persons are employed and every institution in which 2 or more children, young persons, or women are employed. (Covers office buildings.)	Statute.	Department of labor and industry.
Minnesota	Separate where 5 or more of opposite sexes are employed.	Required.	When toilet is not located in a separate compartment within toilet room, entrance must have screen of sufficient height and width to insure privacy.	Soundproof partitions; neither transparent nor translucent nor having any opening between rooms used by the different sexes.	When toilet is not located in a separate compartment within toilet room, entrance must be screened.	Outside partition to be of solid construction extending from floor to ceiling or independently ceiled over; may be opaque or translucent but not transparent.	Every place of employment.	do.	Industrial commission, division of women and children.
Missouri	Required.						Foundries.	do.	Do.
	do.						Manufacturing, mechanical, mercantile, and other establishment where persons of both sexes are employed. ⁴ (Covers office buildings.)	do.	Department of labor and industrial inspection.
	Do.	Required.	Proper water-closets, earth closets, or privies. ¹	Proper water-closets, earth closets, or privies. ¹	Proper water-closets, earth closets, or privies. ¹	Proper water-closets, earth closets, or privies. ²	Factory where 3 or more persons are employed or workshop where 3 or more children, young persons, or women are employed. (Covers office buildings.)	do.	Do.
Montana	do.		Doors arranged so that seats can not be seen from outside.				Canneries.	State board of health regulation No. 81.	State board of health.
Nebraska	do.	Required.	Properly inclosed. ² The department of labor may require such change as "may serve to the best interest of morals and sanitation."	Properly inclosed. ¹ The department of labor may require such changes as "may serve to the best interest of morals and sanitation."	Properly inclosed. ² The department of labor may require such changes as "may serve to the best interest of morals and sanitation."	Properly inclosed. ¹ The department of labor may require such changes as "may serve to the best interest of morals and sanitation."	Factory, mill, workshop, mercantile or mechanical establishment, or other building where one or more persons are employed.	Statute.	Department of labor.
Nevada	do.	do.					Any person, firm, association, or corporation employing 5 or more males and 3 or more females, except those located in office buildings where toilet rooms are reasonably accessible in the building.	do.	Commissioner of labor.
New Hampshire	Proper facilities and reasonably sanitary and hygienic conditions. ¹	Proper facilities and reasonably sanitary and hygienic conditions. ²	Proper facilities and reasonably sanitary and hygienic conditions. ¹	Proper facilities and reasonably sanitary and hygienic conditions. ¹	Proper facilities and reasonably sanitary and hygienic conditions. ¹	Proper facilities and reasonably sanitary and hygienic conditions. ¹	Factories, mills, workshops, or other manufacturing or mercantile establishments in which 3 or more persons are regularly employed. (Covers all places of employment including office buildings.)	do.	Do.
	Required.	Required.	Entrances, when located in part of building frequented by both men and women, to be vestibuled or fitted with slatted doors, neither of them less than 6 feet high and within 4 inches of floor. Recommends rearrangement in case compartments for males and females are situated within the same toilet room or vestibule and does not permit this in new installations.	To be metal-clad and extended to the floor.			do.	Standard No. 5, issued by the commissioner of labor.	Do.

For footnotes see No. 6.

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women¹—Continued

State	Privacy for each sex				Privacy for individuals		Establishments covered ²	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclosure of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
New Jersey.....	Required.....	Suitable water-closets. ³	Properly screened.....	Suitable water-closets ¹	Suitable water-closets ¹	Suitable water-closets ¹	Manufacturing and mercantile establishments. (Office buildings not covered.)	Statute.....	Department of labor, bureau of hygiene, sanitation, and mine inspection.
	Do.....	Required.....	Recommends that when water-closet is not placed in a separate screened compartment within a toilet room, a 6-foot screen be placed at the entrance to the toilet room, within 9 inches of floor and not less than 2 feet wider than door if space permits.	Soundproof partitions neither transparent nor translucent nor having any opening are to be at least 2 inches thick.	Water-closets to be placed in separate compartments for which detailed specifications are given as to size, height of walls, materials, etc. Must have door.	Outside partitions of solid construction extending to ceiling or independently ceiled over, opaque or translucent but not transparent.	do.....	Standards recommended by the bureau of hygiene and sanitation of the department of labor.	
New York.....	do.....	Constructed in accordance with rules of the industrial board.	Constructed in accordance with rules of the industrial board.	Constructed in accordance with rules of the industrial board.	Constructed in accordance with rules of the industrial board.	Constructed in accordance with rules of the industrial board.	Factories in all towns; mercantile establishments, restaurants, telegraph or messenger company in towns of 3,000 or more population; and stations, terminals, or car barns where women employees of a street, surface, electric, subway, or elevated railroad report for duty and elevator operators in buildings where freight or passenger elevators are operated. ⁵	Statute.....	Commissioner of labor.
	Do.....	Required.....	Water-closet seats not to be visible from place where workers of other sex work or pass even when door is open and doors to have effective self-closing device. For existing installations the entrances to toilet rooms opening into workroom to be screened by vestibule or screen to height of at least 6 feet. Screen to be 2 feet wider than door. If entrances to toilets for different sexes are within 10 feet of each other a T-shaped or L-shaped screen 6 feet high to be placed between. In new installations entrances to be remote from one another and toilets to be in compartments or toilet rooms to have vestibule and door.	Partitions between rooms used by different sexes to extend from floor to ceiling with no direct connection and to be at least 2 1/4 inches thick. In existing installations wooden partitions to be covered with metal or tile to height of at least 7 feet.	Detailed specifications given as to size of compartments, height of walls, doors of compartments, etc. Compartments used by women to have door not less than 48 inches high, top not less than 60 inches from floor. Doors to have latches.	Outside partitions to be of solid construction extending from floor to ceiling or independently ceiled over. May be of translucent but not transparent glass above level of 6 feet.	do.....	Industrial code of the industrial board.	Do.
North Carolina.....	Required but does not apply when facilities are not on premises.	Required but does not apply when facilities are not on premises.		In buildings already erected, toilet rooms for males and females to be separated by substantial walls of brick or timber.			All manufacturing establishments and other businesses employing more than 2 males and females in towns of 1,000 or more population. (Exclusive of 9 counties.)	Statute.....	Child welfare commission.
			Screens placed to obstruct any view of toilets and anchored in position. Detailed specifications suggested for size of screens, material from which they should be made, etc.		Detailed specifications given as to size of compartments, height of partitions, and material. Door with latch required.	Recommends that outside partitions extend from floor to ceiling. Detailed specifications as to material to be used.	do.....	Recommendations of the State child welfare commission for enforcing above statute.	
North Dakota.....	Where 3 or more women employed (restriction does not apply to telephone).	Suitable toilets ¹	Suitable toilets ¹	Suitable toilets ¹	Suitable toilets ¹	Suitable toilets ¹	Public housekeeping, manufacturing, mercantile, and laundry occupations; telephone exchanges in towns of 1,800 or more.	Minimum-wage department orders Nos. 1 to 5.	Workmen's compensation bureau.
Ohio.....	Required.....		Suitable toilet rooms ¹	Suitable toilet rooms ¹	Suitable toilet rooms ¹	Suitable toilet rooms ¹	All places where females are employed.....	Statute.....	Chief inspector of workshops and factories. Department of health, bureau of plumbing.
			Entrances screened and traveling distance not less than 20 feet between.	To be soundproof, extending to ceiling.	Interior doors and partitions to be raised at least 6 inches above floor. No room containing water-closets to be less than 7 feet high.	Of solid construction extending to the ceiling or independently ceiled over; the upper part may be of translucent glass. ⁷	All public or private institutions, sanitariums, hospitals, schools, prisons, factories, workshops or places where men, women, or children are or might be employed.	Statute. (Plumbing code.)	
			Suitable arrangements for each sex ¹	Suitable arrangements for each sex. ¹	Suitable arrangements for each sex. ¹	Suitable arrangements for each sex. ¹	Tenement, dwelling, or building used for making wearing apparel, or manufacturing cigars, cigarettes, and tobacco goods.	Statute.....	Chief inspector of workshops and factories.
	When there are 10 or more persons and 3 or more to the number of 25 are of either sex separate water-closets must be provided for each sex.	Required.....	Screened or secluded. Distance between entrances not less than 20 feet and arranged so that females will not need to pass through parts of the building occupied by males only.				Workshops, factories, mercantile, and office buildings.	Special requirements issued by the department of industrial relations.	Do.

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For footnotes see No. 6.

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women ¹—Continued

State	Privacy for each sex				Privacy for individuals		Establishments covered ¹	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclosure of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
Oklahoma	Required						Every factory, manufacturing establishment or workshop, where men and women are employed. (Office buildings not covered.)	Statute	Commissioner of labor.
	Suitable toilet facilities. ²	Suitable toilet facilities. ²	Suitable toilet facilities ²	Suitable toilet facilities ²	Suitable toilet facilities ²	Suitable toilet facilities ²	Manufacturing, mechanical or mercantile establishment or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater or telegraph or telephone establishment and office or any other establishment employing females. (Banks not covered.)	do	Do.
Oregon	Required	Suitable toilets ²	Suitable toilets ²	Suitable toilets ²	Suitable toilets ²	Suitable toilets ²	Any establishment where women or minors are employed. ³	State welfare commission order No. 22.	State welfare commission.
	Do		Except in packing houses, must be in separate buildings from the men's toilets.		Where possible a separate compartment for each seat.		Hop yard, berry field, orchard, or packing house where women or minors are employed.	State welfare commission order No. 49.	Do.
Pennsylvania	do	Suitable toilets ²	Entrance screened by partitions at least 6 feet high.	Suitable toilets ²	Suitable toilets ²	Separated from workrooms by partitions extending from floor to ceiling.	Establishments employing females.	Statute	Department of labor and industry.
	Do	Required	Vestibuled or screened entrances for opposite sexes should be remote from each other but if within 10 feet of each other to have stationary T-shaped or L-shaped screen placed between; dimensions of screen given. Door fitted with self-closing device.	Partitions between rooms used by different sexes to extend from floor to ceiling and to have no direct connection between. In existing shops with high ceilings, rooms may be celled over at height of at least 9 feet. Partitions to be soundproof and of materials not transparent nor translucent.	Every closet hereafter to be installed in a compartment within a toilet room. Height of compartment door specified; also clearance between bottom of door and floor.	Outside partitions to be of solid construction or of opaque or translucent but not transparent material; extending from floor to ceiling or independently ceiled over.	Factories. (Does not apply to laundries or restaurants which frequently are covered by this term.)	Regulations for industrial sanitation adopted by the department of labor and industry.	Do.
Rhode Island	do	do	Built to insure privacy ²	Built to insure privacy ²	Built to insure privacy ²	Built to insure privacy ²	Factory, manufacturing or mercantile establishments.	Statute	Factory inspection department.
			Must meet the requirements of health and propriety according to the judgment of inspectors.	Must meet the requirements of health and propriety according to the judgment of inspectors.	Must meet the requirements of health and propriety according to the judgment of inspectors.	Must meet the requirements of health and propriety according to the judgment of inspectors.	All places other than those listed above where women and children are employed.	do	Do.
South Carolina	do	do					Factory, mercantile or other establishment or office where 2 or more males and 2 or more females are employed together.	do	Commissioner of agriculture, commerce, and industries.
South Dakota	do						Factory, mill, or workshop where women, girls, or children are employed. (Mercantile establishments, office buildings and restaurants not covered.)	do	State's attorney on complaint.
Tennessee	do						Any manufacturing or mercantile business or establishment where females are employed.	do	Department of labor, division of factory inspection.
	Recommended	Recommended	In new installations compartments to be located in toilet rooms or built with a vestibule. In existing installations entrances to be screened to height of at least 6 feet.	To extend from floor to ceiling and be of solid plaster or metal covered.	Compartments used by females to have door at least 42 inches high and set 12 inches from floor having suitable fastener. Detailed specifications as to size of compartments, height of partitions, etc., of all installations made.	Inclosing walls to be substantially constructed and designed to insure privacy.	Manufacturing and mercantile establishments.	Recommendations of department of labor.	
Texas	Required		Constructed in an approved manner and properly inclosed. ²	Constructed in an approved manner and properly inclosed. ²	Constructed in an approved manner and properly inclosed. ²	Constructed in an approved manner and properly inclosed. ²	Factory, mill, workshop, mercantile establishment, laundry, or other establishment.	Statute	Commissioner of labor statistics.
Vermont	Proper, suitable toilets. ²	Proper, suitable toilets. ²	Proper, suitable toilets ²	Proper, suitable toilets ²	Proper, suitable toilets ²	Proper, suitable toilets ²	Food-handling establishments.	do	State board of health.
Virginia	Required. (When installed after July 1, 1922.)	Required		To extend from floor to ceiling.			Establishments in which 5 or more persons are employed, and every factory, workshop, mercantile, or other establishment or office in which 2 or more children under 18 years of age or women are employed. ³	do	Commissioner of labor in the department of labor and industry.
Washington	Required						Public housekeeping industry where any female over the age of 18 years is employed. ⁴	Industrial welfare committee order No. 23.	Department of labor and industries.

For footnotes see No. 6

CHART II.—State requirements as to privacy of toilet facilities in establishments employing women ¹—Continued

State	Privacy for each sex				Privacy for individuals		Establishments covered ²	Source of authority	Administering agency (See p. 4)
	Separation of toilets for each sex	Designation of entrances	Requirements as to screening of entrances to toilet rooms	Requirements as to construction of partitions between accommodations used by different sexes	Requirements as to inclosure of toilet seats in compartments	Requirements as to separation of toilet rooms from workroom			
West Virginia.....	Required.....	Required.....	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	Constructed in an approved manner and properly inclosed. ³	Factory, mercantile establishment, mill, or workshop. (Covers all places of employment including office buildings.)	Statute.....	Commissioner of labor.
Wisconsin.....	Required. (Exception may be made of firm employing not more than 5 persons.)	do.....	Separated by screens or otherwise, and where possible entrances to be at least 20 feet apart.	In new installations (after Sept. 15, 1914), partitions separating toilets used by the opposite sexes not to be of wood but as nearly soundproof as possible.	Detailed specifications given for compartments, size, height, and material of walls, etc., in which toilet seats are to be placed. Doors to open inward; to have spring that keeps them open when not in use and need to be latched when occupied.	Toilet rooms to be completely inclosed and so arranged as to insure privacy.	All places of employment.....	General orders on sanitation adopted by the industrial commission.	Industrial commission, safety and sanitation department.

¹ For complete details in regard to each State, see summaries on pp. 33 to 83. In addition to the six States—Arizona, Georgia, Mississippi, New Mexico, Utah and Wyoming—that have no laws or regulations whatsoever, the law in Alabama and in Florida covers only establishments employing minors.

² In view of the increasing numbers of women in clerical work, the question of facilities in office buildings seems important. On this account, any definite information that was available as to their being covered or not covered has been added in this column.

³ This phrase is used in the law only once, but could be interpreted as applying to this point.

⁴ This is not a requirement of the statute but is a ruling of the industrial board (unpublished) for enforcing the indefinite requirements of the law "properly screened."

⁵ This law does not apply to mercantile establishments that employ less than 10 persons and are located in towns and cities that have 3,000 inhabitants or less.

⁶ In factories and mercantile establishments structural changes and alterations are required only where 6 or more persons are employed.

⁷ See footnote 36 on p. 68.

⁸ Where less than 4 women are employed, the State welfare commission may release the employer from compliance with the requirements of order No. 22.

⁹ Does not apply in buildings used exclusively for offices, if separate toilets are conveniently accessible. Enforced in stores and office buildings in towns and cities of 5,000 or less at discretion of commissioner.

¹⁰ See note in lower half of p. 79.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women ¹

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ¹	Source of authority	Administering agency (See p. 4)
Alabama	Suitable water-closets ¹	Suitable water-closets ¹ Seats to be of composition, or if of wood, to be varnished and constructed with a space of 5/8 inches between the front ends. Bowls to have individual flushing rims; must be flushed periodically every few minutes, automatically every time used, or by the user.	Properly ventilated			Kept in a sanitary condition Bowls and floors to show evidence of systematic scrubbing with soap and water; floors kept in good repair; wall in good condition and free from writing.	Where minors are employed do.	Statute Unpublished standards used by the child welfare department for enforcing the statute.	Child welfare department.
California	Walls to be covered with a light colored nonabsorbent paint unless made of marble or some glazed material. In new installations floors and side walls to height of not less than 6 inches to be of material impervious to moisture such as asphalt, tile, etc.; in existing installations if wood is used, to be kept well painted with nonabsorbent paint.	Seat to be of wood or other non heat-absorbing material coated with waterproof substance. Bowl to be of vitreous china or other approved material. Adequate facilities for flushing required. Fixture to be set free from inclosing woodwork.	Room to be "adequately ventilated" and only to the outside of the building.		Adequate natural or artificial light. 0.50 foot-candle of artificial illumination required in compartments and toilet rooms where illumination by natural light is less than twice this amount.	Kept in a cleanly state and free from effluvia. Floors to be washed daily and scrubbed at least once a week. Bowls and seats to be thoroughly washed at least once daily. Kept in a clean and sanitary condition.	Factory, workshop, mercantile, or other establishment where five or more persons are employed. (Office buildings covered.) Any occupation, trade or industry in which women or minors are employed except the motion-picture industry. Motion-picture industry—Extras on location. Women and minors. (Requirements for toilets on studio lots are those of the sanitary order of the commission.) Working or traversed spaces in buildings or grounds of places of employment during the time of use.	Statute Industrial welfare commission order No. 18. Industrial welfare commission order No. 10-A. General lighting safety orders issued by industrial accident commission.	Department of industrial relations, division of labor statistics and law enforcement. Department of industrial relations, division of industrial welfare. Do. Department of industrial relations, division of industrial accidents and safety.
Colorado	Floors to be of cement, tile, wood, brick, or other nonabsorbent material.		Properly ventilated			Kept in a clean and good sanitary condition. Floors to be washed and scoured daily.	Factory, workshop, office, bakery, laundry, store, hotel, or other building where 4 or more persons are employed. (Office buildings not inspected.) Food-handling establishments.	Statute do.	Bureau of labor statistics, department of factory inspection. State board of health, division of food and drugs. State board of health.
Connecticut	Walls and ceilings to be kept well painted with a light colored nonabsorbent paint, varnish, or other substance impervious to water unless constructed of marble, cement, plaster, tile, galvanized iron, glazed brick, or other glazed material or concrete with a mixture of waterproofing material. Floor and side walls to height of 6 inches to be constructed with sanitary base of material other than wood which is impervious to moisture and has a smooth surface. Marble, Portland cement, tile, glazed brick, or other approved water-proof material is recommended and the angle formed by the floor and base should be covered.	Seats should be of wood or other non heat-absorbing material, painted or varnished to make it nonabsorbent. Fixtures should be of vitreous china or of first quality cast iron porcelain enameled inside and outside, or of other approved material. Rim-flush type of bowl should be used. Fixture should be set free from inclosing woodwork. Long hopper closet requires written permission of the commissioner.	Adequately ventilated to outside air.	Heated to 50° F. during working hours between Nov. 1 and Apr. 1.	Toilet rooms and compartments to be lighted so that all parts are visible. If natural light is not sufficient, artificial light must be provided. Approaches to be well lighted.	Toilet rooms and compartments, including walls, floors, ceilings, and fixtures, to be kept in good repair and in a clean and sanitary condition. Walls to be kept free from indecent writing and marking.	Workshop or manufactory. (Covers all places of employment, including office buildings.) Manufacturing, mechanical and mercantile establishments and public restaurants. (Office buildings covered.) Factories and mercantile establishments.	Board of health regulation No. 73. (Known as plumbing code.) Statute Sanitary code recommended by the department of labor and factory inspection.	Commissioner of labor and factory inspection.

For footnotes see No. 14.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women¹—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ²	Source of authority	Administering agency (See p. 4)
Kansas	Suitable toilets ¹	Suitable toilets ¹	Thoroughly ventilated and open to outside air.			To be kept in clean and sanitary condition.	Manufacturing and mercantile establishments.	Industrial welfare orders of the commission of labor and industry Nos. 2 and 3.	Commission of labor and industry.
Kentucky	Suitable and proper water-closets. ¹ Floors to be of cement, tile, wood, brick, or other nonabsorbent material. Walls of light color and of material that can be washed. Floors of concrete, having no cracks, sloped to drain into floor drain and having some arrangement for flushing.	Suitable and proper water-closets ¹	Properly ventilated			Kept clean at all times. Free from obscene writing and marking. Floors to be washed and scoured daily.	Every person, firm, or corporation employing females. Food-handling establishments.	Statute do	Bureau of agriculture, labor, and statistics, department of labor. State board of health.
		Siphon-jet closets with extended lips in front; large water area; cut-out rear rim and having no cover to seat. Fixtures that can be flushed with water to thoroughly cleanse them.	Well ventilated	Well heated	Well lighted	Easily cleaned	Factories and work places	Recommendations of the department of labor.	
Louisiana	Proper water-closets or privies ¹	Water-closets may be made of glazed earthenware or enameled iron; to be made in one piece and not inclosed in woodwork. Hereafter, only tank closets permitted. Pan, plunger, long-hopper closets or any having an unventilated space or whose walls are not flushed at each discharge are not permitted. Tank of water-closet to hold at least 3½ gallons of water.	Direct ventilation to the outside air.		Room or compartment well lighted at all times. 1 foot-candle minimum of illumination.	Kept in good repair, clean and sanitary; openings screened against flies.	Food-handling establishments. Factories, mills, and other work places.	Recommendations of the State board of health. Recommendations of bureau of agriculture, labor, and statistics.	State board of health.
		Proper water-closets or privies ¹					Building or structure of any kind.	Sanitary code, State of Louisiana, Ch. VII, Plumbing.	
Maine	Detailed specifications as to type of material to be used in walls, floors, and compartment walls, so that they will be impervious to moisture.	Bowl to be of rim flush type; vitreous china or porcelain enameled cast iron; set free from inclosing woodwork; flushing cistern to have at least 3 gallons at each discharge. Seat to be of wood or other non-heat-absorbing material finished with varnish. Pan, plunger, washout and offset closet not permitted to be installed.	Specifications as to window area, air shafts, size of open space on to which windows or skylights open, etc. Also specifications for ventilation without direct connection with outside air. Windows to be openable one-half their area.	Heated to not less than 50° F. from Nov. 1 to Apr. 1.	Lighted by natural or artificial light so that every part of the room is easily visible.	Walls, floors, fixtures, kept in good repair; clean, odorless and sanitary conditions, free from obscene writing and marking.	Where 5 or more young persons or women or 2 or more children, young persons, or women are employed in factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment, or store, mine, and packing house, hotel, restaurant, laundry, millinery, or dress-making establishment, theater, concert hall, or in or about any place of amusement where intoxicating liquors are made or sold, bowling alley, boot-blackening establishment, elevators, transmission of messages or merchandise or any other occupation deemed unhealthful or dangerous.	Statute	Commissioner of labor and industrial statistics and city factory inspector of board of health.
		Bowls to be of vitrified earthenware or other approved nonabsorbent water-tight material, made in one piece; to have integral flushing rims that will flush the entire surface of the bowl; bowl to hold sufficient water to prevent fouling of surfaces; supplied with approved tank or flush valve of at least 4 gallons flushing capacity. Installed free from inclosing woodwork. Water closets having invisible seal, or unventilated space or walls not thoroughly washed at each flush forbidden. Long hopper closets forbidden hereafter.	Air in rooms to be changed at least 6 times every hour either by outside window or other proper means. (Specifications given.) Ventilation pipes from toilet rooms must have no connection with other such pipes or ducts in building.					Factories and mercantile establishments.	Industrial code of State board of health.
							Every building intended for human habitation located on street with sewer or within 100 feet of sewer.	Plumbing regulations adopted by the department of health.	Do.

For footnotes see No. 14.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women¹—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ²	Source of authority	Administering agency (See p. 4)
Maryland						Floor and all parts to be kept clean.	Food-handling establishments. All places of employment.	Statute. Plumbing code of the State board of health.	State department of health. Do.
Massachusetts	Constructed in accordance with rules and regulations adopted by the department of labor and industries.	Bowls to be of siphon action or siphon-jet pattern made in one piece of porcelain or vitreous earthenware, supplied with sufficient water to flush thoroughly; fixture set free and open. Pan, plunger, offset washout, long, or short hopper water closet forbidden.	Ventilated directly to outside air either by window or air shaft with area of at least 4 square feet.		1 foot-candle of illumination minimum requirement. Lighted in accordance with rules and regulations adopted by the department of labor and industries.	Maintained in accordance with the rules and regulations adopted by the department of labor and industries.	Extrahazardous employments. (Covers most employments.) Factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms and all other buildings where manufacturing is carried on and mercantile establishments.	Regulation approved by State industrial accident commission. Statute.	State industrial accident commission. Department of labor and industries, division of industrial safety.
	Walls to be painted with light colored, nonabsorbent paint or made of glazed brick, etc. Floors and side walls to height of 9 inches to have smooth surface and be of material impervious to moisture.	Ample water for flushing to be provided. Individual bowls of porcelain or vitreous earthenware. Seats to be of wood or other non-heat-absorbing material coated with waterproof substance. Bowl set free of inclosing woodwork.	Detailed specifications given for ventilating room to outside air by window or shaft. Windows to be openable half their area; minimum area 4 square feet with 1 square foot increase for each additional fixture.	Facilities for heating.	Lighted by natural or artificial light so that all parts are easily visible at all times.	Walls to be free from obscene writing. One or more employees designated to have charge of sanitary appliances; regular and thorough cleaning required; disinfection alone not to be relied on.	do.	Regulations issued by the department of labor and industries.	Do.
Michigan	Proper water-closets, earth closets or privies. ³	Proper water-closets, earth closets, or privies. ³			0.50 foot-candle of illumination required in toilet rooms and water-closet compartments.		Factories, workshops, manufacturing, mechanical and mercantile establishments.	Lighting code adopted by department of labor and industries.	Do.
Minnesota	Walls and ceiling tight and of material that can be cleaned easily. Floors to be tight, smooth, and of material that can be kept in sanitary condition.	Fixtures must be connected with sewer system where one is available.	To be adequately ventilated to outside air by artificial means if windows do not open easily.	Adequately heated at all times wherever practicable.	Adequately lighted by natural or artificial light.	Rooms and fixtures to be kept in a clean condition; obscene writing forbidden and employer to see that it is removed from the walls; room to be adequately protected from flies.	Manufacturing establishment, workshop, hotel, or store in which 5 or more persons are employed and every institution in which 2 or more children, young persons, or women are employed. (Covers office buildings.) Every place of employment.	Statute. do.	Department of labor and industry. Industrial commission.
Missouri	Proper water-closets, earth closets, or privies. ³	Proper water-closets, earth closets, or privies. ³		Properly heated during cold weather.			Foundries.	do.	Do.
Montana	Floors tight and made of material that can be washed and kept clean. Walls, partitions, and toilet seats, if constructed of wood shall be covered with nonabsorbent light colored paint or varnish.	Sanitary water-flushed toilets required where there are sewage-disposal facilities.	Ventilated to outside air.		Well lighted.	Screened against flies.	Factory where 3 or more persons are employed or workshop where 3 or more children, young persons, or women are employed. (Covers office buildings.) Canneries.	do. State board of health regulation No. 81.	Department of labor and industrial inspection. State board of health.
Nebraska			Properly ventilated.			To be kept in clean and sanitary condition.	Factory, mill, workshop, mercantile or mechanical establishment, or other building where one or more persons are employed.	Statute.	Department of labor.

For footnotes see No. 14

CHART III.—Requirements as to sanitation of toilet equipment in establishment employing women¹—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ²	Source of authority	Administering agency (See p. 4)
New Hampshire	Proper facilities and reasonably sanitary and hygienic conditions. ³	Proper facilities and reasonably sanitary and hygienic conditions. ³	Proper facilities and reasonably sanitary and hygienic conditions. ³	Proper facilities and reasonably sanitary and hygienic conditions. ³	Proper facilities and reasonably sanitary and hygienic conditions. ³	Proper facilities and reasonably sanitary and hygienic conditions. ³	Factories, mills, workshops, or other manufacturing or mercantile establishments in which 3 or more persons are regularly employed. (Covers all places of employment, including office buildings.)	Statute	Commissioner of labor.
		Flush type of toilet required where practical to take precautions against freezing.	Ventilated to outside air by window or other suitable opening inclosed in a toilet room, itself vented to the outside air.			To be kept clean and in proper repair.	do	Standard No. 5 issued by the commission of labor.	Do.
New Jersey	Suitable water-closets ³	Suitable water-closets ³	Properly ventilated			Kept clean	Manufacturing and mercantile establishments. (Office buildings not covered.)	Statute	Department of labor, bureau of hygiene, sanitation, and mine inspection.
	Walls and materials tight and of material that can be cleaned easily; walls not to be transparent. Floors tight and smooth and of material impervious to moisture.	Individual closets of siphon action, porcelain type. Bowls of smooth material, impervious to moisture. Seats finished with waterproof substance.	If not lighted by windows that open easily, shall be adequately ventilated to the outside air by artificial means. Required window area at least 6 square feet with 1 square foot increase for each additional fixture and specifications for artificial system of ventilation given also.	Adequately heated all times.	Adequately lighted by natural or artificial light.	Occupier shall be responsible for maintenance in clean and sanitary condition.	do	Standards recommended by the bureau of hygiene and sanitation of the department of labor.	
New York	In accordance with the rules of the board.	In accordance with the rules of the board.	In accordance with the rules of the board.	In accordance with the rules of the board.	In accordance with the rules of the board.	In accordance with the rules of the board.	Factories, mills, and other work places. (Mercantile not inspected.)	Lighting code issued by the department of labor. (Recommended.)	Commissioner of labor.
	Detailed specifications as to type of material to be used in walls, floors, and compartment walls so that they will be impervious to moisture.	Bowl to be of rim flush type; vitreous china or porcelain enameled cast iron; set free from inclosing woodwork; flushing cistern to have at least 3 gallons at each discharge. Seat to be of wood or other non heat-absorbing material finished with varnish. Pan, plunger, washout, and off-set closet not permitted to be installed.	Specifications as to window area, air shafts, size of open space on to which windows or skylights open, etc. Also specifications for ventilation without direct connection with outside air. Windows to be openable one-half their area.	Heated to not less than 60° F. from Nov. 1 to Apr. 1.	To be lighted by natural or artificial light so that all parts are visible. Approaches to be well lighted.	Walls, floors, fixtures kept in good repair, clean, odorless, and sanitary conditions, free from obscene writing and marking.	Factories in all towns or cities, mercantile establishments, restaurants, telegraph or messenger company in towns of 3,000 or more population, stations, terminals, or car barns, where women employees of a street, surface, electric, subway, or elevated railroad report for duty, and elevator operators in buildings where freight or passenger elevators are operated. ⁴	Industrial code of the industrial board.	Do.
					0.50 foot-candle of illumination in toilet rooms and water-closet compartments.		do	do	Do.
North Carolina						Kept in a cleanly condition.	All manufacturing establishments; other businesses employing more than 2 males and females in towns of 1,000 or more population. (Exclusive of 9 counties.)	Statute	Child welfare commission.
	Recommends use of materials that are impervious to moisture. Lists materials that might be used.	Bowls of vitreous porcelain or china suggested; individually flushed by flush tank, flush valve of flush meter type or seat-acting flush valve; not less than 4 gallons of water nor more than 8 gallons to be used for flushing. Seats of non heat-absorbing material, impervious to moisture and constructed so that front ends are 5½ inches apart.	Window area one-sixth that of floor area and 50 per cent of this openable; the glass translucent and nonactinic to admit the ultra-violet rays of the sun. If natural ventilation is not sufficient, suggests an approved artificial ventilating system.		Proper artificial lights recommended.	Recommends that walls, floors, windows, ceilings, and all exposed pipes, fittings, and fixtures be washed and scoured at least every 24 hours. An approved deodorant should be used on toilets and floors.	do	Recommendations of the State child welfare commission.	

For footnotes see No. 14.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women ¹—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ²	Source of authority	Administering agency (See p. 4)
North Dakota	Suitable toilets ¹	Suitable toilets ¹	Thoroughly ventilated (applies only to telephone).			Clean and sanitary (applies only to telephone).	Public housekeeping, manufacturing, mercantile, and laundry occupations; telephone exchanges in towns of 1,800 or more.	Minimum wage department orders Nos. 1 to 5.	Workmen's compensation bureau.
Ohio	Suitable toilet rooms ¹ Floors to be waterproof, and base not less than 6 inches high with sanitary cove at floor level.	Suitable water-closets ¹ Bowl of vitrified earthenware, hard natural stone, or cast iron porcelain enameled inside and painted outside; bowls and traps to be made in one piece and of such shape as to hold a sufficient quantity of water to clean it thoroughly; to have flushing rims constructed to flush entire surface of bowl; set free from interior inclosing woodwork; low-down tanks to be of syphon pattern; tank of at least 4 gallons flushing capacity. Pan, valve, plunger, off-set washout and other water-closets having invisible seals or an unventilated space or walls not thoroughly washed at each flush forbidden. Long hopper closets forbidden; range closets allowed and specifications given.	Properly ventilated.				All places where females are employed. All public or private institutions, sanitariums, hospitals, schools, prisons, factories, workshops, or places where men, woman, or children are or might be employed.	Statute. Statute (plumbing code).	Chief inspector of work shops and factories. Department of health, bureau of plumbing.
	Floor and base of nonabsorbent material.						Workshops, factories, mercantile and office buildings.	Special requirements issued by the department of industrial relations.	Chief inspector of workshops and factories.
Oklahoma	Suitable toilet facilities ¹	Suitable toilet facilities ¹			0.50 foot-candle minimum intensity of illumination.		Factories, mills, and other work places.	Industrial lighting code issued by industrial commission. (Recommended.)	Commission of labor
					0.50 foot-candle of illumination minimum requirement in toilet rooms and water-closet compartments.		Manufacturing, mechanical, or mercantile establishment or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater or telegraph or telephone establishment and office or any other establishment employing females. (Banks not covered.) Factories and mercantile establishments.	Statute. Industrial code rules issued by department of labor.	Do.
Oregon	Suitable toilets ¹	Suitable toilets ¹	Thoroughly ventilated and open to outside air.		1 foot-candle of artificial illumination required in toilets and water-closets when illumination by natural light is not twice this amount.	To be kept in a clean and sanitary condition.	Any establishment where women and minors are employed. Places of employment, including factories, mills, offices, and other work places.	State welfare commission order No. 22. Code governing industrial lighting issued by bureau of labor.	State welfare commission. Commissioner of labor.

For footnotes see No. 14.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered *	Source of authority	Administering agency (See p. 4)
Pennsylvania	Suitable toilets ¹ Walls and ceilings to be of substance that can be cleaned easily. Floor and side walls to height of 6 inches to be of smooth surface and of material that is impervious to moisture.	Suitable toilets ¹ Bowls to have flushing rims. Seats to have open front except integral type, and if of absorbent material to be covered with varnish. Trough closets permitted and must be made of smooth material impervious to moisture unless the department of labor and industry approves the use of cast iron, galvanized iron, sheet metal, or steel. Pan, plunger, washout, faucet, and long hopper closets prohibited except when frost-proof or floor-type closets are approved. Not to be supplied with water direct from pipes unless closet provided with flush meters, volumeters, or similar devices. Automatic or siphon tanks to hold 5 gallons for each closet; where supplied from special tanks or cisterns closets to have 6 gallons flushing capacity. A group of closets on the same floor may be flushed from 1 tank but not those on other floors unless flush meters, etc., are used.	Compartment to have sufficient direct outside ventilation by window or other means. Window or skylight opening to outside is required or artificial ventilation. (The kind is not specified.)		Properly lighted When adequate natural light not available, to be artificially lighted in accordance with regulations for industrial lighting issued by the department of labor. 1 foot-candle of illumination.	Kept clean, sanitary, and free from obscene writing and marking at all times. Walls to be kept free from obscene writing or marking. Poster asking for cooperation of employees required to be posted.	Establishments employing females. Factories. (Does not apply to laundries or restaurants which frequently are covered by this term.) Every establishment.	Statute Regulations for industrial sanitation adopted by the department of labor and industry. Regulations for industrial lighting adopted by the department of labor and industry.	Department of labor and industry. Do. Do.
Rhode Island	Must meet the requirements of health and propriety according to the judgment of the inspectors.	Must meet the requirements of health and propriety according to the judgment of the inspectors.	Effectively trapped and ventilated.	Must meet the requirements of health and propriety according to the judgment of the inspectors.	Must meet the requirements of health and propriety according to the judgment of the inspectors.	Must meet the requirements of health and propriety according to the judgment of the inspectors.	Factory, manufacturing, and mercantile establishments. All places other than those listed above where women and children are employed.	Statute do.	Factory inspection department. Do.
South Carolina						To be kept clean and free from disagreeable odors.	Factory, mercantile or other establishment or office where 2 or more males, 2 or more females are employed together.	do.	Commissioner of agriculture, commerce, and industries.
South Dakota			Properly ventilated.			Kept in sanitary condition and free from effluvia.	Factory, mill, or workshop, where women, girls, or children are employed. (Mercantile establishments, office buildings, and restaurants not covered.)	do.	State's attorney on complaint.
Tennessee	Walls to be painted with light colored, nonabsorbent paint or made of glazed brick, etc. Floors and side walls to height of 9 inches to have smooth surface and be of material impervious to moisture.	Ample water for flushing to be provided. Individual bowls of porcelain or vitreous earthenware. Seats to be of wood or other non-heat-absorbing material coated with water-proof substance. Bowl set free of inclosing woodwork.	Detailed specifications given for ventilating room to outside air by window or shaft. Windows to be openable half their area; minimum area 4 square feet with 1 square foot increase for each additional fixture.	Facilities for heating.	Lighted by natural or artificial light so that all parts are easily visible at all times.	Walls to be free from obscene writing. One or more employees designated to have charge of sanitary appliances; regular and thorough cleaning required; disinfection alone not to be relied on.	Manufacturing and mercantile establishments.	Recommendations of department of labor.	
Texas	Constructed in an approved manner.		Effectively ventilated.		At all times properly lighted.	Kept in clean and sanitary condition and effectively disinfected.	Factory, mill, workshop, mercantile establishment, laundry or other establishment.	Statute	Commissioner of labor statistics.
Vermont	Constructed in clean, sanitary, and healthful manner.	Proper and suitable toilets ¹				Maintained in a clean, sanitary, and healthful manner.	Food-handling establishments.	do.	State board of health.
Virginia						To be kept clean and free from effluvia.	Establishments in which 5 or more persons are employed, and every factory, workshop, mercantile or other establishment or office in which 2 or more children under 18 years of age or women are employed. ²	do.	Commissioner of labor in department of labor and industries.

For footnotes see No. 14.

CHART III.—Requirements as to sanitation of toilet equipment in establishments employing women¹—Continued

State	Construction materials for toilet rooms to make them impervious to moisture	Types of fixtures	Ventilation	Heating	Lighting	Maintenance	Establishments covered ²	Source of authority	Administering agency (See p. 4)
Washington ³					0.50 foot-candle of artificial illumination where illumination by natural light is less than twice this amount.		Where the place of work or the nature of the operation causes a hazard to exist due to insufficient illumination.	Safety standards adopted by the department of labor and industries.	Department of labor and industries, division of safety.
West Virginia	Constructed in an approved manner.		To have direct ventilation to outside air when practicable; otherwise to be placed in an inclosure separately ventilated.		Properly lighted by artificial light except when influx of natural light makes this unnecessary.	To be kept in a clean and sanitary condition.	Factory, mercantile establishment, mill, or workshop. (Covers all places of employment, including office buildings.)	Statute.....	Commissioner of labor
Wisconsin	Walls, ceilings, and partitions to be completely covered with smooth cement or gypsum plaster, glazed brick or tile, galvanized or enameled metal, or other smooth nonabsorbent material; if of wood, enameled. Walls and partitions to be of light color. Floors and base to be made of material other than wood which does not readily absorb moisture, though wood may be used under certain conditions if allowed in writing by industrial commission.	Individual closets of porcelain or vitreous chinaware; seats of wood or other non heat-absorbing material and covered with varnish to make them nonabsorbent, required of all new installations. Closet to be provided with an effective flushing device.	Windows to outside air required where possible and definite limitations given for exceptions. In new installations 4 square feet of window area required for room containing 1 fixture and 2 additional square feet for each additional fixture. A vent flue in addition to windows is required in rooms having more than 3 fixtures. Additional detailed specifications are given for air-shaft dimensions, etc.	Heated so that fixtures will be in good condition at all times.	Lighted by natural or artificial light so that all parts of the room are visible.	Walls, floors, ceiling, and fixtures to be kept clean, efficient, and in good repair; obstructions to be removed at once.	All places of employment.....	General orders on sanitation adopted by the industrial commission.	Industrial commission, safety and sanitation department.
		All water-closets to be made of porcelain or vitreous china. Bowl and trap must be in one piece. Shall hold sufficient water and be of such shape and form that no waste will collect on surface of bowl. Equipped with adequate flushing rims. Flush tanks or flushometer valves to have flushing capacity of not less than 3 gallons for water-closets.	All toilet rooms shall have at least 1 outside window or be provided with local vents or air shafts so as to insure 4 changes of air per hour. Vents and shafts shall not be connected with plumbing system and must provide adequate ventilation.				All buildings in the State.....	Plumbing code adopted by State board of health.	State board of health.
					0.5 foot-candle of artificial illumination required in toilet rooms when illumination by natural light is less than twice this amount.		Factories, mills, offices, and other work places.	Industrial lighting code issued by the industrial commission.	Industrial commission, safety and sanitation department.

¹ For complete details in regard to each State, see summaries on pp. 33 to 83. In addition to the 6 States—Arizona, Georgia, Mississippi, New Mexico, Utah, and Wyoming—that have no laws or regulations whatsoever, Arkansas and Nevada have no provisions pertaining to sanitation and in Alabama and Florida only establishments employing minors are covered.

² In view of the increasing numbers of women in clerical work, the question of facilities in office buildings seems important. On this account, any definite information that was available as to their being covered or not covered has been added in this column.

³ This phrase is used in the law only once but could be interpreted as applying to this point.

⁴ An unpublished standard of the industrial board holds that to be "properly ventilated" a toilet room must be ventilated directly to the outside by means of a window or indirectly by means of some mechanical device.

⁵ In factories or mercantile establishments structural changes and alterations are required only where 6 or more persons are employed.

⁶ Where less than 4 women are employed, the State welfare commission may release the employer from compliance with the requirements of order No. 22.

⁷ Does not apply in buildings used exclusively for offices, if separate toilets are conveniently accessible. Enforced in stores and office buildings in towns and cities of 5,000 or less at discretion of commissioner.

⁸ See note in lower half of p. 79.

Part V.—STATE REGULATIONS AS TO TOILET FACILITIES

DECEMBER 31, 1931

[In a number of States later codes than are here cited have become available since these summaries were prepared, but in the interest of economy they have been substituted only where important changes are involved]

ALABAMA

STATUTES

Alabama Code of 1928 (Michie), secs. 3518, 3520-3522, pp. 579-580

Establishments covered.—Every person, firm, or corporation, owning or controlling any establishment wherein minors are employed. (Sec. 3520.)

Adequacy.—In such number as may be required by the inspector. (Sec. 3520.)

As authorized, the child welfare department uses the following ratios in enforcing sec. 3520: At least 1 stool for each 20 workers in small establishments and 1 stool to every 30 workers in establishments employing large numbers of people.

Privacy.—Separate for each sex. Separate compartments for females, to be used by them exclusively and notice to that effect painted on the outside of such compartments.

Entrance effectively screened by partition or vestibule.

(Sec. 3520.)

Sanitation.—Shall keep such establishment in a sanitary condition.¹

Properly ventilated.

Suitable and convenient water-closets or privies.

(Sec. 3520.)

Other requirements:

Location.—Located in such place or places as may be required by the inspector; water-closets shall be maintained inside such establishments, except where, in the opinion of the inspector, it is impracticable. (Sec. 3520.)

As authorized, the child welfare department requires that toilets be located on each floor where workers are employed. It recommends a number of small installations rather than one large unit.

Responsibility.—Every person, firm, or corporation, owning or controlling any establishment. (Sec. 3520.)

Penalty.—Any person who refuses to comply with any order issued under authority of sec. 3520 of this code shall be fined not less than \$50 nor more than \$100, and on subsequent conviction shall be fined not less than \$200. (Sec. 3522.)

Administering agency.—Child welfare department. (Secs. 3518, 3521.)

Alabama Code of 1928 (Michie), sec. 3991, p. 650

Establishments covered.—Any person owning or controlling a store or shop in which any girl or woman is employed as a clerk or saleswoman. (Sec. 3991.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate water-closets for the use of such girls or women. (Sec. 3991.)

¹ Additional unpublished standards used by the child welfare department for enforcing sec. 3520 are: Seats preferably of composition material; if of wood, varnished so that they are impervious to moisture; constructed with 5¼ inches between the front ends. Bowls with individual flushing rims; flushed periodically every few minutes, automatically every time it is used, or by the user; trough type discouraged. The other standards are less specific, including the provision that floors be in good repair; that floors and bowls show evidence of systematic scrubbing with soap and water; that the room be well ventilated; and that walls be in good condition and free from writing.

Other requirements:

Location.—Water-closets to be located in building where girls or women work or conveniently thereto.

“Conveniently thereto” is interpreted by the county solicitor, according to chief child labor inspector.

Responsibility.—Any person owning or controlling a store or shop. (Sec. 3991.)

Penalty.—Fined on conviction not less than \$50 nor more than \$500. (Sec. 3991.)

Administering agency.—No department designated. (“Any person who would make affidavit” is statement of chief child labor inspector.)

ARIZONA

No regulation.

ARKANSAS

STATUTES

Digest of Statutes of Arkansas, 1921 (Crawford and Moses), secs. 7116-7118, pp. 1859-1860

Establishments covered.—Every factory, manufacturing establishment, work-shop or other place where six or more men and women are employed. (Sec. 7116.)

(Office buildings not covered, according to deputy commissioner of labor.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate toilet and wash rooms for men and women. (Sec. 7116.)

Other requirements:

Responsibility.—The commissioner of labor shall enforce the provisions of this act and shall give notice in writing to employers violating same; and upon failure to comply with the provisions of this act after 30 days from such notice, such employers shall be liable to penalties provided by this act. (Sec. 7117.)

Penalty.—Upon conviction a fine of not less than \$10 nor more than \$100; each day to constitute a separate offense. (Sec. 7118.)

Administering agency.—Commissioner of labor. (Sec. 7117.)

REGULATIONS

*Rules and Regulations, State board of health, 1928, regulation 323, p. 49, issued by State board of health under authority of sec. 6 of act 96, 1913, which states: “Power is conferred on * * * board of health to make all necessary and reasonable rules and regulations for * * * the general amelioration of sanitary and hygienic conditions * * *.” Digest of Statutes of Arkansas, 1921 (Crawford and Moses), secs. 5129, 5130, 5146, pp. 1384, 1388*

Establishments covered.—Where persons are employed or intended to be employed in any trade, occupation, or business.

Adequacy.—Ratio not specified. Terms “sufficient” and “having regard to the number of persons employed or in attendance” are indefinite.

Privacy.—Separate privy accommodations for each sex.

Suitable privy accommodations.

Other requirements.—Penalty.—Fine of not less than \$10 nor more than \$100 or imprisonment not exceeding one month or both. (Sec. 5146.)

Administering agency.—State board of health. (Secs. 5129, 5130.) (Local health officials in cooperation with State board of health and also sheriffs and police officers, according to State health officer.)

CALIFORNIA

STATUTES

Session Laws 1889, ch. 5, sec. 1, p. 3; Session Laws 1901, ch. 176, sec. 2, p. 573

Establishments covered.—Every factory, workshop, mercantile, or other establishment in which five or more persons are employed. (Sec. 1.) (Applies to office buildings, according to director of department of industrial relations.)

Adequacy.—Ratio not specified. The term "sufficient number" (sec. 1) is indefinite.

Privacy.—A sufficient number of separate and distinct water-closets or privies plainly designated. (Sec. 1.)

Sanitation.—Kept in a cleanly state and free from effluvia, etc. (Sec. 1.)

Other requirements:

Location.—Within reasonable access. (Sec. 1.)

Responsibility.—Any person or corporation violating any of the provisions of the act is guilty of a misdemeanor. (Sec. 2, ch. 176, Session Laws 1901.)

Penalty.—Upon conviction, punishment by a fine of not less than \$50 nor more than \$300 or imprisonment in county jail for not less than 30 days nor more than 90 days or by both, for each offense. (Sec. 2, ch. 176, Session Laws 1901.)

Administering agency.—Department of industrial relations, division of labor statistics and law enforcement.²

REGULATIONS

Order No. 18 (secs. 4 and 16), effective February 26, 1932 (rescinding orders Nos. 4, amended, and 13, of 1919), of the industrial welfare commission, issued by virtue of the authority vested in it by sec. 6 of ch. 324, Session Laws 1913, to fix "the standard conditions of labor demanded by the health and welfare of the women and minors engaged in any occupation, trade, or industry in this State";² and Session Laws 1927, ch. 248, sec. 3.

Establishments covered.—Any occupation, trade, or industry in which women or minors are employed except the motion-picture industry.

Adequacy.—Not less than 1 to every 20 women and female minors or majority fraction thereof up to 200 women; thereafter at the rate of 1 for every 30, based on the average number employed during the peak season of the establishment.

Privacy.—Separate and designated toilets required for women where five or more persons are employed.

Doors must be located or screened so that no compartment will be visible from adjoining room. Toilet rooms completely partitioned off from work-rooms.

Each closet to be in a separate compartment provided with a door; compartment partitions not less than approximately 6 feet high and not nearer to ceiling nor floor than approximately 1 foot; compartment and doors to permit easy entrance and exit, former at least 27 inches wide, minimum clearance of 18 inches between front edge of seat and compartment wall or closed door directly in front of seat.

Sanitation.—Kept clean; floors washed daily, scrubbed at least once a week; bowls and seats cleaned at least once a day.

Walls covered with light-colored nonabsorbent paint, etc., if not constructed of marble, cement, plaster, tile, glazed brick, or other glazed material. Floors and side walls to height of not less than 6 inches hereafter installed to be constructed with sanitary base and of material impervious to moisture, of smooth surface, with angle coved. Material to be asphalt, Portland cement, tile, glazed brick, or other approved material. In existing installation, floor may be of wood if kept well painted with a nonabsorbent paint.

Bowl of vitreous china or other approved material; adequate facilities for flushing; set entirely free from inclosing woodwork and installed so that surrounding space can be easily cleaned; seat of wood or other non-heat-absorbing material coated with varnish or other waterproof substance.

² Session Laws 1889, ch. 5, sec. 7, makes the commissioner of the bureau of labor statistics responsible for enforcing the provisions of the act. By acts of May 21, 1921, and May 12, 1927, the department was reorganized. In 1927 the department of industrial relations was created, with five divisions under it, including the division of labor statistics and law enforcement. (Session Laws 1927, ch. 440, pp. 733-738.)

³ By act of May 12, 1927, the industrial welfare commission was recreated within the division of industrial welfare of the department of industrial relations and was made responsible to the department. The industrial welfare commission, therefore, does not fix standards and enforce them independently but its former powers are assumed by the department. However, the standards already established by the industrial welfare commission are in force under the department of industrial relations. (Session Laws 1927, ch. 440, pp. 733-738.)

Toilet rooms to be adequately ventilated and only to outside of building. Adequate natural or artificial light so that every part of the room and interior of each compartment is easily visible.

Other requirements:

Location.—Not more than one floor above or below the regular place of work of persons using same, except where passenger elevators are provided in sufficient numbers and their use permitted in taking employees to toilet room floors.

Miscellaneous.—Adequate supply of toilet paper in every compartment; sanitary napkins obtainable at reasonable price and metal receptacles with hinged cover provided.

Responsibility.—Every employer or other person who either individually or as an officer, agent, or employee of a corporation or other person, requires or causes to be required any such employee to work under conditions of labor prohibited by said order shall be guilty of a misdemeanor. (Sec. 3, ch. 248, Session Laws 1927.)

Penalty.—Upon conviction to be punished by fine of not less than \$50 or by imprisonment for not less than 30 days or by both. (Sec. 3, ch. 248, Session Laws 1927.)

Administering agency.—Department of industrial relations, division of industrial welfare.*

Order No. 16-A (secs. 4 and 8), effective April 11, 1931 (rescinding order No. 16, of 1926). See authority quoted for foregoing regulation

Establishments covered.—Motion-picture industry—Extras, i. e., women or minors who act, sing, dance, or otherwise perform at a wage of \$15 or under per day or \$65 or under per week. (Applies to conditions on location. Toilet facilities on studio lots must meet the requirements of the sanitary order of the industrial welfare commission.)

Adequacy.—At least 1 seat to every 20 women.

Privacy.—To be screened between seats and in front.

Sanitation.—To be kept in a clean and sanitary condition.

Other requirements:

Miscellaneous.—Toilet paper must be supplied. Sanitary napkins must be obtainable.

Responsibility.—See this section of foregoing regulation.

Penalty.—See this section of foregoing regulation.

Administering agency.—See this section of foregoing regulation.

General lighting safety orders (effective December 1, 1919). Issued by the industrial accident commission, under authority of sec. 39, ch. 586, Session Laws 1917, p. 863. Ibid., secs. 49, 50, p. 865

Establishments covered.—Working or traversed spaces in buildings or grounds of places of employment during the time of use. (Order 1501.)

Sanitation.—Not less than 0.50 foot-candle of artificial illumination to be provided for water-closet compartments and toilet rooms when the natural light is less than twice this intensity. (Order 1503 (a).)

Other requirements:

Responsibility.—Every employer, employee, or other person who, either individually or acting as an officer, agent, or employee of a corporation or other person. (Sec. 49.)

Penalty.—No definite penalty fixed for noncompliance with orders of the commission. Failure or refusal to comply is made a misdemeanor and in case of continued violation each day constitutes a separate offense. (Secs. 49 and 50.)

Administering agency.—Department of industrial relations, division of industrial accidents and safety.

*The industrial welfare commission was created by act of May 26, 1913, giving it power to fix standards of conditions of labor as well as wages and hours. An amendment in 1919, ch. 204, gave the commission power to enforce the standards it fixed. By act of May 12, 1927, the industrial welfare commission was recreated within the division of industrial welfare in the department of industrial relations. The powers and duties originally vested in the industrial welfare commission succeeded to the department of industrial relations and are administered through the division of industrial welfare. (Session Laws 1927, ch. 440, pp. 733-738.)

COLORADO

STATUTES

Session Laws 1929, ch. 95, secs. 5, 10, 11, pp. 341, 348-349

Establishments covered.—Every factory, workshop, office, bakery, laundry, store, hotel or other building in which four or more persons are employed. (Sec. 10.)

(Office buildings not inspected, according to commissioner.)

Adequacy.—Ratio not specified. Term "sufficient number" (sec. 10) indefinite.

Privacy.—Separate and apart for the use of each sex and plainly so designated. Properly screened.

(Sec. 10.)

Sanitation.—Kept in a clean and good sanitary condition.

Properly ventilated.

(Sec. 10.)

Other requirements:

Location.—Within reasonable access. (Sec. 10.)

Responsibility.—It shall be the duty of every occupant, whether owner or lessee of any premises so used as to come within the provisions of this act to carry out the same and to make all the changes and additions necessary therefor. In case such changes are made upon the order of a factory inspector by the lessee of the premises, he may at any time within 30 days after the completion thereof bring an action before any justice of the peace, county or district court, having competent jurisdiction against any person having an interest in such premises and may recover such portion of the expenses of making such changes and in addition as the court adjudges should be borne by such defendant. (Sec. 10.)

Penalty.—Upon conviction before any court of competent jurisdiction to be punished by fine of not less than \$50 nor more than \$100 or imprisoned in county jail not to exceed 90 days for each and every offense. (Sec. 11.)

Administering agency.—Department of factory inspection of the bureau of labor statistics. (Sec. 5.)

Compiled Laws of Colorado, 1921, secs. 1019, 1020, 1023, 1025, pp. 443-444

Establishments covered.—Every such building, room, basement, inclosure, or premises occupied, used or maintained for the production, preparation, manufacture, canning, packing, storage, sale, or distribution of such food. (Sec. 1019.)

Adequacy.—Ratio not specified. Term "adequate" (sec. 1019) indefinite.

Privacy.—Separate and apart from room or rooms where the process of production is conducted. (Sec. 1019.)

Sanitation.—Floors of cement, tile, wood, brick, or other nonabsorbent material; washed and scoured daily. (Sec. 1019.)

Other requirements:

Location.—Convenient toilet rooms. (Sec. 1019.)

Responsibility.—Whoever unlawfully maintains or allows or permits to exist a nuisance as herein defined shall be guilty of a misdemeanor, and on conviction thereof, shall be punished as herein provided. (Sec. 1020.)

Penalty.—Upon conviction shall be punished for the first offense, by a fine of not more than \$200. Subsequent offenses, not more than \$200 or imprisonment in county jail not more than 90 days, or both, in discretion of the court. Each day after time limit set for abating insanitary conditions as ordered by inspectors to constitute a distinct and separate offense. (Sec. 1025.)

Administering agency.—State food commissioner and food and drug inspectors of State board of health. (Sec. 1023.)

REGULATIONS

Laws and Regulations, State board of health, 1927, pp. 258-277, regulation 73, Colorado plumbing code, adopted September 2, 1927, by virtue of authority granted in sec. 4829 of Compiled Laws of Colorado, 1921, which reads: "The

*State board of health, * * * is hereby authorized and empowered to make, prescribe, enforce, amend and repeal rules and regulations governing the plumbing, drainage, sewerage, and plumbing ventilation of all buildings in this State, and thereby to establish and maintain minimum standards which shall be uniform throughout the State which rules and regulations shall have the force and effect of law, * * *." Ibid., secs. 4830, 4851, pp. 1336, 1339.*

Establishments covered.—Every person who shall be the owner, lessee, keeper, or manager of any tenement house, boarding house, lodging house, workshop, or manufactory. (Sec. 27 of Regulation 73.)

(Applies to all places of employment, including office buildings, according to secretary, State board of health.)

Adequacy.—In places of employment, water-closets shall be provided for every 20 males or less number and one water-closet shall be provided for every 15 females or less number. (Sec. 27 of regulation 73.)

Privacy.—Separate and sufficient water-closets for males and females, plainly marked. (Sec. 27 of regulation 73.)

Sanitation.—Kept in such cleanly and wholesome condition as not to be offensive and dangerous or detrimental to health.

Adequately ventilated. (Sec. 27 of regulation 73.)

Regulation 73 includes requirements as to methods of installing pipes and fixtures, sizes of pipes and drains, quality and weight of materials used, etc., in addition to the requirements specified in section 27.

Other requirements:

Location.—Furnished upon at least every second floor.

Responsibility.—Every person who shall be the owner, lessee, keeper, or manager shall provide or cause to be provided. (Sec. 27 of regulation 73.)

Penalty.—Fine of not less than \$10 nor more than \$50 or imprisonment in county jail not more than 30 days for each and every offense, each day to constitute a separate offense. (Sec. 4851.)

Administering agency.—State board of health and deputy commissioner of bureau of labor statistics." (Sec. 4830 states that the governor is to appoint a chief plumbing inspector and such deputy inspectors as the State board of health may deem necessary to carry out these regulations.)

"The justices of the peace in the several counties of the State are hereby given jurisdiction in the premises." (Sec. 4851.)

CONNECTICUT STATUTES

Session Laws 1925, ch. 90, secs. 1, 2, 4, pp. 3855-3856

Establishments covered.—Every manufacturing, mechanical, and mercantile establishment and public restaurant. (Sec. 1.)

(Applies to office buildings, according to commissioner.)

Adequacy.—Ratio not specified. Term "adequate fixtures" (sec. 1) is indefinite.

Privacy.—Arranged to secure reasonable privacy for both sexes employed or engaged in any such establishment; distinctly marked; partition solidly constructed from floor to ceiling when accommodations for the two sexes are adjoining. (Sec. 1.)

Sanitation.—Maintained in good repair and in a clean and sanitary condition. Adequately ventilated with windows or suitable ventilators opening to the outside.

Convenient means for artificial lighting.

Constructed inside when commissioner thinks such toilet accommodations shall be necessary and inside construction shall be practicable.

(Sec. 1.)

* Sec. 4200. Compiled Laws of Colorado, 1921, states that it shall "be the duty of the deputy labor commissioner to cause to be enforced all laws regulating the employment of children, minors, and women; all laws established for the protection of the health, lives and limbs of all operators in factories, mills, mines, workshops, offices, bakeries, laundries, stores, hotels, railroads, or any public or private works where labor is employed or machinery used; and all laws enacted for the protection of wage workers."

Other requirements:

Responsibility.—The owner of any building occupied by one or more of any such establishments, shall be required to furnish accommodations and the ventilation thereof subject to the provisions of this act, and the occupant of any such building shall maintain the same, subject to the provisions of this act. (Sec. 2.)

Penalty.—Fine of not more than \$50 for each offense. (Sec. 4.)

Administering agency.—Commissioner of labor and factory inspection. (Sec. 1.)

RECOMMENDATIONS

Sanitation of factories and mercantile establishments. (Sanitary code for the use of inspectors in enforcing the statutes quoted above.) In eighth biennial report of the factory inspection department for the two years ending June 30, 1922, pp. 15-19

Establishments covered.—Factories and mercantile establishments.

Adequacy.—1 to 25 or fraction thereof of employees up to 200, and thereafter at rate of 1 to 30.

Privacy.—Separate water-closet compartments or toilet rooms for each sex.

Entrances to be designated.

Existing installations.—Toilet rooms with entrances opening directly into workrooms should be screened by a vestibule or stationary screen extending to height of at least 6 feet and of sufficient width to prevent a view of the interior of the water-closet compartment or toilet room. When entrances to toilets used by different sexes are within 10 feet of each other, a stationary T or L shaped screen should be placed between the two and in front of the doors.

Partitions separating compartments used by the two sexes should extend to the ceiling and there should be no direct connection between them by door or other opening.

Outside partitions of toilet rooms and water-closet compartments not located in a toilet room to be of solid construction extending to the ceiling or to be independently ceiled over. Above the level of 6 feet translucent but not transparent glass may be used in the partitions. Windows when open should be screened to prevent a view of the interior from surrounding buildings.

Partitions between compartments to be provided, with dimensions as nearly as possible those prescribed for new installations. Compartment and vestibule doors to have self-closing device.

New installations.—Every compartment hereafter installed should be located in a toilet room or built with a vestibule and door to screen the interior from view. Door of every compartment not so located to be fitted with effective self-closing device.

Partitions separating water-closets used by the two sexes to be of solid plaster or metal covered, extending from floor to ceiling.

Where there is more than one water-closet installed in a toilet room, partitions should be provided between them and they should extend forward not less than 15 inches further than the fixture. They should be not less than 6 feet high and should not extend nearer the ceiling or floor than 1 foot and should be at least 28 inches apart. In each compartment there should be at least 10 square feet of floor space and 80 cubic feet of air space per fixture.

Sanitation.—Toilet rooms and compartments, including the floors, walls, ceilings, and fixtures, to be kept in good repair and in a clean and sanitary condition. Walls to be kept free from indecent writing or marking and when found should be removed by the employer.

Existing installations.—Toilets not to be maintained in connection with rooms in which food products are manufactured, etc., unless separated by a ventilated vestibule with door. Windows to have screens of wire not coarser than 14 mesh between May 1 and November 1.

Walls and ceilings to be kept well painted with a light-colored non-absorbent paint, varnish, or other substance impervious to water unless constructed of marble, cement plaster, tile, galvanized iron, glazed brick, or other glazed material or concrete with a mixture of waterproofing material.

Toilet rooms or compartments should be ventilated to the outdoor air by window, skylight, or ventilating duct.

New installations.—All partitions and walls of compartments should be made of waterproof material. If made of wood, they should be covered with a nonabsorbent paint. Floors and side walls to height of not less than 6 inches should be constructed with sanitary base and of material other than wood which is impervious to moisture and which has a smooth surface. Marble, Portland cement, tile, glazed brick, or other approved waterproof material is recommended, and the angle formed by the floor and the base should be covered.

Toilet fixtures should be made of vitreous china or of first quality cast iron porcelain enameled inside and outside or of other approved material; rim flush type should be used and bowl should be set free from inclosing woodwork so that the space behind and below can be cleaned easily. The seat should be made of wood or other nonheat-absorbing material and painted with varnish or other substance to make it non-absorbent. Long hopper closet permitted only where there is unavoidable exposure to frost and only with the written approval of the commissioner of labor and factory inspection.

Privies to be installed only when commissioner permits and requirements for such are given in this code also.

Every toilet room or compartment should have a window opening to the outer air and kept open except where it is necessary to have a toilet room installed in a basement, in which case a ventilating duct should be provided.

All installations.—Toilet rooms and compartments to be lighted so that all parts of the room are easily visible during working hours. Artificial light to be provided if daylight is not sufficient. Approaches to all water-closets to be well lighted and free from encumbrances.

Toilet rooms should be heated to 50° F. during working hours between November 1 and April 1 and heating facilities should be arranged hereafter to permit thorough cleaning of floors and walls.

Other requirements:

Location.—To be located not more than 300 feet from the regular place of work of the persons for whose use they are designed unless employees are allowed to use elevators. In tenant factories, mercantile or office buildings, it is recommended that separate toilets be provided by the owner within reasonable access according to the same standard, for the common use of the tenants.

Miscellaneous.—Adequate supply of toilet paper to be provided and of type that will not obstruct fixtures.

DELAWARE

STATUTES

Session Laws 1917, ch. 231, sec. 9, p. 748; Session Laws 1921, ch. 187, secs. 1, 2, pp. 613-615

Establishments covered.—Every mercantile, mechanical, transportation, or manufacturing establishment, laundry, baking, or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office in which females are employed or permitted to work. (Sec. 1, ch. 187, Session Laws 1921.)

Adequacy.—At least 1 water-closet or privy where 15 or less females are employed; 1 to every 25 where 15 or more are employed. (Sec. 1, ch. 187, Session Laws 1921.)

Privacy.—Separate water-closets or privies for each sex where four or more persons are employed, and plainly marked.

Suitable.

(Sec. 1, ch. 187, Session Laws 1921.)

Sanitation.—At all times kept in repair, clean, sanitary, and free from all obscene writing or marking.

Properly lighted.

Compartments open to the outer air or ventilated by means of a shaft or air duct to the outer air.

Suitable.

(Sec. 1, ch. 187, Session Laws 1921.)

Other requirements:

Location.—Easily accessible.

Responsibility.—In the enforcement of the provisions of this act, the inspectors shall give proper notice in regard to violation of this act to the person or corporation owning, operating, or managing any such establishment. If found necessary to make changes in or additions to any establishments named in section 1 for water-closets or plumbing, the inspectors shall require the owner of the building in which such establishment is situated to provide the necessary changes, addition, or improvement if they are of a permanent character and will become the property of the owner of the building in which such establishment is located. (Sec. 2, ch. 187, Session Laws 1921.)

Penalty.—Fine for first offense not less than \$10 nor more than \$50; subsequent offenses not less than \$25 nor more than \$200. (Sec. 9, ch. 231, Session Laws 1917.)

Administering agency.—Labor commission appoints inspectors. (Sec. 2, ch. 187, Session Laws 1921.)

DISTRICT OF COLUMBIA

REGULATIONS

*Regulations of Commissioners of the District of Columbia pertaining to the use and occupancy of buildings, adopted April 22, 1897, and amended July 28, 1922, under authority of act of Congress (Code of the District of Columbia 1929, p. 193, sec. 34) which states that the Commissioners " * * * are authorized and empowered to make and enforce all such reasonable and usual police regulations * * * necessary for the protection of lives, limbs, health, comfort and quiet of all persons * * *." Laws and regulations relating to public health in the District of Columbia, 1930, pp. 246-249, secs. 1, 3, 12; Code of the District of Columbia, 1929, sec. 981, p. 267*

Establishments covered.—Any premises or building. (Sec. 1, order of 1897.)
Adequacy.—Ratio not specified. Term "sufficient" (sec. 1, order of 1897) is indefinite.

Privacy.—Proper water-closets or privies. (Sec. 1, order of 1897.)

Other requirements:

Responsibility.—That it shall be and is hereby made the duty of the owner to provide proper and sufficient water-closets. (Sec. 1, order of 1897.)

Penalty.—Violator guilty of a misdemeanor and upon conviction fined not less than \$5 nor more than \$45. (Sec. 12, order of 1897.)

Administering agency.—Commissioners of the District of Columbia, through the health officer. (Sec. 981, D. C. Code.)

See reference for foregoing regulation

Establishments covered.—Any store, factory, workshop, or other place of employment where workmen or workwomen are employed for wages. (Sec. 3, order of 1897.)

Adequacy.—Ratio not specified. Term "sufficient" (sec. 3, order of 1897) is indefinite.

Privacy.—Separate privies for male and female employees. (Sec. 3, order of 1897.)

Other requirements:

Responsibility.—See this section of foregoing regulation.

Penalty.—See this section of foregoing regulation.

Administering agency.—See this section of foregoing regulation.

*Regulations governing the installation of plumbing and gas-fitting in the District of Columbia adopted February 15, 1893 (with amendments to date, March 1, 1927), by the Commissioners of the District, under authority of act of Congress, approved April 24, 1892, which states: "Commissioners * * * are authorized and empowered to make, modify, and enforce regulations governing plumbing * * *." Plumbing Regulations, secs. 1, 3, 112, 113, pp. 22, 23, 91-98; Code of the District of Columbia (complete to March 4, 1929) secs. 61, 63, p. 195*

Establishments covered.—These regulations shall be held to include and govern all work done and materials used in introducing, maintaining, and extending a supply of water through a pipe or pipes, or any appurtenance thereof, in any building, lot, premises, or establishment, whether from a public or private source of supply. (Sec. 1, Plumbing Regulations.)

Adequacy.—One water-closet for every 15 persons or less in every store, warehouse, manufacturing establishment, or other structure where workmen or workwomen are, or will be employed. (Sec. 113 (a), Plumbing Regulations.)

Privacy.—Separate rooms for each sex are required. (Sec. 113 (a).)

Every water-closet to be located within a room arranged exclusively for use as a toilet room, and the room is to be inclosed within a tight partition.

Dwarf partitions in toilet rooms where several water-closets are installed to have at least 1 foot between floor and lower edge of partitions and the same space at the top and so arranged that access may be had from any one entrance of the room, to each closet therein.

(Sec. 112 (a).)

No water-closet to be set in any space less in horizontal dimensions than 12 inches in the clear to each side from center line of bowl, nor with less space directly in front than 18 inches from the front of the bowl and nothing to be allowed to encroach upon this space. When water-closets are in battery or inclosures, the above 12 inches is to be increased to 15 inches. (Sec. 113 (b).)

Sanitation.—Bowls of glazed earthenware with properly formed flushing rim. (Sec. 113 (b).) No cast iron, pressed steel, or enameled iron or steel water-closet bowls to be used for interior water-closets. (Sec. 113 (f).)

No pan, hopper valve, plunger, offset washout, or 2-piece water-closet nor any closet with a vent horn into trap shall be installed, and existing ones, if complained of, to be removed. (Sec. 113 (c).)

No range or trough water-closets permitted. (Sec. 113 (f).)

Toilet room to have direct communication with the external air by means of a glazed window whose area (sash size) is equal to 10 per cent of floor area of the room and 50 per cent of the window area able to be opened for ventilation purposes. No window area to be less than 4 square feet. Fifty per cent of its area able to be opened directly into a space open from ground to sky. No window to open directly into any covered area nor nearer any structure than 3 feet. (Sec. 112 (a).)

Additional specifications are given in detail for ventilation and lighting of toilet rooms through air shafts. (Sec. 112 (b), (c), (d), and (e).)

Rooms provided with suitable means for artificial lighting. (Sec. 112 (f).)

In addition, the plumbing regulations pertain to the method of installing pipes and fixtures, the size of pipes and drains, the quality and weight of materials, etc.

Other requirements:

Responsibility.—Should the owner or agent of the premises ordered to be repaired neglect or refuse to comply with the order within a reasonable time, after 10 days notice, it shall be the duty of the inspector of plumbing to report the same to his immediate superior. (Sec. 3, Plumbing Regulations.)

Penalty.—Upon conviction punishable by a fine of not more than \$200 for each and every offense, or in default of payment of fine, imprisonment not to exceed 30 days. (Sec. 61 of District of Columbia Code.)

Administering agency.—Commissioners of the District through the plumbing inspector.⁶ (Sec. 63 of District of Columbia Code.)

FLORIDA

STATUTES

Compiled General Laws of Florida, 1927, secs. 5952, 5955, 7979, pp. 1942, 1943, 2421

Establishments covered.—All manufacturing establishments where any person under 16 years of age is employed. (Sec. 5955.)

Adequacy.—Ratio not specified in any way.

⁶According to a statement of the inspector of plumbing, periodical inspections of places of employment are made by the department of health. When insufficient toilet accommodations are found, it informs the plumbing inspection division, which sees that they are properly installed.

Privacy.—If girls under 16 are employed, water-closets must have separate approaches and be kept separate and apart from those used by the men.

Properly screened.

Suitable and proper water-closets.

(Sec. 5955.)

Sanitation.—Kept at all times in a clean condition and free from obscene writing and marking.

Properly screened and ventilated.

Suitable and proper water-closets.

(Sec. 5955.)

Other requirements:

Responsibility.—Whoever employs a minor child in violation of any of the provisions. (Sec. 7979.)

Penalty.—Fined not more than \$50 and for every day of violation after notification, not less than \$5 nor more than \$20. (Sec. 7979.)

Administering agency.—State labor inspector. (Sec. 5952.)

GEORGIA

No regulation.

IDAHO

STATUTES

Compiled Statutes of Idaho, 1919, vol. 1, secs. 1755, 1760, 1780, 1782, pp. 503, 504, 508, 509

Establishments covered.—All slaughtering, packing, meat-canning, salting, rendering, or similar establishments. (Sec. 1755.)

Adequacy.—Ratio not specified. Terms "ample and sufficient toilet rooms" (sec. 1760) are indefinite.

Sanitation.—Kept in sanitary condition.

Separated from compartments in which carcasses are dressed, etc.

Properly lighted.⁷

Suitably ventilated.

(Sec. 1760.)

Other requirements:

Responsibility.—Any person or persons, corporation or corporations violating this act. (Sec. 1782.)

Penalty.—Upon conviction punished by a fine of not less than \$25 nor more than \$300 or by imprisonment in county jail for not more than six months or by both. (Sec. 1782.)

Administering agency.—Department of public welfare.⁸ (Sec. 1780.)

ILLINOIS

STATUTES

Revised Statutes of Illinois, 1929 (Cahill), ch. 48, secs. 162, 164, 168, pp. 1275-1276

Establishments covered.—Every factory, mercantile establishment, mill, or workshop. (Sec. 162.) (Applies to all places of employment including restaurants and office buildings, according to director of labor.)

Adequacy.—At least 1 to every 30 male persons and 1 to every 25 female persons. (Sec. 162.)

Privacy.—Separate and apart for the use of each sex and plainly marked by which sex they are to be used.

Constructed in an approved manner and properly inclosed.

(Sec. 162.)

⁷ The Idaho State Chamber of Commerce has a division of All-Idaho Safety Council that suggests the use of the Code of Lighting Factories, Mills, and Other Work Places—American Standard approved Aug. 18, 1930.

⁸ This agency carries duties in re soldiers' home, State sanitariums, vital statistics, etc., and is responsible for dairy, food, and sanitary inspections.

Sanitation.—Kept in a clean and sanitary condition.

Constructed in an approved manner.

Properly lighted by artificial light, except when influx of natural light makes this unnecessary.

Direct ventilation with outside air where practicable; otherwise placed in an inclosure and properly and effectively disinfected and separately ventilated.

(Sec. 162.)

Other requirements:

Location.—Within reasonable access. (Sec. 162.)

Responsibility.—It shall be the duty of every person, firm, or corporation to which the provisions of this act may apply, to carry out the same, and make all the changes and additions necessary therefor, and in every way to comply with all the provisions of this act, and it shall be the duty of the owner of the building in which is located any such factory, mercantile establishment, mill or workshop, to permit any alterations or additions to such building as may be necessary to comply with the provisions of this act. (Sec. 164.)

Penalty.—Upon conviction punished by fine of not less than \$10 nor more than \$50 for first offense; subsequent offenses not less than \$25 nor more than \$200. (Sec. 168.)

Administering agency.—Department of labor.*

INDIANA

STATUTES

Burns's Annotated Indiana Statutes, 1926 (Watson's Revision), Vol. III, secs. 9416, 9418, 9429, pp. 22, 26, 28

Establishments covered.—Owner, agent, or lessee in each establishment above enumerated. (Sec. 9418.)

"Above enumerated" refers to sec. 9416, which lists manufacturing or mercantile establishments, mine or quarry, laundry, renovating works, bakery, or printing office.

Adequacy.—One seat for each 25 persons and 1 seat for each fraction thereof above 10 employed in such establishment. (Sec. 9418.)

Privacy.—Accommodations for females are to have separate approaches and be separate and apart from those used by the men.

Properly screened.¹⁰

Suitable and proper water-closets.

(Sec. 9418.)

Sanitation.—Kept at all times in a clean condition.

Free from obscene writing and marking.

Properly ventilated.¹⁰

Suitable and proper water-closets.

(Sec. 9418.)

* The chief factory inspector was originally responsible for the enforcement of sec. 162. By act of Mar. 7, 1917, the department of labor was given power to exercise the rights, powers, and duties vested by law in chief factory inspector and State factory inspection service. (Revised Statutes of Illinois, 1920 (Cahill), ch. 48, sec. 167 and ch. 24a, sec. 44 (4).)

¹⁰ Whenever any inspection of machinery, ways, means, instruments, or appliances in, on, about, or connected with any factory, mill, mercantile establishment, or workshop, is required to be made by the ordinances of any city, town, or village of a standard equal and in every such case, such inspection shall be accepted by the chief State factory inspector, * * * as a compliance in that respect with the provisions of this act; and it shall be the duty of the person for whom such inspection has been made to furnish the chief State factory inspector, or his assistant or deputies, with a copy of the report of inspection made under such ordinances." (Revised Statutes of Illinois, 1920 (Cahill), ch. 48, sec. 169.)

¹⁰ The industrial board has issued an unpublished ruling defining a "properly ventilated" toilet room as one ventilated either directly to the outside by means of a window or indirectly to the outside by means of some mechanical device. To be "properly screened" the board also ruled that each seat be inclosed in a separate compartment the door not less than 5 feet, and the clearance between the floor and the bottom of the door or partition not to exceed 12 inches.

Other requirements:

Responsibility.—Owner, agent or lessee in each establishment. (Sec. 9418.)

Penalty.—Fined for first offense not more than \$50, and not more than \$100 for second offense to which may be added not more than 10 days imprisonment. For third offense, fined not less than \$250 and not more than 30 days in jail. (Sec. 9429.)

Administering agency.—Industrial board through department of women and children.¹¹

REGULATIONS

*Plumbing Rules and Regulations*¹² adopted by the Administrative Building Council of Indiana, May 26, 1925, (revised and reprinted December 15, 1927), under authority of Session Laws 1923, ch. 64, sec. 4 of which states that "It shall be the duty of the administrative committee and it shall have power, jurisdiction, and authority * * * to ascertain, fix, and order such reasonable standards, rules, regulations, classifications, approval of plans, and specifications of places of employment and public buildings as shall be necessary to carry out the purpose of this act." Session Laws 1923, ch. 64, secs. 6-8, 12, 13, pp. 197-200

Establishments covered.—Every employer and every owner of a place of employment. (Sec. 6.)

"Place of employment" shall mean and include every place, whether indoors or out or under ground and the premises appurtenant thereto where either temporarily or permanently any industry, trade, or business is carried on, or where any process or operation, directly or indirectly related to any industry, trade, or business is carried on, and where any person is directly or indirectly employed by another for direct or indirect gain or profit, but shall not include any place where persons are employed in agricultural pursuits. (Sec. 13.)

Adequacy.—Ratio not specified in any way.

Sanitation.—Water-closets to be made of vitrified earthenware, hard natural stone, or cast iron, white enameled on the inside. (19-7-1.)

Installed free and open in a manner to afford access for cleaning. (19-7-2.)

Water-closet bowls and traps to be made in one piece and of such form as to hold a sufficient quantity of water to prevent fouling of surfaces and provided with integral flushing rims constructed so as to flush the entire interior of the bowl. (19-7-3.)

Pan and valve plunger, offset washout, and other water-closets having invisible seals or unventilated space or walls not thoroughly washed at each flush are forbidden. Long hopper closets not to be installed hereafter. (19-7-5.)

Every water-closet to be flushed by means of an approved tank or flush valve of at least 4 gallons flushing capacity. (19-6-4.)

Trapped plumbing fixtures not to be located in any room which does not have an outside window or other proper means of ventilation by which the air in the room is changed at least 6 times per hour. (19-8-1.)

Ventilation pipes from toilet rooms must have no connection with other ventilating pipes or ducts in the building. (19-8-2.)

In addition, the plumbing regulations pertain to the method of installing pipes and fixtures, the size of pipes and drains, the quality and weight of materials, etc.

Other requirements:

Responsibility.—Every employer and every owner of a place of employment.¹³ (Sec. 6.)

Penalty.—Upon conviction fined \$10 to \$100 for each offense. (Sec. 12.)

Administering agency.—Administrative committee of the State building council with cooperation of local officials. (Secs. 7, 8.)

¹¹ Sec. 9418 was originally enforced by a department of inspection whose powers and duties succeeded in turn to the State bureau of inspection and the industrial board. The department of women and children was established in the industrial board by act of Mar. 11, 1919.

¹² These regulations are based on the Recommended Minimum Requirements for Plumbing issued by the Bureau of Standards of the U. S. Department of Commerce.

¹³ These rules are also binding on architects, engineers, or other persons who design buildings for places of employment or public buildings, according to sec. 6.

IOWA

STATUTES

Code of Iowa, 1927, ch. 73, secs. 1482, 1483, 1491, 1494, pp. 237, 238

Establishments covered.—Every manufacturing or mercantile establishment, workshop, or hotel in which five or more persons are employed.¹⁴ (Sec. 1483.)

Adequacy.—At least 1 to every 20 employees. (Sec. 1483.)

Privacy.—Toilets used by women to have separate approaches and be separate and apart from those used by the men and boys.

Properly screened.
(Sec. 1483.)

Sanitation.—Kept in a clean condition and free from obscene writing and marking.

Properly ventilated.
(Sec. 1483.)

Other requirements:

Responsibility.—When the commissioner or his inspector shall discover or have reason to believe that any provision of the eight preceding sections (includes sec. 1483) is being violated, he shall give to the person, company, corporation, or the manager or superintendent thereof, a notice in writing to comply with such provision within a reasonable time to be fixed in said notice and which time shall be of not less than 7 nor more than 30 days duration except that such time may be extended by the commissioner for good cause. (Sec. 1491.)

Penalty.—Fine not exceeding \$10 for each offense. (Sec. 1494.)

Administering agency.—Commissioner of labor, mayor, and chief of police.
(Sec. 1482.)

REGULATIONS

*State Plumbing Code,¹⁵ 1925. Drafted by plumbing code committee under authority of secs. 2192-2194, Code of Iowa 1924, and adopted by the department of health under authority of sec. 2191 (8), which states that the department of health shall "Establish, publish, and enforce a code of rules governing the installation of plumbing in cities and towns and amend the same when deemed necessary * * *." Code of Iowa 1931, secs. 2191 (1), 2214, 2217, 2234, 5775, 5777, pp. 324, 326-328, 750*

Establishments covered.—Any building (sec. 5775) in towns of 6,000 or more population. (Sec. 5777.)

Adequacy.—Ratio not specified in any way.

Sanitation.—Water-closets to be made of vitrified earthenware, or cast iron, white enameled on the inside. (Sec. 80.)

Installed free and open in a manner to afford access for cleaning.
(Sec. 81.)

Water-closet bowls and traps made in one piece and of such form as to hold a sufficient quantity of water to prevent fouling of surfaces and provided with integral flushing rims constructed so as to flush the entire interior of the bowl. (Sec. 82.)

Pan and valve plunger, offset washout and other water-closets having invisible seals or unventilated space or walls not thoroughly washed at each flush, forbidden. Long hopper closets not to be installed hereafter.
(Sec. 84.)

Every water-closet to be flushed by means of an approved tank or flush valve of at least four gallons' flushing capacity. (Sec. 73.)

Trapped plumbing fixtures shall not be located in any room which does not have an outside window or other proper ventilation. (Sec. 88.)

Ventilation pipes from toilet rooms must have no connection with other ventilating pipes or ducts in building. (Sec. 89.)

¹⁴ Enforced in office buildings. Commissioner interprets restaurants as covered by this statute under "mercantile establishments."

¹⁵ This code is based on the "Recommended Minimum Requirements for Plumbing," issued by the Bureau of Standards of the U. S. Department of Commerce.

In addition, the plumbing regulations pertain to the method of installing pipes and fixtures, the sizes of pipes and drains, and the quality and weight of materials used, etc.

Other requirements:

Responsibility.—Any person who violates rules of the department or any lawful order is guilty of a misdemeanor. (Sec. 2217.)

Penalty.—Cities and towns prescribe penalties for violation. (Sec. 5775.)

Administering agency.—State department of health (sec. 2191 (1)) through local boards (sec. 2234) and peace officers. (Sec. 2214.)

KANSAS

REGULATIONS

*Industrial welfare orders of the commission of labor and industry*¹⁶ Nos. 1, 2, and 3. *Revised Statutes of Kansas 1923, sec. 44-649, p. 708*

Establishments covered.—Laundries. (Order No. 1.) The term "laundry occupation" includes laundering, dyeing, dry-cleaning and pressing establishments.

Manufacturing establishments. (Order No. 2.)

"Manufacturing occupation" shall include all processes in the production of commodities, such as work performed in florists' shops, candy-making departments of confectionery stores and bakeries; and in millinery work-rooms, dressmaking establishments, hemstitching and button shops, alteration, drapery, and upholstery departments, unless when connected with mercantile establishments these are permitted to be operated under the mercantile order.

Mercantile establishments. (Order No. 3.)

The term "mercantile occupation" shall include the work of those employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping employees, the auditing and checking force, the shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase, and disposition of goods, wares, and merchandise, except regularly registered pharmacists.

Adequacy.—Ratio not specified in any way. (Order No. 1.)

One to every 20 female persons employed at one time or major fraction thereof. (Order No. 2.)

Same as order No. 2. (Order No. 3.)

Privacy.—Separate toilets for each sex to be provided and plainly so designated. (Order No. 1.)

Doors must be properly screened and must not be entered by a common approach. (Order No. 1.)

Separate from those used by the opposite sex. (Orders Nos. 2 and 3.)

Suitable toilets. (Orders Nos. 2 and 3.)

Sanitation.—Kept in clean and sanitary condition.

Thoroughly ventilated and open to the outside air.

Suitable toilets.

(Orders Nos. 2 and 3.)

Other requirements:

Location.—Convenient toilets. (Orders Nos. 2 and 3.)

Responsibility.—Any employer who employs any woman or minor, learner, or apprentice in any occupation. (Sec. 44-649.) (Orders Nos. 1, 2, and 3.)

Penalty.—Fined not less than \$25 nor more than \$100 for each offense in violation of standards set by commission. (Sec. 44-649.) (Orders Nos. 1, 2, and 3.)

¹⁶ By act of Mar. 6, 1915 (Session Laws 1915, ch. 275) an industrial welfare commission was created. Sec. 2 reads: "It shall be unlawful to employ women, learners, and apprentices and minors in any industry or occupation within the State of Kansas under conditions of labor detrimental to their health or welfare * * *." Sec. 3 stated that the industrial welfare commission was created " * * * to establish such standards of * * * conditions of labor for women, learners and apprentices, and minors employed within this State as shall be held hereunder to be reasonable and not detrimental to health and welfare." The powers given to the industrial welfare commission have succeeded in turn to the court of industrial relations, the public service commission, and by act of Mar. 12, 1929, to the commission of labor and industry. (Session Laws 1929, ch. 258.)

Administering agency.—Commission of labor and industry, through division of women's work.¹⁷ (Orders Nos. 1, 2, and 3.)

KENTUCKY

STATUTES

Carroll's Kentucky Statutes, 1930, secs. 33a-6, 4866b-4, 4866b-7, pp. 158, 2497

Establishments covered.—Every person, firm, or corporation employing females. (Sec. 4866b-4.)

Adequacy.—Ratio not specified in any way.

Privacy.—If male persons employed, to be provided with closets in a room entirely separate from and having an entrance entirely distinct and separate from that to the room containing the women's closets.

Properly screened.

Suitable and proper water-closets.

(Sec. 4866b-4.)

Sanitation.—Kept clean at all times and free from obscene writing and marking.

Suitable and proper water-closets.

Properly ventilated.

(Sec. 4866b-4.)

Other requirements:

Responsibility.—Any person, firm, or corporation who or which violates any of the provisions of this act, or suffers or permits any female to be employed in violation of any of the provisions of this act. (Sec. 4866b-7.)

Penalty.—On conviction to be fined for first offense not less than \$25 nor more than \$50; for subsequent offenses not less than 10 nor more than 90 days' imprisonment or not less than \$50 nor more than \$200 fine or both. (Sec. 4866b-7.)

Administering agency.—Department of labor of the bureau of agriculture, labor, and statistics. (Sec. 33a-6.)

(State, county, and city health departments also have jurisdiction, according to the chief inspector.)

Carroll's Kentucky Statutes, 1930, secs. 2060b-5, 2060b-11, 2060b-13, pp. 1091-1093

Establishments covered.—Every such building, room, basement, inclosure, or premises occupied, used or maintained for the production, preparation, manufacture, canning, packing, storage, sale, or distribution of such food. (Sec. 2060b-5.)

Adequacy.—Ratio not specified. Term "adequate" (sec. 2060b-5) indefinite.

Privacy.—Separate from room where process of production, etc., is carried on. (Sec. 2060b-5.)

Sanitation.—Floors shall be of cement, tile, wood, brick, or other nonabsorbent material and shall be washed and scoured daily.

Separate ventilating flues and pipes discharging into soil pipes. (Sec. 2060b-5.)

Other requirements:

Location.—Convenient toilet rooms. (Sec. 2060b-5.)

Responsibility.—Person, firm, or corporation violating. (Sec. 2060b-11.)

Penalty.—On conviction to be fined not less than \$10 nor more than \$100 or by imprisonment not to exceed 30 days or both. Subsequent offenses, not less than \$50 nor more than \$200 fine or imprisonment for not more than 90 days or both. Each day after expiration of the time limit to constitute a separate and distinct offense. (Sec. 2060b-13.)

Administering agency.—State board of health officials, county and city health officers. (Sec. 2060b-11.)

¹⁷ The responsibility for enforcement was originally vested in the department of labor and industry. (Session Laws 1913, ch. 217, sec. 5.) By act of Mar. 12, 1929 (Session Laws 1929, ch. 258) this responsibility succeeded to the commission of labor and industry.

RECOMMENDATIONS

Industrial Housekeeping, Bulletin 31, department of labor, 1927. Recommended standards for toilets in factories and work places, pp. 94-96

Establishments covered.—These recommendations are offered by the department of labor for factories and work places.

Adequacy.—One toilet seat to every 15 persons. In plants that employ a large number of individuals, 1 seat to every 25 persons.

Privacy.—Closets inclosed in individual stalls and in a room separate from the washing facilities.

Sanitation.—Walls to be of light color and of material that can be washed.

Floors to be made of concrete, having no cracks, sloped to drain into floor drain and having some arrangement for flushing.

Siphon-jet closet bowls with extended lips in front; large water area, cut out rear rim, and no cover to the seat.

Toilet rooms should be constructed so that they will be well ventilated, lighted, heated, and easily cleaned.

Other requirements:

Location.—Located as near the large mass of workers as possible. Males and females may be accommodated on alternate floors.

Kentucky Laws and Rules of Interest and Pertaining to Children—Labor—Safety—Industry, Bulletin 32, department of labor, 1929. Industrial hygiene recommendations of State board of health, pp. 45-50

Establishments covered.—These recommendations are offered by the State board of health only in connection with food-handling establishments.

Adequacy.—One toilet to every 25 or less male employees and 1 to every 15 or less females.

Privacy.—Separate water-closets or privies for each sex with entrances that are entirely distinct and separate; plainly marked by which sex they are to be used.

Sanitation.—Kept in good repair, clean and sanitary; openings screened against flies.

Toilet rooms separate from rooms where manufacturing processes are going on.

Direct ventilation to the outside air.

Fixtures that can be flushed with water to thoroughly cleanse them.

Code of Lighting for Factories, Mills, and Other Work Places, American Standards Association, recommended by the bureau of agriculture, labor, and statistics

Establishments covered.—Factories, mills, and other work places.

Sanitation.—Minimum of illumination recommended for toilet rooms is one foot-candle.

LOUISIANA

STATUTES

Session Laws 1908, Act 301, secs. 3, 14, pp. 456, 459

Establishments covered.—Every factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment or store and all other occupations and establishments herein above mentioned¹⁸ in which five or more young persons or women are employed and every such institution in which two or more children, young persons or women are employed. (Sec. 14.)

¹⁸ Refers to the title of act 301, Session Laws 1908, which was amended by sec. 1, act 176, 1928, which mentions "mills, factories, mines and packing houses, hotels or restaurants, manufacturing establishments, workshops, laundries, millinery or dressmaking stores or mercantile establishments, theater, concert hall, or in or about any place of amusement where intoxicating liquors are made or sold, or in any bowling alley, boot-blacking establishment, freight or passenger elevators, or in the transmission or distribution of messages, either telegraph or telephone, or any other messages, or merchandise, or in any other occupation, not herein enumerated, which may be deemed unhealthful or dangerous * * *."

Adequacy.—One for each 25 employees. (Sec. 14.)

Privacy.—Sufficient number of separate and distinct water-closets, earth closets or privies for the use of each sex and plainly so designated.

Proper water-closets or privies.
(Sec. 14.)

Other requirements:

Location.—Reasonable access. (Sec. 14.)

Miscellaneous.—Not locked during working hours. (Sec. 14.)

Penalty.—Fine not less than \$25 nor more than \$50 or imprisonment in parish jail (New Orleans) for not less than 10 days nor more than 30 days or both. (Sec. 14.)

Administering agency.—Commissioner of labor and industrial statistics and city factory inspector of board of health. (Sec. 3.)

REGULATIONS

Sanitary Code, State of Louisiana (Ch. VII, Plumbing) prepared by State board of health, under Act 79, Louisiana Laws, Extra Session, 1921. Sec. 6 states that the State board of health "shall prepare, or cause to be prepared, a sanitary code for the State of Louisiana, which code shall contain and provide rules, regulations and ordinances of a general as well as a specific nature for the improvement and amelioration of the hygiene and sanitary conditions of the State." Ibid., secs. 7, 9, pp. 111-112.

Establishments covered.—Building or structure of any kind. (Art. 95 (a).)

Adequacy.—Ratio not specified in any way.

Sanitation.—Every water-closet to be supplied with a separate tank or cistern of at least 3½ gallons capacity for each water-closet. (Art. 100.)

Water-closets to be glazed with earthenware or enameled iron in one piece all exposed; the woodwork to consist of seat and back only, wood casing not allowed. (Art. 110.)

Only tank closets permitted hereafter. Pan, plunger, long hopper, direct supplies of any kind, or closet having any unventilated space, or whose walls are not flushed at each discharge, not to be used. (Art. 111.)

In addition, plumbing regulations pertain to the method of installing pipes and fixtures, the size of pipes and drains, the quality and weight of materials, etc.

Other requirements:

Penalty.—Fine for the first offense, not less than \$10 nor more than \$50 or 20 days' imprisonment or both, for the second \$50 to \$100 or 20 to 60 days or both, and for the third \$100 to \$500 or 60 days to 6 months or both. (Sec. 7.)

Administering agency.—State board of health, sheriffs, police, and other police officers. (Sec. 9.)

MAINE

REGULATIONS

*Industrial Code, Rules and Regulations Relating to Sanitation of Factories and Mercantile Establishments, approved by the public health council, December 29, 1925, and promulgated by the State department of health by virtue of the power vested in it by ch. 197, Session Laws 1917, as amended by ch. 172, Session Laws 1919, which says, "The State department of health shall from time to time make and publish such orders and regulations as they shall think necessary and proper for the protection of life and health and the successful operation of the health laws of this State, which said orders and regulations shall be published in such manner as said department of health directs * * * ." Revised Statutes of Maine, 1930, ch. 22, secs. 3, 13, 31, pp. 448, 450, 454; ch. 54, sec. 14, p. 831*

Establishments covered.—Factories and mercantile establishments.

"Factory" is defined as any premises where steam, water, or other mechanical power is used in aid of any manufacturing process there carried on. (Ch. 54, sec. 14.)

(Laundries and restaurants covered, according to commissioner of labor.)

Adequacy:

Number employed	Ratio	Number employed	Ratio
1 to 15	1-15	81 to 110	1-22
16 to 35	1-17½	111 to 150	1-25
36 to 55	1-18¾	151 to 190	1-27½
56 to 80	1-20		

and thereafter at the rate of 1 to every 30 persons. (Rule 3.)

Requirements.—Requirements are identical with those adopted by the Industrial Board of New York State given in detail on pages 64-66.

Other requirements:

Responsibility.—Whoever violates. (Ch. 22, secs. 13, 31.)

Penalty.—According to rule 70 of the industrial code, two penalties are provided for violation of the rules and regulations of the department of health: A fine of \$10 to \$100 for each offense (sec. 13) and a fine of not more than \$500, or imprisonment of not more than six months, or both (sec. 31).

Administering agency.—State department of health (ch. 22, sec. 3) and department of labor and industry.²⁹

*Rules and Regulations of the State Department of Health of Maine in Relation to Plumbing Work Done Within the State,*³⁰ approved by public health council, December 29, 1925, amendments approved May 13, 1926, under authority of statute quoted for foregoing regulation

Establishments covered.—Every building intended for human habitation or occupancy on premises abutting on a street in which there is a public sewer or within 100 feet of a public sewer. (Rule 1.)

Adequacy.—Ratio not specified in any way.

Sanitation.—Water-closets to be made of vitrified earthenware or other approved nonabsorbent water-tight material. (Rule 90.)

Installed free and open in a manner to afford access for cleaning. (Rule 91.)

Water-closet bowls and traps made in one piece and of such form as to hold a sufficient quantity of water to prevent fouling of surfaces and provided with integral flushing rims constructed so as to flush interior surface of the bowl. (Rule 92.)

Pan and valve plunger, offset washout and other water-closets having invisible seals or unventilated space or walls not thoroughly washed at each flush, forbidden. Long hopper closets not to be installed hereafter. (Rule 97.)

Every water-closet to be flushed by means of an approved tank or flush valve of at least 4 gallons flushing capacity. (Rule 82.)

Trapped plumbing fixtures not to be located in any room which does not have an outside window or other system of ventilation. (Rule 101.)

Ventilation pipes from toilet rooms must have no connection with other ventilating pipes or ducts in building. (Rule 102b.)

Every toilet room or compartment to be provided with a suitable system of exhaust ventilation which will change the air at a normal temperature at least six times per hour or ventilated directly to outer air by a window or other opening not less than 1 foot wide and having area of not less than 6 square feet and an additional square foot for each additional water-closet. (Rule 102.)

Rule 102 also contains specifications for mechanical systems of ventilation.

In addition, the plumbing regulations pertain to the methods of installing pipes and fixtures, the sizes of pipes and drains, and the quality and weight of materials used, etc.

²⁹ Sec. 10, ch. 54, Revised Statutes 1930, p. 830, states that "the commissioner of labor and industry shall cause to be enforced all laws regulating the employment of minors and women; all laws established for the protection of health, lives, and limbs of operators in workshops and factories, on railroads, and in other places * * *." Sec. 12 states that "The commissioner, as State factory inspector and any authorized agent of the department of labor and industry may enter any factory or mill," etc., to examine the sanitary conditions "in and around such buildings."

³⁰ These rules and regulations are based on the Recommended Minimum Requirements for Plumbing issued by the Bureau of Standards of the U. S. Department of Commerce.

Other requirements:

Responsibility.—See this section of foregoing regulation.

Penalty.—See this section of foregoing regulation.

Administering agency.—State department of health requires every city, town, or other subdivision in the State to enforce the department of health's detailed code or adopt a code of its own subject to the approval of the State department of health and not in conflict with the basic plumbing principles and these rules and regulations of the State department of health. (Rule 7.)

MARYLAND**STATUTES**

Annotated Code of Maryland (Bagby), 1924, Vol. I, art. 43, secs. 203, 203(c) and (i), 204, 205, pp. 1615-1618

Establishments covered.—Every building, room, basement, cellar, or other place occupied or used for the preparation, manufacture, packing, canning, sale, or distribution of food. (Sec. 203 (c).)

Adequacy.—Not specified in any way.

Privacy.—Separate toilet rooms for male and female employees.

Separate or partitioned from the room where production is carried on. (Sec. 203, (c) and (i).)

Sanitation.—Floor and all parts kept clean. (Sec. 203, (c) and (i).)

Other requirements:

Location.—Convenient toilet or toilet rooms. (Sec. 203, (c) and (i).)

Responsibility.—Every person, firm, association, or corporation engaged in the handling of food and food products, shall be governed by the following rules and regulations which are hereby made the law of this State. (Sec. 203.)

Penalty.—Fine for first offense not more than \$50, second offense not more than \$100, and third offense not more than \$300. (Sec. 205.)

Administering agency.—State department of health. (Sec. 204.)

REGULATIONS

*Maryland Plumbing Code, pp. 14, 15. Adopted by State board of health March 17, 1921 (amended May 31, 1923, and September 24, 1925), by virtue of authority vested in it by ch. 675, Session Laws 1914, sec. 1 of which states that "The State board of health shall have the general care of the sanitary interests of the people of this State * * *. They shall have the power * * * to make rules and regulations not inconsistent with law regulating the character and location of plumbing, drainage, water supply, disposal of sewage, garbage, or other waste material * * *." Annotated Code (Bagby) 1924, Vol. I, art. 43, secs. 3, 10, 47, 98, pp. 1542, 1545, 1561, 1579*

Establishments covered.—All places of employment. (According to chief engineer, department of health.)

Adequacy.—One for every 20 women or fraction thereof.

One for every 25 men or fraction thereof.

Privacy.—Separate for the two sexes.

Sanitation.—Water-closet bowls of siphon action or siphon-jet pattern made in one piece, of porcelain or vitreous earthenware.

Provided with sufficient supply of water to thoroughly and adequately flush.

Pan, plunger, off-set washout, long or short hopper water-closet to be used in no building.

Set free and open from all inclosing woodwork.

At least one outside window; otherwise air shafts having area of at least 4 square feet; no water-closet in any room or vault not in direct connection with outside air.

In addition, the plumbing regulations pertain to the method of installing pipes and fixtures, the sizes of pipes and drains, the quality and weight of materials, etc.

Other requirements.—Penalty.—No rule or regulation to carry a higher penalty than \$100 for each offense. (Sec. 3.)

Administering agency.—State department of health except in incorporated towns that have provided local inspection. (Secs. 3, 10, 47, 98.)

Code of Lighting for Factories, Mills, and Other Work Places, American Standards Association, approved by State industrial accident commission, 1927, revised January 15, 1930, under authority of workmen's compensation law in Annotated Code of Maryland (Bagby), 1929 supplement, art. 101, sec. 55, pp. 649-650. Ibid., secs. 32, 55a, 55b, pp. 642-645, 650

Establishments covered.—Extrahazardous employments. (Sec. 32.) (Is interpreted to cover most employments.)

Sanitation.—Minimum of illumination recommended for toilet rooms is 1 foot-candle.

Other requirements:

Responsibility.—Any person, firm, or corporation except such corporation as may be under the jurisdiction of the public service commission. (Sec. 55a.)

Penalty.—Fine of \$50 to \$500. (Sec. 55a.)

Administering agency.—State industrial accident commission. (Sec. 55b.)

MASSACHUSETTS

STATUTES

General Laws of Massachusetts, 1921, Vol. II, ch. 149, secs. 1, 17, 133-135, pp. 1554, 1557, 1582

Establishments covered.—Every industrial establishment. (Sec. 133.)

Industrial establishments are defined by law as factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement house workrooms, all other buildings or parts thereof where manufacturing is carried on and mercantile establishments. (Sec. 1.)

Mercantile establishment is defined as any premises used for the purpose of trade in the purchase or sale of any goods or merchandise, and any premises used for a restaurant or for publicly providing and serving meals. (Sec. 1.)

Adequacy.—Adequate water-closets of such number as may be determined by such reasonable rules and regulations as the department may adopt. (Sec. 133.)

Privacy.—Separate toilets for each sex plainly designated.

Suitable water-closets.

Arranged in accordance with rules and regulations adopted by the department of labor and industries.

(Sec. 133.)

Sanitation.—Constructed, lighted, ventilated, and maintained in accordance with rules and regulations adopted by the department of labor and industries.

Other requirements:

Location.—Located in accordance with rules and regulations adopted by the department.

Convenient water-closets.

If located where sewer system is, in the opinion of the department, impossible or impracticable, the establishment is to provide such facilities as the department may require.

(Sec. 133.)

Responsibility.—The owner, lessee, or occupant of every such establishment shall make the changes necessary to conform thereto. If such changes are made upon the order of an inspector by the occupant or lessee, he may, within 30 days after completion, bring an action against any other person having an interest in such premises, and may recover such proportion of the expense of making such changes as the court adjudges should justly and equitably be borne by the defendant. (Sec. 134.)

Penalty.—Criminal prosecution not to be started for four weeks after notification. (Sec. 135.) (Penalty not specified in law.)

Administering agency.—Department of labor and industries, division of industrial safety. (Sec. 17.)

REGULATIONS

*Rules and Regulations for Toilets in Industrial Establishments, 1923. Adopted by the department of labor and industries December 31, 1914, in accordance with sec. 133, ch. 149, General Laws of Massachusetts 1921, which states that: "In every industrial establishment there shall be provided * * * water-closets * * * arranged and maintained as may be determined by such reasonable rules and regulations as the department may adopt"*

Establishments covered.—See this section of foregoing statute.

Adequacy.—One to every 25 persons or fraction thereof. (II.)

Privacy.—Separate for each sex and plainly designated (I); partitions separating rooms used by different sexes to extend from floor to ceiling and be made of solid plaster or be metal covered. (IVc.)

For existing installations, entrances to be screened to height of at least 6 feet. (IVa.)

In new installations, compartments to be located in toilet rooms or built with a vestibule (IVb), and partitions between seats to be not less than 6 feet high nor nearer ceiling or floor than 1 foot; at least 28 inches apart. (Xa.) Men's compartments to have doors hereafter. (XIIn.)

Inclosing walls to be substantially constructed and designed to secure privacy. (Xb.) Compartments used by females to have doors at least 42 inches high, set 12 inches from the floor and having suitable fastener. (XIIB.)

Sanitation.—Regular and thorough cleansing; disinfection alone not to be relied upon; one or more persons in every establishment designated by employer to have charge of sanitary appliances. (XVI.) Walls to be kept free from indecent pictures, etc. (XV.)

Outside walls painted with light-colored nonabsorbent paint or enamel unless constructed of glazed tile, brick, etc. (Xb.)

In new installations at least 10 square feet of floor space and 80 cubic feet of air space to be allowed per seat. (VII.) Partitions between seats to be installed; may be of wood if covered with paint, or other nonabsorbent material. (Xa.) Floors and side walls to height of 9 inches constructed hereafter of material which has smooth surface and is impervious to moisture. (XIa.)

Provided with ample water for flushing. (VIII.)

Hereafter to have individual bowls made of porcelain or vitreous earthenware; seats of wood or other non-heat-absorbing material and coated with varnish or other waterproof substance. (VIII.)

In existing installations, inclosing woodwork to be removed and space within compartments painted with nonabsorbent paint. (IXa.) Hereafter, bowl to be free so that space behind and below is readily cleaned. (IXb.)

In existing buildings every compartment to be ventilated directly to outside unless inclosed in a compartment or room entirely ceiled over at height of 8 feet at least and ventilated by adequate exhaust system. Where department thinks practicable, toilets may be relocated to have direct ventilation to outside light and air. (Va.) Windows constructed so that upper or lower sash can readily be opened for at least half their total area. (Vib.)

In future installations, every compartment to be ventilated directly to outdoor air; when ventilated into an air shaft the area of shaft in square feet to be not less than 20 per cent of height of shaft in feet. If shaft is covered with skylight, net area of opening at top to be one and one-half times the area required for shaft. (Vb.) Minimum amount of window space in room where one fixture is located to be 4 square feet and for each additional fixture, 1 square foot additional window space to be provided. (VIa.)

Every toilet room or compartment lighted by natural or artificial light so that all parts are easily visible at all times. (Vib.)

Facilities for heating, hereafter, arranged to permit thorough cleaning of walls and floors. (XIV.)

Other requirements:

Location.—Not more than 300 feet from regular place of work except where service elevators accessible to employees are provided. (III.)

Miscellaneous.—Adequate supply of paper in every compartment. (XV.)

Responsibility.—See this section of foregoing statute.

Penalty.—See this section of foregoing statute.

Administering agency.—See this section of foregoing statute.

Lighting Code for Factories, Workshops, Manufacturing, Mechanical, and Mercantile Establishments, Industrial Bulletin No. 18, issued by the division of industrial safety of the department of labor and industries, March, 1923, under authority of General Laws of Massachusetts, 1921, Vol. II, ch. 149, secs. 6, 113, pp. 1555, 1579; Ibid., sec. 180, p. 1592

Establishments covered.—Factories, workshops, manufacturing, mechanical, and mercantile establishments. (Title.)

Working or traversed spaces in buildings or grounds and all work places during the time of use. (Rule I (a).)

Sanitation.—Minimum intensity of illumination required for toilet rooms and water-closet compartments is 0.50 foot-candle at the floor level. (Rule II.)

Other requirements:

Responsibility.—Whoever violates. (Sec. 180.)

Penalty.—Fine of not more than \$100. (Sec. 180.)

Administering agency.—See this section of foregoing statute.

MICHIGAN

STATUTES

Compiled Laws, 1915, Vol. II, secs. 5338, 5344, 5375, pp. 2030, 2031, 2033, 2043

Establishments covered.—Every manufacturing establishment, workshop, hotel, or store in which five or more persons are employed, and every institution in which two or more children, young persons, or women are employed. (Sec. 5338.)

(Includes office buildings according to department of labor and industry.)

Adequacy.—At least 1 for each 25 persons employed. (Sec. 5338.)

Privacy.—For two or more persons one of which is a female a sufficient number of separate and distinct water-closets for each sex shall be provided and plainly so designated.

Proper water-closets, earth closets, or privies.

(Sec. 5338.)

Sanitation.—Proper water-closets, earth closets, or privies. (Sec. 5338.)

Other requirements:

Location.—Reasonable access. (Sec. 5338.)

Responsibility.—Any person, firm, or corporation, or any agent or foreman thereof, or any contractor or other person who has control over such conditions, may be prosecuted at the instance of the factory inspector. (Sec. 5338.)

Factory inspectors shall have power to order all improvements herein specified such as the installment of water-closets. When such improvements are found necessary, orders for same shall be served on the owner of the building or premises: *Provided*, That whenever the owner of such buildings or premises as mentioned in this act be a nonresident of this State said order may be made on his resident agent, or the tenant of such buildings or premises. If the tenant be required to make such improvements, he may deduct the cost thereof from the amount of rent for use of such buildings or premises. (Sec. 5344.)

Penalty.—Upon conviction, fined not less than \$10 nor more than \$100 or not less than 10 days nor more than 90 days in jail or both. (Sec. 5375.)

Administering agency.—Department of labor and industry²¹ through factory inspectors.

²¹ Sec. 5338 was originally enforced by the department of labor. According to act 43 of Apr. 12, 1921, the powers and duties of the department of labor, plus those of other boards, were transferred to the department of labor and industry.

MINNESOTA

STATUTES

General Statutes, 1923, ch. 23, secs. 4171, 4177, 4179-4182, 4188, 4192, pp. 598-600

Establishments covered.—Every place of employment. (Sec. 4177.)

The term "all places of employment" shall mean any place, either inside or outside, where any business or industry is carried on and in which persons are employed and shall include factories, mills, workshops, laundries, dyeing and cleaning establishments, mercantile establishments, offices and office buildings, hotels, restaurants, theaters and other places of amusement, transportation systems, public utilities, engineering works, the erection of buildings, and yards; but shall not be construed to apply to domestic service or agricultural labor. (Sec. 4171.)

Adequacy:

Number employed	Ratio	Number employed	Ratio
100 or less	1-20	500 to 1,000	1-35
100 to 500	1-30	More than 1,000	1-40

(Sec. 4182.)

Privacy.—Separate for each sex where five or more of opposite sexes are employed; designated. (Sec. 4179.)

When water-closet is not located in a separate compartment within a toilet room, entrance to be screened and of sufficient height and width to insure privacy.

Soundproof partitions, neither transparent nor translucent, nor having any opening, between rooms used by different sexes.

Outside partitions of solid construction; opaque or translucent but not transparent; extend from floor to ceiling or be independently ceiled over.

(Sec. 4180.)

Sanitation.—Rooms and fixtures kept in clean condition (sec. 4181); obscene writing forbidden and to be removed by employer (sec. 4177); adequately protected from flies (sec. 4181).

Floors tight, smooth, and of material that can be kept in sanitary condition; walls and ceiling tight and of material that can be scrubbed and cleaned. (Sec. 4180.)

Connected with sewer system where one is available. (Sec. 4177.)

If lighted by windows that do not open easily, to be adequately ventilated to outside air by artificial means.

Adequately lighted by natural or artificial light.

Adequately heated at all times, wherever practicable.

(Sec. 4181.)

Other requirements:

Location.—Convenient and easily accessible from all places where persons are employed. (Sec. 4177.)

Responsibility.—Any person, firm, or corporation violating any of the provisions of this act shall be guilty of a misdemeanor. (Sec. 4192.)

Whenever any building is occupied by more than one place of employment and the halls, stairs, toilets, or other portions of the building are used jointly by more than one tenant, or in which conditions prohibited by this act are jointly created by more than one tenant, it shall be the duty of the owner of such building to carry out the provisions of this act: *Provided*, That the owner of any such building may arrange by agreement with one or more of his tenants to assume responsibility for carrying out the provisions of this act. (Sec. 4188.)

Penalty.—Upon conviction, punished by fine of not less than \$25 nor more than \$100 or by imprisonment for not less than 30 days nor more than 90 days or by both. (Sec. 4192.)

Administering agency.—Industrial commission through division of women and children,²² and men inspectors from division of accident prevention, according to assistant superintendent, division of women and children.

General Statutes, 1923, ch. 23, secs. 4068, 4069, 4083, pp. 587, 588.

Establishments covered.—Every foundry.²³ (Sec. 4068.)

Adequacy.—Water-closets to be provided for each sex in the following ratios:

Number employed	Ratio	Number employed	Ratio
1 to 10	1-10	51 to 80	1-20
11 to 25	1-12½	81 to 125	1-25
26 to 50	1-16¾		

(Sec. 4069.)

Privacy.—Separate for each sex. (Sec. 4069.)

Sanitation.—Properly heated during cold weather. (Sec. 4068.)

Other requirements:

Responsibility.—Any person, firm, or corporation violating. (Sec. 4083.)

Penalty.—If after written notice of violation by the commissioner of labor or his assistants, such person, firm, or corporation does not comply with said notice in 30 days, he shall be guilty of a misdemeanor and punished by a fine not exceeding \$100 or by imprisonment of not more than 90 days. (Sec. 4083.)

Administering agency.—See this section of foregoing statute.

MISSISSIPPI

No regulation.

MISSOURI

STATUTES

Revised Statutes of Missouri, 1929, Vol. II, secs. 13167, 13283, 13286, 13287, pp. 3442, 3466-3467

Establishments covered.—Every person employing three or more persons in a factory, or employing children, young persons, or women, three or more in number in a workshop. (Sec. 13283.)

(Includes restaurants and office buildings, according to commissioner of labor and industrial inspection.)

The expression "factory" means any premises where steam, water, or other mechanical power is used in aid of any manufacturing process there carried on. (Sec. 13287.)

The expression "workshop" means any premises, room, or place, not being a factory as above defined, wherein any manual labor is exercised by way of trade, or for purposes of gain, in or incidental to any process of making, altering, repairing, ornamenting, finishing, or adapting for sale any article or part of any article and to which or over which premises, room, or place the employer of the persons working therein has a right of access or control. (Sec. 13287.)

Adequacy.—Ratio not specified. Term "sufficient number" (sec. 13283) indefinite.

Privacy.—Separate and distinct for the use of each sex, and plainly so designated.

Proper water-closets, earth closets, or privies.
(Sec. 13283.)

²² The department of labor and industries, composed of several bureaus, including the bureau of women and children, was created in 1913. The department was under the direction of a commissioner of labor, and the bureau of women and children had authority to enforce all laws relating to the general welfare of women and minors. (Sec. 8, ch. 518, Session Laws 1913.) In 1921 (ch. 81, Session Laws 1921) the office of commissioner of labor was abolished and the management of the department was transferred to an industrial commission. The bureau of women and children was continued under the title "division of women and children."

²³ "Except as otherwise specified, the provisions of this act shall, as to the subjects covered herein, exempt foundries from the laws relating to factories and work shops." (Sec. 4055.)

Sanitation.—Proper water-closets, earth closets, or privies. (Sec. 13283.)

Other requirements:

Location.—Reasonable access. (Sec. 13283.)

Responsibility.—Any person employing labor in a factory or workshop and violating any provision of this article, shall be deemed guilty of a misdemeanor, but no criminal prosecution shall be made until four weeks after written notice by the commissioner of labor and industrial inspection or his assistant, or deputy, of the change necessary to be made to comply with the provisions of this article, has been sent by mail or delivered to such person, nor then, if in the meantime such changes have been made in accordance with said notification. A notice shall be a sufficient notice under this article to all the members of a firm, company, or corporation, when given to one member of such firm or company, or to the clerk, cashier, secretary, agent, or any other officer having charge of the business of such corporation, or its attorney; and in case of a foreign corporation, notice to the officer having charge of such factory or workshop shall be sufficient. (Sec. 13286.)

Penalty.—Fined not less than \$50 nor more than \$200. (Sec. 13286.)

Administering agency.—Department of labor and industrial inspection. (Sec. 13167.)

Revised Statutes of Missouri 1929, Vol. II, secs. 13218, 13231, 13241, 13242, pp. 3451-3452, 3456, 3458

Establishments covered.—Manufacturing, mechanical, mercantile, and other establishments in this State where persons of both sexes are employed.

(Sec. 13231.) Does not apply to mercantile establishments employing less than 10 persons that are located in towns and cities of 3,000 inhabitants or less. (Sec. 13218.)

(Office buildings and restaurants covered, according to commissioner of labor and industrial inspection.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate water-closets shall be provided for use of either sex. (Sec. 13231.)

Other requirements:

Responsibility.—Any person or persons, firm or corporation, being the owner, agent, lessee, or occupant who shall violate. (Sec. 13241.)

When any of the provisions of this article are violated by a corporation, proceedings may be had against any of the officers or agents of such corporation who in any way participated in such violation. (Sec. 13242.)

Penalty.—Upon conviction fined for the first offense, not less than \$25 nor more than \$200. Subsequent offenses not less than \$100 nor more than \$500 and imprisonment on failure to pay till paid. (Sec. 13241.)

Administering agency.—See this section of foregoing statute.

MONTANA

REGULATIONS

*Food and drug laws, rules and regulations, board of health, revision of April 1, 1927. Regulations for canneries, Nos. 65 and 81, pp. 39 and 43. Issued under authority of sec. 2591, Revised Codes of Montana 1921, Vol. I, pp. 1015-1016 which states that "The State board of health * * * shall adopt and promulgate rules and regulations relative to the sanitary management of all places designated in sec. 2589 of this act * * *." Ibid., secs. 2589, 2591, 2595, pp. 1014-1017*

Establishments covered.—Canneries only.

The term "cannery" as used in the regulations of the State board of health is held to mean a factory including all buildings, premises, and stations where food for human consumption, except milk and milk products, is prepared commercially, sterilized by heat and preserved in hermetically sealed containers. (Regulation 65.)

² Sec. 2589 lists the following places: Restaurant, café, lunch counter, dining car, manufacturing bakery, manufacturing confectionery, meat market, cannery, soda fountain, ice-cream parlor, soft-drink establishment, and bottling works.

Adequacy.—At least 1 seat for every 20 factory employees. (Regulation 81.)

Privacy.—Separate toilets for each sex.

Each toilet seat shall preferably be in a separate compartment, the partition not less than 5½ feet high and shall be at least 1 foot above the floor. Doors shall be self-closing and arranged so that the seats can not be seen from outside.

(Regulation 81.)

Sanitation.—Where sewage-disposal facilities are available sanitary water-flushed toilets shall be provided.

Ventilated to outside air.

(Regulation 81.)

Well lighted.

Screened against flies.

Floors tight and of material that can be washed and kept clean.

Walls, partitions, and toilet seats, if constructed of wood, shall be covered with a nonabsorbent light-colored paint or varnish.

(Regulation 81.)

Other requirements:

Responsibility.—Any person, firm, or corporation violating. (Sec. 2595.)

Penalty.—State board of health has power to revoke licenses. (Sec. 2589.)

Miscellaneous.—Sanitary toilet paper shall be provided. (Regulation 81.)

Administering agency.—State board of health, through local and county health officers. (Sec. 2591.)

NEBRASKA

STATUTES

Compiled Statutes of Nebraska, 1922, secs. 7682, 7701, pp. 2369-2370, 2372

Establishments covered.—Every factory, mill, workshop, mercantile or mechanical establishment, or other building where one or more persons are employed. (Sec. 7682.)

Adequacy.—One to every 20 persons or less of either sex. (Sec. 7682.)

Privacy.—Separate and apart for use of each sex and plainly so designated.

Properly inclosed.

(Sec. 7682.)

Sanitation.—Kept in clean and sanitary condition.

Properly ventilated.

(Sec. 7682.)

Other requirements:

Location.—Reasonable access. (Sec. 7682.)

Responsibility.—Every person who shall violate any of the provisions of this article shall be guilty of a misdemeanor. (Sec. 7701.)

Penalty.—Upon conviction fined not less than \$10 nor more than \$100. (Sec. 7701.)

Miscellaneous.—Department may require such changes in the placing of such closets or other changes which may serve the best interest of morals and sanitation. (Sec. 7682.)

Administering agency.—Department of labor. (Sec. 7682.)

NEVADA

STATUTES

Session Laws 1925, ch. 49, secs. 1-4, p. 63

Establishments covered.—Any person, firm, association, or corporation employing in the same building or on the same premises five or more males and three or more females. (Sec. 1.)

Does not apply to persons, firms, associations, or corporations located in office buildings where toilet rooms for each sex are reasonably accessible in the building. (Sec. 2.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate toilet rooms for each sex and plainly designated. (Sec. 1.)

Other requirements:

Responsibility.—Any person, firm, association, or corporation employing.
(Sec. 1.)

Penalty.—Fined not more than \$100 or 30 days in jail or both. (Sec. 3.)

Administering agency.—Commissioner of labor and peace officers. (Sec. 4.)

NEW HAMPSHIRE

STATUTES

Public Laws of New Hampshire, 1926, Vol. I, ch. 177, secs. 1, 6, 32, 34, pp. 684-685, 688

Establishments covered.—Factories, mills, workshops, or other manufacturing or mercantile establishments in which three or more persons are regularly employed. (Sec. 1.)

(Applies to all places of employment including restaurants and office buildings, according to the commissioner.)

Adequacy.—Ratio not specified. Term "reasonable facilities" (sec. 6) is indefinite.

Sanitation.—Reasonable and proper toilet facilities.

Reasonably sanitary and hygienic conditions.

(Sec. 6.)

Other requirements:

Responsibility.—Any employer who shall omit or neglect to obey, observe, or comply with any lawful order, rule, or regulation shall be fined.
(Sec. 32.)

Penalty.—Not less than \$25 nor more than \$200. (Sec. 32.)

Administering agency.—Commissioner of labor. (Sec. 34.)

REGULATIONS

Standard No. 5 of bureau of labor, issued by the commissioner by virtue of the power given him in sec. 15, ch. 177, Public Laws of New Hampshire, 1926, p. 686, which states, "Commissioner shall have like power and it shall be his duty, by general or special orders, rules or regulations, to require compliance with sec. 6 with respect to toilet facilities and sanitary and hygienic conditions in any such place of employment"

Establishments covered.—See this section of foregoing statute.

Adequacy.—One to every 25 persons or fraction thereof. (a.)

Privacy.—Separate compartments or toilet rooms for each sex and plainly so designated.

Partitions separating compartments used by females from those used by males to be metal-clad and extended to floor.

Entrance for every compartment located in part of building frequented by both men and women to be vestibuled or fitted with slatted doors; doors or vestibules not less than 6 feet high, and within 4 inches of floor, doors with suitable inside fasteners. In future installations, compartments for males and females not to be allowed within the same toilet room or vestibule; for such existing installations, rearrangement recommended and may be required.

(c.)

Sanitation.—Kept clean, and in proper repair. (e.)

Each compartment ventilated to outside air by window or other suitable opening, or inclosed in toilet room vented to the outside air. (d.)

Other requirements:

Responsibility.—See this section of foregoing statute.

Penalty.—See this section of foregoing statute.

Miscellaneous.—Toilets of flush type where practical to take precautions against freezing. (h.)

Privies to be eliminated wherever practical. (f.)

Administering agency.—See this section of foregoing statute.

NEW JERSEY

STATUTES

Compiled Statutes of New Jersey, 1709-1910, Vol. III, secs. 38, 45, 59, pp. 3028, 3030, 3033-3034

Establishments covered.—Every factory, workshop, or mill. (Sec. 38.)
(Applies to manufacturing establishments only, according to commissioner of labor.)

Adequacy.—Ratio not specified. Term "sufficient" (sec. 38) indefinite.

Privacy.—Separate for each sex. Water-closets used by women to have separate approaches.

Properly screened.
Suitable water-closets.
(Sec. 38.)

Sanitation.—Kept clean.
Properly ventilated.
Suitable water-closets.
(Sec. 38.)

Other requirements:

Location.—Convenient water-closets. (Sec. 33.)

Responsibility.—Owner or owners, person or persons, or any of them, owning the place or operating the business wherein the alleged violation of the law has taken place. (Sec. 59.)

Penalty.—Fine of \$50. (Sec. 45.)

Administering agency.—Bureau of hygiene, sanitation, and mine inspection, department of labor, in the name of the commissioner of labor.²⁵ (Sec. 45.)

Cumulative Supplement to Compiled Statutes, 1911-1924, Vol. I, sec. 107-137a (9), (12), (13), and (15), pp. 1723-1725

Establishments covered.—Every mercantile establishment. (Sec. 107-137a (9).)

"Mercantile establishments," as used in this act, shall be construed to apply to any employment of any person for wages or other compensation other than in a factory, workshop, mill, place where the manufacture of goods of any kind is carried on, mine, quarry, or in agricultural pursuits. (Sec. 107-137a (15).)

(Restaurants and office buildings not included according to deputy commissioner of labor.)

Adequacy.—Ratio not specified. Term "sufficient" (sec. 107-137a (9)) indefinite.

Privacy.—Separate for each sex. Water-closets used by women to have separate approaches.

Properly screened.
Suitable water-closets.
(Sec. 107-137a (9).)

Sanitation.—Kept clean.
Properly ventilated.
Suitable water-closets.
(Sec. 107-137a (9).)

Other requirements:

Location.—Convenient water-closets. (Sec. 107-137a (9).)

Responsibility.—Owner or owners, person or persons or any of them, owning the place or operating the business wherein the alleged violation of the law has taken place. (Sec. 107-137a (13).)

Penalty.—Fine of \$50. (Sec. 107-137a (12).)

Administering agency.—Bureau of hygiene, sanitation, and mine inspection, department of labor, in the name of the commissioner of labor.²⁶ (Sec. 107-137a (12).)

²⁵ This section (45) gives authority to the commissioner of labor to enforce these provisions. A later act (ch. 252, Session Laws 1922) reorganized the department of labor and provided, among other bureaus, for the bureau of hygiene.

²⁶ See footnote 25.

RECOMMENDATIONS

Sanitary and Engineering Industrial Standards issued by bureau of hygiene and sanitation of the department of labor, 1927, for enforcing the above statutes: Toilet facilities, pp. 8-12

Establishments covered.—Manufacturing and mercantile establishments as listed in foregoing statutes.

Adequacy:

Number employed	Ratio	Number employed	Ratio
100-----	1-20	500 to 1,000-----	1-35
100 to 500-----	1-30	1,000 to 5,000-----	1-40

(Rule 12c.)

Privacy.—Separate for the sexes and apart from workrooms and passageways; plainly designated. (Rule 3.)

If water-closet is not located within separate screened compartment in the toilet room, entrance to all toilet rooms to be provided with screen at least 6 feet high, extending within 9 inches of floor and not less than 2 feet wider than door if space permits. (Rule 4.)

Each water-closet to be in a separate compartment, minimum dimensions of which are to be 30 inches wide by 42 inches long and at least 6 feet high; compartment to have door extending to not more than 9 inches from floor and top not less than 5 feet from floor. Partitions and door may be composed of material that is opaque or translucent, but not transparent. Tops of doors and partitions may be carried to ceiling.

Outside partition of solid construction, opaque or translucent but not transparent, and extending from floor to ceiling, or independently ceiled over. Partitions separating rooms provided for the different sexes to be at least 2 inches thick, soundproof, having no openings and not transparent or translucent.

(Rule 6a.)

Sanitation.—Occupier responsible for maintenance in a clean and sanitary condition. (Rule 10.)

Adequately protected to prevent the entrance and breeding of flies. (Rule 11.)

Floors to be tight, smooth, and of material impervious to moisture; walls and ceilings tight and of substance that can readily be cleaned and kept clean. (Rule 6 b, c, and d.)

Toilet rooms, or water-closet compartment entirely separated from toilet rooms, not ventilated by windows that open easily, to have artificial ventilating system having capacity of moving at least 50 cubic feet of air per minute for each fixture. If a natural draft ventilating duct is used, the duct to have at least 38 square inches of area for each fixture and be equipped with approved type ventilators. In new installations every room or compartment to have window opening directly to outdoor air not less than 1 foot wide nor area less than 6 square feet measured between stop heads for one fixture; for each additional fixture, area to be increased at least 1 square foot; skylight deemed equivalent of window provided openable window area is same. (Rule 8.)

Adequately lighted by natural or artificial light. (Rule 7.)

Adequately heated at all times. (Rule 9.)

Individual closets of siphon action, porcelain type; trough water-closets prohibited. Bowls to be of smooth, impervious material, pan, plunger, washout, faucet, and long-hopper closets not permitted. Seat finished with a smooth, impervious, waterproof substance. Chemical closets permitted only where no sewer is available. (Rule 12a.)

Other requirements.—Location.—Easily accessible from all places where persons are employed. (Rule 2.)

Code of Lighting for Factories, Mills, and Other Work Places, American Standard (1930 revision), approved by American Standards Association, adopted by department of labor for use of inspectors

Establishments covered.—Factories, mills, and other work places. (Mercantile not inspected according to commissioner.)

Sanitation.—Minimum intensity of illumination recommended for toilet rooms is 1 foot-candle.

NEW MEXICO

No regulation.

NEW YORK

STATUTES

Cahill's Consolidated Laws of New York, 1930, ch. 32, secs. 2 (9), 2 (11), 21, 203, 295, 296, 316 (1), 316 (2), 381, pp. 1344, 1345, 1347, 1357, 1369, 1370, 1374, 1375; ch. 41, sec. 1275, pp. 1671-1672

Establishments covered.—Factories⁷⁷ (sec. 295); every mercantile establishment,⁷⁸ every restaurant,⁷⁹ every telegraph or messenger company,⁸⁰ and every station, terminal, or car barn where women employees of a street, surface, electric, subway, or elevated railroad report for duty (sec. 381); and to elevator employees in buildings where freight or passenger elevators are operated (sec. 203).

"Factory" includes a mill, workshop, or other manufacturing establishment, and all buildings, sheds, structures, or other places used for or in connection therewith, where one or more persons are employed at manufacturing, including making, altering, repairing, finishing, bottling, canning, cleaning, or laundering any article or thing, in whole or in part. (Sec. 2 (9).)

A shop, room, or building where one or more persons are employed in doing public laundry work by way of trade or for purposes of gain is a factory within the meaning of this chapter and subject to the provisions relating to factories. (Sec. 296.)

"Mercantile" establishment is defined as a place where one or more persons are employed in which goods, wares, or merchandise are offered for sale, and includes a building, shed, or structure, or any part thereof, occupied in connection with such establishment. (Sec. 2 (11).)

Adequacy.—Ratio not specified. Term "a sufficient number" (secs. 203, 295, and 381) is indefinite.

Privacy.—Separate compartments or toilet rooms for females, constructed in accordance with the rules of the board.

Suitable water-closets.

(Secs. 203, 295, and 381.)

Sanitation.—Kept in a sanitary condition and in proper repair.

Suitable water-closets.

Compartments and rooms and plumbing in connection therewith to be properly constructed, installed, ventilated, lighted, and heated and maintained in accordance with the rules of the board.

(Secs. 203, 295, and 381.)

Other requirements:

Location.—Convenient water-closets.

Located inside factory building, except where in the opinion of the inspector it is impracticable.

(Secs. 203, 295, and 381.)

Responsibility.—In factories—"Except as in this article otherwise provided, the person operating a factory, whether as owner or lessee of the whole or a part of the building in which the same is situated or otherwise, shall be responsible for the observance of the provisions of this article, anything in any lease or agreement to the contrary notwithstanding." (Sec. 316 (1).)

"The owner of a tenant-factory building, whether or not he is also one of the occupants instead of the respective tenants, shall be responsible for the observance of the following provisions of this article, anything in any lease to the contrary notwithstanding: * * * sec. 295, water-closets." (Sec. 316 (2).)

⁷⁷ "The provisions of this chapter affecting structural changes and alterations shall not apply * * * where less than 6 persons are employed * * *." (Secs. 2 (9) and 2 (11).)

⁷⁸ Does not apply to mercantile establishments, restaurants, telegraph or messenger companies in any community which at the preceding State enumeration had less than 8,000 population. (Sec. 381 (3).)

Penalty.—For first offense, fine of not less than \$20 nor more than \$50; for second offense, fine of not less than \$50 nor more than \$250, or by imprisonment for not more than 30 days or by both such fine and imprisonment; for third offense, fine of not less than \$250, or by imprisonment for not more than 60 days, or by both such fine and imprisonment. (Sec. 1275.)

Administering agency.—Commissioner of labor. (Sec. 21.)

REGULATIONS

*Industrial Code, Bulletin No. 9, Rules Relating to Sanitation of Factories and Mercantile Establishments, effective April 15, 1915, promulgated by the industrial board under authority vested in it by secs. 27 and 28, ch. 32, Cahill's Consolidated Laws of New York, 1930, p. 1318, which state that "The industrial board shall have power to make, amend, and repeal rules for carrying into effect the provisions of this chapter * * ** (sec. 27) and further that rules of the industrial board may be made for "The proper sanitation in all places to which this chapter applies * * * (sec. 28 (1)) and that these rules are to have "the force and effect of law. * * *." (Sec. 28 (4)).

Establishments covered.—See this section of foregoing statute.

Adequacy:

Number employed	Ratio	Number employed	Ratio
1 to 15-----	1-15	81 to 110-----	1-22
16 to 35-----	1-17½	111 to 150-----	1-25
36 to 55-----	1-18½	151 to 190-----	1-27¼
56 to 80-----	1-20		

and thereafter at the rate of 1 for every 30 persons. (Rule 102.)

Privacy.—Separate facilities; plainly designated at entrances. (Rule 101.) Partitions separating rooms used by different sexes to extend from floor to ceiling with no direct connection between. (Rule 111.) Wooden partitions covered with metal or tile to height of at least 7 feet allowed for existing installations. In new installations thickness of such partitions to be at least 2½ inches from surface to surface. (Rule 111.)

Water-closets not to be visible from place where workers of other sex work or pass, even when door is open (rule 108), and doors to have effective self-closing device (rule 109). For existing installations, entrances to closet rooms opening into workroom to be screened by vestibule or screen to height of 6 feet and such screen at least 2 feet wider than door. (Rule 105.) If entrance to toilets of each sex are within 10 feet of each other, there must be a stationary T or L shaped screen 6 feet high. (Rule 106.) New installations to have compartments located in toilet rooms or built with vestibule and door, and entrance to be remote from that for other sex. (Rule 107.)

Outside partitions of solid construction extending from floor to ceiling or independently ceiled over; may be of translucent but not transparent glass above level of 6 feet. (Rule 112.)

Compartments used by females to have doors not less than 48 inches high, top to be not less than 60 inches from floor; doors to have latches. (Rule 114.)

Compartments, except door, not less than 4 feet high, of material other than wood that is impervious to moisture; partitions between fixtures to extend not less than 15 inches further than fixture; top not less than 6 feet from floor nor nearer ceiling than 1 foot; not less than 6 inches nor more than 14 between floors and bottom of partitions; not less than 28 inches of space between partitions. (Rule 116.)

Every compartment, if provided with door, to be not less than 4 feet deep and to have 90 cubic feet of air space. (Rule 117.)

Sanitation.—Walls, floors, fixtures, kept in good repair; clean, odorless, and sanitary conditions (rule 166); free from obscene writing and marking (rule 168).

Toilet rooms and compartments including ceiling well painted with light-colored nonabsorbent paint, etc., if not constructed of marble, cement, or other glazed material or concrete with a mixture of waterproofing material. (Rule 113.)

In new installations floor and wall to height of 6 inches constructed with a sanitary base and of material other than wood which is impervious to moisture and has a smooth surface. (Lists materials.) (Rule 115.)

In all installations windows and skylights to be openable one-half of their area. (Rule 136.) Arranged so that there will not be a draft. (Rule 137.) Exhaust fans to discharge at place where no offense to occupants will be caused or to neighborhood; when air shaft is covered by a skylight, net area of opening in it to be equal to the required area of the air shaft. (Rule 138.)

In existing buildings every toilet room to be ventilated to outdoor air by means of window, skylight, or ventilating duct. (Rule 134.) Toilet rooms having more than two fixtures and ventilated solely by ducts or when window or skylight area is less than that required for new buildings by one-third, each compartment to be ventilated as prescribed in rule 133. (Rule 135.)

In new buildings every room or compartment to have opening directly to outdoor air, not less than 1 foot wide nor area of less than 6 square feet measured between stop beads for one water-closet or urinal; for every additional fixture, area to be increased at least 1 square foot; skylight to be equivalent of a window if openable area is same. Every such window to open on an open space uncovered at top which in its least horizontal dimension is at least one-tenth the height of highest abutting wall but in no case less than 6 feet. (Rule 131.) In addition to this, where ventilation seems inadequate, commission may require such as seems necessary. (Rule 132.) Ventilation without direct connection with outdoor air permitted if certain type of mechanical device (specified in code) is used. (Rule 133.)

Every toilet room or compartment illuminated by artificial or natural light so that every part is easily visible. Approaches well lighted and free from encumbrances. (Rule 139.)

Heated to not less than 50° F. from November 1 to April 1. Heating facilities hereafter installed, arranged so that floors and walls can be cleaned easily. (Rule 130.)

New installations to have rim-flush bowl of vitreous china or of first quality cast iron, porcelain enameled inside and outside or of other approved material; bowl set free from woodwork and space from behind and below easily cleaned. (Rule 118.)

Pan, plunger, washout, and off-set closets not permitted hereafter and those now installed to be replaced by approved type if in poor condition. (Rule 119.) Connection between soil pipe and water-closet hereafter installed made by means of closet flange, approved by State industrial commission. (Rule 120.)

Hereafter, seat to be of wood or other non-heat-absorbing material finished with varnish. (Rule 121.) Every closet to be flushed from a separate water-supplied cistern or by means of flush valve and discharged with sufficient force to clean bowl at each flush and refill the seal with water. Flushing cistern hereafter installed, to have at least 3 gallons at each discharge. (Rule 122.) Hereafter, long hopper closets permitted only when there is unavoidable exposure to frost and with written approval of industrial board. To have rim-flush type and selfclosing cover. (Rule 123.)

Other requirements:

Location.—Not more than one floor above or below regular place of work of persons using same, except in refrigerating plants, flour or cereal mills, or elevators or such other buildings as industrial board may specify. When passenger elevators are provided for employees' use, rule about location does not apply. (Rule 103.)

Where 15 or more persons of the same sex are employed on one floor of a tenant-factory having no elevator service for the use of such employees, the water-closets for their use, if located off public hallway or other parts of the building used in common, shall be provided on such floor; except that this rule shall not apply where any employer maintains his factory on two or more successive floors of a tenant-factory, and except that the commissioner may issue a permit allowing the use of toilets for males and females on alternate floors. (Rule 104.) It is recommended that the waterclosets be located, wherever possible, on the same floor as the place of work and that there should be a number of small installations rather than a few large ones. (Rule 104.)

Responsibility.—Rule 198 makes the owner²⁹ responsible for observance and punishable for nonobservance of the following rules which were quoted above; 101–108, 111, 112, 115–122, 131–136, and 138. It makes the tenant³⁰ responsible for compliance with rules 167 and 168. Both the owner and the tenant are made responsible for compliance with rules 109, 113, 114, 123, 130, 137, 139, and 166.

Penalty.—See this section of foregoing statute.

Miscellaneous.—Adequate supply of toilet paper, of material that will not obstruct fixtures. (Rule 167.)

Administering agency.—See this section of foregoing statute.

Industrial Code, Bulletin No. 18, Rules Relating to Lighting of Factories and Mercantile Establishments (1922 revision), issued by the industrial board under authority quoted for foregoing regulations

Establishments covered.—Factories and mercantile establishments. (Title.)

Working or traversed spaces in buildings or grounds and all working places, during the time of use. (Rule 50 (a).)

Sanitation.—The intensity of illumination in toilet rooms and watercloset compartments is to be not less than 0.50 foot-candle at the floor level. (Rule 50 (c).)

Other requirements:

Responsibility.—See this section of foregoing statute.

Penalty.—See this section of foregoing statute.

Administering agency.—See this section of foregoing statute.

NORTH CAROLINA

STATUTES

North Carolina Code of 1927 (Michie), secs. 5036, 6559–6563, pp. 1468, 1767–1768

Establishments covered.—All persons and corporations employing males and females in any manufacturing industry, or other business employing more than two males and females in towns having population of 1,000 or more, and where such employees are required to do indoor work chiefly. (Sec. 6559.)³¹

Adequacy.—Ratio not specified in any way.

Privacy.—Separate and distinct toilet rooms, plainly designated to separate the white and colored males and females.

The above does not apply when "toilet arrangements or facilities are furnished by employer off the premises occupied by him."³² (Sec. 6559.)

In buildings hereafter erected, toilets for males and females, white and colored, to be located in separate parts of buildings or grounds and in those now erected all closets to be separated by substantial walls, of brick or timber. (Sec. 6560.)

Sanitation.—Kept in a cleanly condition.

The above does not apply when "toilet arrangements or facilities are furnished by employer off the premises occupied by him."³² (Sec. 6559.)

Other requirements:

Responsibility.—All persons and corporations employing shall provide. (Sec. 6559.)

Penalty.—Failure to comply with section 6559 is a misdemeanor and upon conviction shall be fined \$5 for first offense and \$5 for each day of failure to meet the requirements. (Sec. 6561.)

Administering agency.—Child welfare commission. (Sec. 5036.) Police to enforce in cities and towns. (Sec. 6562.) Sheriff to enforce in counties. (Sec. 6563.)

²⁹ "The term 'owner' as used in these rules shall mean the owner or owners of the freehold of the premises, or the lessee or joint lessees of the whole thereof, or his, her, or their agent in charge of the property." (Rule 100.)

³⁰ "The term 'tenant' as used in these rules shall be construed to mean the person, firm, or corporation in actual possession of the premises." (Rule 100.)

³¹ Secs. 6559–6560 do not apply to Sampson, Harnett, Lee, Johnston, Northampton, Cleveland, Rutherford, Polk, and Henderson Counties. (Sec. 6564.)

³² The executive officer of child welfare commission has made the following statement by correspondence: "Our inspectors do require the same standards when facilities in exceptional cases are furnished off the premises as provided in the act."

³³ *Idem.*

RECOMMENDATIONS³⁴

Biennial Report of the North Carolina State Child Welfare Commission, July 1, 1926, to June 30, 1928, Part II, Toilet Law—Standards—Engineering Plans, pp. 14-74

Establishments covered.—See this section of foregoing statute.
Adequacy:

Number employed	Ratio	Number employed	Ratio
1 to 9	1-9	50 to 79	1-20
10 to 24	1-12	80 to 125	1-25
25 to 49	1-16		

Privacy.—Screens placed to obstruct any view of toilets and anchored in position; made of steel or solid wood panel 2 feet wider than the opening for door; steel screens preferred, constructed of 16-gage as minimum sheet thickness, other than galvanized and treated to make it impervious to moisture. Minimum height of screen to be 6 feet 6 inches from top of screen to floor. Clearance between bottom of screen and floor not less than 6 inches nor greater than 12 inches.

Distance from floor to top of partition should be 6 feet.

Distance between top of partition and ceiling not over 12 inches and between bottom and floor not over 14 inches nor less than 6 inches.

Provided with door having a latch. Height of door not less than 48 inches; distance between bottom of door and floor not less than 6 inches nor over 14 inches. Width of compartments not less than 28 inches nor less than 4 feet in depth.

Outside partitions should extend from floor to ceiling. (Detailed specifications for different kinds of partitions including metal lath and plaster, which is considered best, brick partitions and timber partitions are given.)

Sanitation.—Floors, walls, windows, ceilings, and all exposed pipe, fittings, and fixtures should be washed, scoured, and cleaned at least once every 24 hours and oftener if night forces are employed. An approved deodorant should be used in closets and on toilet-room floors.

Employer to keep in clean condition at all times.

Entrances to toilet rooms to have self-closing door provided with polished wired glass to control ventilation without effecting a general humidity in the main room.

Compartments constructed of wood or steel, preferably steel which should be not less than 16 gage sheet, other than galvanized iron and treated to be impervious to moisture. If wood is used, it should be made impervious to moisture by special treatment.

Walls and ceilings made impervious to moisture by use of such materials as waterproof cement plaster, tile or brick glazed, or nonabsorbent paint or varnish.

Floors should consist of a concrete slab, having 1 inch cement top or asphalt or other approved waterproof material and should slope to a floor drain. There should be a sanitary base at the junction of the floor and wall extending upward at least 6 inches, of material other than wood which is impervious to moisture and preferably made an integral part of the floor. Materials suggested for use are asphalt, waterproof cement, tile or brick glazed, or other approved waterproof material.

Window area should equal one-sixth of floor area and should be ventilated 50 per cent, the glass translucent and nonactinic to admit the ultra-violet rays of the sun. If natural ventilation is insufficient an approved artificial ventilating system should be installed.

Proper artificial lights to reach all parts of the building should be provided.

Water-closet bowls should be made of vitreous porcelain or china.

³⁴Sec. 5031, Code of 1927, states "It shall be the duty of this commission [State child welfare commission] to make and formulate such rules and regulations for enforcing and carrying out the provisions of . . . the laws (sec. 6559) requiring separate toilets for sexes and races, as in its judgment it shall deem necessary." These recommendations, therefore, do not have the force of law except as sec. 6559 makes requirements specified in the foregoing statutes. This statement is substantiated by the attorney general's rule of May 7, 1921.

Seats constructed of non-heat-absorbing material, impervious to moisture and constructed so that front ends have at least 5½ inches between them. Broken seats should be replaced with new ones immediately.

Each bowl should be individually flushed by a flush tank, flush valve of flushometer type, or a "seat-acting flush valve." Not less than 4 gallons nor more than 8 gallons should be supplied for each flushing. (Additional specifications for different types of flushing devices including flush valves, flush tanks, high and low tanks, and pressure tanks.)

Other requirements.—Miscellaneous.—Proper toilet paper in all compartments; individual towels provided in all toilet rooms.

NORTH DAKOTA

REGULATIONS

Orders 1 to 5, effective April 4, 1922, of minimum wage department of workmen's compensation bureau, and Session Laws 1919, ch. 174, secs. 2, 9, and 13

Establishments covered.—Public housekeeping, manufacturing, mercantile, laundry, and telephone occupations (the last only in towns of 1,800 or more, in smaller places "adequate accommodations" may be ordered)

Adequacy.—Ratio not specified. Term "suitable" indefinite. (Orders 1 to 4.)

Privacy.—Suitable toilets, separate and apart, where three or more women employed; provision as to three or more does not apply to telephone.

Sanitation.—Kept clean and sanitary (telephone order only).

Suitable toilets. (Orders 1 to 4.)

Ventilation specifically required only in telephone exchanges; in manufacturing, mercantile, and laundry, facilities may be ordered by bureau.

Other requirements:

Location.—Convenient. (Orders 1 to 4; not in telephone order.)

Responsibility.—Employers who do not observe or comply with orders. (Sec. 9.)

Penalty.—Fined \$25 to \$100, imprisoned 10 days to 3 months, or both. (Sec. 13.)

Administering agency.—Workmen's compensation bureau. (Sec. 2.)

NOTE.—The secretary, the only person engaged in the field work in connection with the minimum-wage administration, made the statement that the minimum wage department found it impossible to attempt enforcement of sanitary regulations because of limited funds. Another handicap was due to the fact that in spite of all her minimum wage duties she had to give three weeks in every three months, or about a quarter of her time, in the capacity of court reporter for the workmen's compensation bureau.

OHIO

STATUTES

Code of Ohio, 1930, (Throckmorton's), Part First, Political, secs. 1009, 1011, p. 308

Establishments covered.—The owner or person having charge of the building wherein any female is employed. (Sec. 1009.)

Adequacy.—One for every 25 females or less; additional water-closets in the same ratio. (Sec. 1009.)

Privacy.—Separate toilet rooms and water-closets for female employees.

Suitable toilet rooms and water-closets.

For exclusive use of such employees.

(Sec. 1009.)

Sanitation.—Properly ventilated. (Sec. 1009.)

Other requirements:

Location.—On same floor or on floor immediately above or below the floor where employees work.

Toilets and dressing rooms situated together.

Not placed in basement or cellar unless females are actually employed therein and unless it is properly ventilated.

(Sec. 1009.)

Responsibility.—The owner or person having charge of the building wherein any female is employed. (Sec. 1009.)

Penalty.—Fine of not less than \$25 nor more than \$200. (Sec. 1011.)

Administering agency.—Chief inspector of workshops and factories. (Sec. 1011.)²⁵

Code of Ohio, 1930 (Throckmorton's), Part First, Political, secs. 1261-3, 1261-14, pp. 425, 427; Part Fourth, Penal, secs. 12600-212, 12600-213, 12600-215 to 12600-218, 12600-222, 12600-225, 12600-230 to 12600-232, pp. 103-105

Establishments covered.—All public or private institutions, sanitariums, hospitals, schools, prisons, factories, workshops, or places where men, women, or children are or might be employed. (Sec. 1261-3.)

Adequacy.—Ratio not specified in any way.

Privacy.—Partitions between toilet rooms for males and females to be sound-proof, extending to ceiling; entrance screened and traveling distance not less than 20 feet between. (Sec. 12600-231.)

Sanitation.—Interior doors and partitions to be raised at least 6 inches above floor and no room containing water-closets to be less than 7 feet high.²⁶ (Sec. 12600-232.)

All floors waterproof; base not less than 6 inches high with sanitary cove at floor level. (Sec. 12600-230.)

Water-closet bowl to be of vitrified earthenware, hard natural stone, or cast iron white porcelain enameled on inside. If cast iron is used, to be enameled or painted on the outside with at least three coats of nonabsorbent and noncorrosive paint. (Sec. 12600-212.)

Bowls and traps to be made in one piece and of such shape and form as to hold a sufficient quantity of water to completely submerge any matter deposited in them. (Sec. 12600-213.)

All water-closets to have flushing rims constructed to flush the entire interior surface of the bowl. (Sec. 12600-215.)

All fixtures to be set free and open from inclosing woodwork. (Sec. 12600-216.)

Water-closets with low-down tanks to be of a siphon pattern. (Sec. 12600-217.)

Pan, valve, plunger, offset washout and other water-closets having invisible seals or an unventilated space, or walls not properly washed are prohibited. Long hopper closets and similar appliances not to be installed hereafter. (Sec. 12600-218.)

Water-closet bowls to be indirectly flushed through flushing tank of at least 4 gallons capacity. (Sec. 12600-225.)

Range closets not prohibited and specifications given for them. (Sec. 12600-222.)

Other requirements:

Responsibility.—Any person or persons, owner, agent, or manager, who fails to comply.

Penalty.—Fine of not less than \$10 nor more than \$100 or imprisonment for not less than 10 nor more than 90 days or both. No imprisonment for the first offense and the prosecution shall always be as and for a first offense unless the affidavit upon which the prosecution is instituted contains the allegation that the offense is a second or repeated offense. (Sec. 1261-14.)

Administering agency.—Department of health to employ inspectors for the enforcing of plumbing rules. (Sec. 1261-3.)²⁷

²⁵ The enforcement of these sections is through the division of factory and building inspection of the department of industrial relations.

²⁶ Additional regulations requiring that outside partitions of water-closets be built of solid construction extending to the ceiling or independently celled over, the upper part of which may be of translucent glass, are found on pp. 138-139, Laws of Ohio Governing the Location, Construction, Installation, and Inspection of Plumbing and Drainage published in 1927 by the department of health. The requirement that interior partitions are to be of dwarf construction is also found here.

²⁷ "Such inspector shall not exercise any authority in municipalities or other political subdivisions wherein ordinances or resolutions have been adopted and are being enforced by the proper authorities regulating plumbing or prescribing the character thereof." (Sec. 1261-3.)

70 INSTALLATION AND MAINTENANCE OF TOILET FACILITIES

Code of Ohio, 1930 (Throckmorton's), Part First, Political, secs. 1020, 1022, 1023, 1023-1, pp. 309, 310

Establishments covered.—Any tenement, dwelling, or other building, or any part thereof, used for making wearing apparel, or manufacturing cigars, cigarettes, and tobacco goods. (Sec. 1020.)

Adequacy.—One for every 25 persons. (Sec. 1022.)

Privacy.—When there are 10 or more persons and 3 or more to the number of 25 are of either sex, a separate water-closet to be provided for each sex. When more than 25, the ratio is still 1 to 25.

Suitable arrangements for each sex.

Kept exclusively for the use of the employees or employers.

(Sec. 1022.)

Other requirements:

Location.—Located inside the building, with adequate plumbing and connections or on outside at least 20 feet from the building. (Sec. 1022.)

Responsibility.—Inspector has power to prevent operation of such shops and factories if they do not conform and to cause the arrest and prosecution of persons operating them. (Sec. 1023.)

Penalty.—Upon conviction, fine of not more than \$25 and not more than \$100 for each succeeding offense. (Sec. 1023-1.)

Administering agency.—Chief inspector of workshops and factories.* (Sec. 1023.)

REGULATIONS

Ohio State Building Code, Special Requirements for Workshops, Factories, Mercantile, and Office Buildings, Bulletin No. 109, division of factory and building inspection, department of industrial relations, November, 1929, secs. 1a, 2a, 18a, 21, pp. 9, 15-17. Issued under authority of act of April 6, 1923, creating the board of building standards. Code of Ohio, 1930 (Throckmorton's), Part Fourth, Penal, secs. 12600-279, 12600-281, p. 109

Establishments covered.—Workshops, factories, mercantile, and office buildings.

Under the classification "workshops, factories, mercantile, and office buildings" are included all buildings or parts thereof used for manufacturing, sale, or storage of materials, goods, wares, or utensils; all places where persons are employed including bakeries, garages, warehouses, and office buildings. (Sec. 2a.)

Adequacy.—One to each 20 females or fraction thereof.

Toilets to be provided for employees in addition to those for the public.

(Sec. 21d.)

Privacy.—Separate for sexes, screened or secluded; distance between entrance doors not less than 20 feet and arranged so that females will not need to pass through parts of the building occupied by males only; designated. (Sec. 21 b, c, and g.)

Sanitation.—Floor and base of nonabsorbent material. (Sec. 18a.)

Other requirements:

Location.—Not more than one story above or below any part of building used by employees. (Sec. 21a.)

Responsibility.—Owner or person having control who violates. (Sec. 12600-279.)

Penalty.—Fine of not more than \$1,000. (Sec. 12600-279.)

Administering agency.—Chief inspector of workshops and factories. (Sec. 12600-281.)**

RECOMMENDATIONS

Industrial Lighting Code for Factories, Mills, and Other Work Places adopted by the industrial commission May 6, 1920, as a guide in the inspection work of the division of factory inspection

** The enforcement of these sections is through the division of factory and building inspection of the department of industrial relations.

Establishments covered.—Factories, mills, and other work places. (Title.)

Work spaces in buildings or grounds and spaces which an employee is required to traverse in the performance of duty during the time of use. (Rule 1.)

Sanitation.—Minimum intensity of illumination in toilet rooms recognized as adequate by industrial commission is 0.50 foot-candle. (Appendix 6, p. 14.)

OKLAHOMA

STATUTES

Compiled Statutes of Oklahoma, 1921, Vol. II, secs. 7224-7226, pp. 2579-2580

Establishments covered.—Every employer in every manufacturing, mechanical, or mercantile establishment, or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater, or telegraph or telephone establishment and office, or any other establishment employing females. (Sec. 7224.)

(Banks not covered, according to an opinion of the criminal court of appeals, February 6, 1926, in "The Pacific Reporter," vol. 243, pp. 260-262.)

Adequacy.—Ratio not specified. Term "adequate" (sec. 7224) indefinite.

Privacy.—Suitable toilet facilities. (Sec. 7224.)

Other requirements:

Responsibility.—Any employer, overseer, superintendent, foreman, or other agent of such employment who shall require or permit any female to work in any of the places mentioned. (Sec. 7225.)

Penalty.—Fined, upon conviction, not less than \$50 nor more than \$200 or imprisonment of not less than 5 nor more than 30 days, or both. (Sec. 7225.)

Administering agency.—Factory inspector under direction of commissioner of labor. (Sec. 7226.)

Compiled Statutes of Oklahoma, 1921, Vol. II, secs. 7228, 7233, 7239, pp. 2581-2583

Establishments covered.—Every factory, manufacturing establishment, or workshop, where men and women are employed. (Sec. 7233.)

"Manufacturing establishment," "factory," or "workshop" shall be construed to mean any place where goods or products are manufactured or repaired, cleaned, or sorted in whole or in part, for sale or for wages. (Sec. 7228.)

(Office buildings not covered, according to commissioner of labor.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate toilet rooms. (Sec. 7233.)

Other requirements:

Responsibility.—Any person who fails to comply. (Sec. 7239.)

Penalty.—Fined, upon conviction, not less than \$10 nor more than \$100 for each offense. (Sec. 7239.)

Administering agency.—See this section of foregoing statute.

RECOMMENDATIONS

Industrial Code Rules Relating to Lighting of Factories and Mercantile Establishments, effective July 1, 1922, and adopted by the department of labor as an inspection standard

Establishments covered.—Factories and mercantile establishments (title) working or traversed spaces in buildings or grounds and all working places during the time of use (Rule I (a)).

Sanitation.—Minimum intensity of illumination required for toilet rooms and water-closet compartments is 0.50 foot-candle. (Rule I(c).)

OREGON REGULATIONS

*Order No. 22 (secs. 5 and 10) issued September 1, 1916, by the industrial welfare commission (readopted by State welfare commission July 14, 1931⁴⁰) by virtue of the authority vested in it by sec. 4, ch. 62, Session Laws 1913, which states that the commission is "authorized and empowered to ascertain and declare, * * * the following things: * * * (b) Standards of conditions of labor for women or for minors in any occupation within the State of Oregon and what surroundings or conditions—sanitary or otherwise—are detrimental to the health or morals of women or of minors in any such occupation * * *." Oregon Code 1930, secs. 49-307, 49-310, 49-317, pp. 4061, 4062, 4064*

Establishments covered.—Any establishment where women or minors are employed. (Sec. 5, order 22.)

Except that "Where there are less than four women employed by any person, the industrial welfare commission may, upon application and showing, release such applicant" from complying with these regulations. (Sec. 10, order 22.)

Adequacy.—One for every 20 women or minors or majority fraction thereof. (Sec. 5, order 22.)

Privacy.—Separate and apart from those for men.

Suitable toilets.
(Sec. 5, order 22.)

Sanitation.—Kept in a clean and sanitary condition.

Suitable toilets.
Thoroughly ventilated and open to outside air.
(Sec. 5, order 22.)

Other requirements:

Location.—Convenient toilets. (Sec. 5, order 22.)

Responsibility.—Said commission may require all employers in the occupation affected thereby to observe and comply with such recommendations and said order. (Sec. 49-307.)

Penalty.—Upon conviction fined \$25 to \$100 or imprisonment of 10 days to 3 months, or both. (Sec. 49-317.)

Administering agency.—State welfare commission. (Sec. 49-310.)

Order No. 49, issued July 25, 1922, by industrial welfare commission, and readopted July 14, 1931, by State welfare commission, under authority quoted for foregoing regulation

Establishments covered.—Hop yard, berry field, orchard, or any packing house in which fruits, vegetables, or fish are packed, dried, or cured and where any woman or minor is employed.

Adequacy.—One for every 20 women employed.

Privacy.—Separate and apart from those for men, and except in packing houses the women's toilets must be in separate buildings from the men's toilets.

Doors to be provided with latches fastening on the inside.
Where possible a separate compartment for each seat.

Other requirements:

Responsibility.—See this section of foregoing regulation.

Penalty.—See this section of foregoing regulation.

Administering agency.—See this section of foregoing regulation.

Code Governing Industrial Lighting in Places of Employment Including Factories, Mills, Offices and Other Work Places, 1919, issued by the commissioner of labor and inspector of factories and workshops under authority of sec. 49-1208, p. 4098 of Oregon Code, Annotated. Special Edition, 1930. Ibid., sec. 49-1209, p. 4099

Establishments covered.—Places of employment including factories, mills, offices, and other work places. (Title.)

⁴⁰ In 1931 the authority, powers, and duties of the industrial welfare commission were transferred to the newly created State welfare commission. (Session Laws 1931, ch. 394.)

- Working or traversed spaces in buildings or grounds of places of employment during the time of use. (Rule 2.)
- Sanitation.*—Artificial light with a minimum intensity of illumination of 1 foot-candle required in toilets and water-closets unless the intensity of natural illumination is twice this amount. (Rule 4a.)
- Other requirements:*
- Responsibility.*—Any person, firm, or corporation who violates. (Sec. 49-1209.)
- Penalty.*—Failure to comply within 30 days after receiving notice of improper illumination is punishable by a fine not exceeding \$50, each day that violation continues to be considered a separate offense. (Sec. 49-1209.)
- Administering agency.*—Commissioner of labor and inspector of factories and workshops. (Sec. 49-1209.)

PENNSYLVANIA

STATUTES^a

Pennsylvania Statutes Complete to 1920, secs. 13490, 13548, pp. 1327, 1332, Session Laws 1929, Act 256, pp. 617-619

- Establishments covered.*—Every person employing or permitting females to work in any establishment. (Sec. 13548.)
- Adequacy.*—One toilet for every 25 females. (Sec. 13548.)
- Privacy.*—Toilets to be suitable, accessible, and separate for each sex. Separated from workrooms by partitions extending from floor to ceiling. Entrance screened by partitions at least 6 feet high. (Sec. 13548.)
- Sanitation.*—Kept clean, sanitary, and free from obscene writing and marking at all times. Properly lighted. Compartments to have sufficient direct outside ventilation by window or other means. (Sec. 13548.)
- Other requirements:*
- Responsibility.*—Any person who, whether by himself or for another, or through an agent, servant, or foreman, shall violate any provisions of this act, shall be subject to penalty. (Act 256, Session Laws 1929.)
- Penalty.*—Fine for first offense not less than \$25 and costs or more than \$50 and costs; upon nonpayment, imprisonment of not more than 20 days; for second and subsequent offenses, not less than \$50 and costs or more than \$200 and costs; upon nonpayment, imprisonment of not more than 60 days. If condition is not remedied within reasonable time after notification (limit set by department of labor and industry), offender is fined additionally by like penalties for each succeeding day that violation continues. (Act 256, Session Laws 1929.)
- Administering agency.*—Department of labor and industry. (Sec. 13490.)

REGULATIONS

Regulations for Industrial Sanitation, 1923 edition, adopted April 5, 1921, by the industrial board by virtue of the power vested in it by secs. 14-15, Act 267, Session Laws 1913, sec. 14 of which makes the statement that "All rooms, buildings, and places in this commonwealth where labor is employed, or shall hereafter be employed, shall be so constructed, equipped, and arranged, operated, and conducted, in all respects, as to provide reasonable and adequate protection for the life, health, safety, and morals of all persons employed therein. For the carrying into effect of this provision, and the provisions of all the laws of this commonwealth, the enforcement of which is now or shall hereafter be entrusted to or imposed upon the commissioner or department of labor and industry, the industrial board shall have power to make,

^a Pennsylvania has a plumbing code which was adopted by act of the legislature June 7, 1901, and was amended by act of May 14, 1909. It applies to cities of the second and third classes, but no State bureau or department is made responsible for enforcing it.

alter, amend, and repeal general rules and regulations necessary for applying such provisions to specific conditions, and to prescribe means, methods, and practices to carry into effect and enforce such provisions." Readopted January 6, 1926, by the department of labor and industry.⁴² Session Laws 1929, Act 450, pp. 1512-1513

Establishments covered.—Factories.

The term "industrial sanitation" shall mean and include the sanitary facilities and installations as applied to factories.

The term "factory" shall mean any room or rooms in any building (except hotels, mercantile, and office buildings) wherein work is performed. (Secs. 2 b and c, Industrial Code.)

(Laundries and restaurants not included in definition of "factory," according to director of bureau of inspection, department of labor and industry.)

Adequacy:

Number employed	Ratio	Number employed	Ratio
1 to 10	1-10	50 to 80	1-20
10 to 25	1-12½	80 to 125	1-25
25 to 50	1-16⅔		

and thereafter at the rate of 1 for every 45 or fraction thereof. (Rule 136a.) (This ratio does not supersede that specified in sec. 13548 quoted for foregoing statute.)

Privacy.—Separate and plainly designated. (Rule 135k.) Partitions separating rooms used by different sexes to extend from floor to ceiling and to have no direct connection between. (Rule 135m.) In existing shops with high ceilings rooms shall be ceiled over at height of at least 9 feet from floor. Partitions soundproof and of materials not transparent or translucent and no opening permitted. (Rule 135m.) Entrances provided with vestibule or screen (Rule 135f) and door fitted with effective self-closing device (Rule 135g).

For existing installations, toilets for different sexes having entrances within 10 feet of each other, to have stationary T or L shaped screen not less than 6 feet high and where space permits not less than 2 feet wider than door. Entrances for opposite sexes to be remote from each other. (Rule 135n.)

Hereafter, every water-closet to be installed in a compartment in a toilet room. (Rule 136b.)

Outside partitions to be of solid construction or of opaque or translucent but not transparent glass set in suitable frames extending from floor to ceiling or independently ceiled over. (Rule 135e.) Walls and ceilings of substance that can be cleaned easily. (Rule 135 i and j.)

Compartments used by females to have doors the tops of which are to be not less than 60 inches from floor and clearance between bottom of door and floor not more than 12 inches. Door to have latch, lock, or bolt. (Rule 135o.)

Sanitation.—Poster to be displayed in conspicuous place asking for cooperation of employees in keeping facilities clean and in order. (Rule 135a.) Cleaning may be done by either sex before or after usual hours of employment. (Rule 135l.) Walls to be kept free from obscene writing or marking; when found, to be removed at once by employer. (Rule 135r.)

Floor and sanitary base to height of 6 inches to be water-tight, of even surface and constructed of substance impervious to moisture. (Rule 135h.)

Every toilet room to have window opening directly to outside air, or to be artificially ventilated; skylight equivalent to window if provided with fixed or movable louvres. (Rule 140a.)

Existing toilet rooms not ventilated directly to outside air to be ventilated by artificial means. (Rule 140a.) Exhaust fans to discharge at point which will not cause offense to occupants of building nor to the neighborhood. When air shaft used for ventilating is covered by a skylight, net area of open-

⁴² By act of June 7, 1923, the department of labor and industry took over from the industrial board the authority to adopt such rules and regulations, leaving the industrial board merely an approving body. (Restated in act of Apr. 9, 1929.)

ing to be at least equal to the cross-sectional area of the air shaft. (Rule 140b.)

When adequate natural light not available, to be artificially lighted in accordance with regulations for industrial lighting issued by the department of labor and industry. (Rule 135b.)

Pan, plunger, washout, faucet, and long-hopper closets prohibited, except when frost-proof or floor-type closets are approved. (Rule 136c.) Such existing closets to be replaced by new installations if in foul or leaky condition. (Rule 136c.) Seats to have open front (except integral type) and if made of absorbent material to be covered with a varnish. (Rule 136e.) Not to be supplied with water direct from pipes unless closet provided with flushometers, volumeters, or similar devices (rule 136f); all to have flushing rim bowls (rule 136g).

Trough closets to be of smooth material impervious to moisture; cast iron, galvanized iron, sheet metal, or steel trough closets prohibited unless approved by department of labor and industry. (Rule 136h.)

Special tanks or cisterns supplying water-closets to hold not less than 6 gallons for each closet except automatic or siphon tanks to hold 5 gallons for each closet. A group of closets may be flushed from one tank but those on different floors not flushed from same tank except where flushometers, etc., are used. Water in such tanks not to be used for any other purpose. (Rule 136i.) Sufficient water to be supplied for flushing. (Rule 136j.)

Covered receptacles to be kept in toilet rooms. (Rule 135p.)

Other requirements:

Location.—Not more than one floor above or below regular place of work except where sufficient number of elevators are provided. (Rule 135c.) Shall not communicate with any room in which food products are handled. (Rule 135d.)

Responsibility.—The owner or lessor of every building occupied by more than one tenant shall keep the entire building well drained and the plumbing thereof in a clean and sanitary condition and shall keep all parts and places used in common in a clean, sanitary, and safe condition and shall keep such parts thereof properly lighted when said buildings are in use. (Rule 133a.)

Penalty.—Fine of not more than \$100 and costs; upon nonpayment, imprisonment not to exceed one month. (Act 450, Session Laws 1929.)

Administering agency.—See this section of foregoing statute.

Regulations Affecting Employment of Women, 1928, approved by industrial board. Rule W-1, approved July 5, 1917, and revised March 24, 1925, under authority quoted for foregoing regulation

Establishments covered.—Mercantile establishments.

Adequacy.—Ratio not specified in any way.

Privacy.—When more than 15 women are employed, employees to have toilets in addition to those used by the public. (Rule W-1.)

Other requirements.—Penalty.—See this section of foregoing regulation.

Administering agency.—See this section of foregoing statute.

Regulations for Industrial Lighting (1930 edition) adopted by the department of labor and industry in accordance with the recommendations of the industrial board⁴³ under authority quoted for foregoing regulation

Establishments covered.—Every establishment. (Sec. 1 of regulations.)

Working or traversed spaces in buildings or grounds and all working places in establishments or premises thereof during time of use. (Rule 1 (a).)

Sanitation.—Minimum intensity of illumination required for toilet rooms is 1 foot-candle. (Rule 5.)

Other requirements:

Responsibility.—Every person who violates any provision of this act. (Sec. 13497.)

Penalty.—See this section of foregoing regulation.

Administering agency.—See this section of foregoing statute.

⁴³ By act of June 7, 1923, the department of labor and industry took over from the industrial board the authority to adopt such rules and regulations, leaving the industrial board merely an approving body. (Restated in act of Apr. 9, 1929.)

RHODE ISLAND

STATUTES

General Laws of Rhode Island, Revision of 1923, ch. 85, secs. 1111, 1116, 1120, pp. 383-387

Establishments covered.—The owner of any building situated in a city or town having a public water service and on or adjacent to any highway, street, road, or other way in which is laid a public main, and in which said building is located one or more factory, manufacturing, or mercantile establishments, shall equip each establishment according to ratio specified. (Sec. 1116.)

Adequacy.—One for every 25, when not more than that number employed; 1 for every 40 employees or fraction thereof exceeding one-half, when more than 25 are employed. (Sec. 1116.)

Privacy.—Separate and separately located for each sex, with separate entrances, properly designated, and so built as to insure privacy. (Sec. 1116.)

Sanitation.—Effectively trapped and ventilated. (Sec. 1116.)

Other requirements:

Responsibility.—Any person or corporation who violates any of the provisions of this chapter, or who suffers or permits any child or woman to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor. (Sec. 1120.)

Penalty.—Fine of not more than \$500. (Sec. 1120.)

Administering agency.—Factory inspection department. (Sec. 1111.) (Board of health in a general way has jurisdiction, according to chief factory inspector.)

General Laws of Rhode Island, Revision of 1923, ch. 85, secs. 1111, 1116, 1120, pp. 383-387

Establishments covered.—All other places where women and children are employed. (Sec. 1116.)

(Applies to restaurants and office buildings, according to chief factory inspector.)

Adequacy.—No ratio given, but must meet the requirements of health and propriety according to judgment of inspectors. (Sec. 1116.)

Privacy.—Must meet the demands of propriety according to the judgment of inspectors. (Sec. 1116.)

Sanitation.—Must meet the demands of health according to the judgment of inspectors. (Sec. 1116.)

Other requirements:

Responsibility.—See this section of foregoing statute.

Penalty.—See this section of foregoing statute.

Administering agency.—See this section of foregoing statute.

SOUTH CAROLINA

STATUTES

Code of Laws of South Carolina 1922, Vol. II, sec. 420, p. 136, and Vol. III, secs. 947, 950, p. 344

Establishments covered.—Every factory, mercantile, or other establishment or office where two or more males and two or more females are employed together. (Sec. 947.)

Adequacy.—Ratio not specified. Term "sufficient number" (sec. 947) indefinite.

Privacy.—Separate water-closets, earth closets, or privies for the use of each sex and plainly designated. (Sec. 947.)

Sanitation.—Kept clean and free from disagreeable odors. (Sec. 947.)

Other requirements:

Responsibility.—Whoever violates. (Sec. 420.)

Penalty.—Fined not less than \$10 nor more than \$30. (Sec. 420.)

Administering agency.—Commissioner of agriculture, commerce, and industries through inspectors. (Sec. 950.)

SOUTH DAKOTA

STATUTES

South Dakota Revised Code, 1919, vol. 2, secs. 10019, 10021, pp. 2603-2604

Establishments covered.—Every factory, mill, or workshop where women, girls, or children are employed. (Sec. 10019.)

(Mercantile establishments, restaurants, and office buildings not covered according to industrial commissioner.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate for the sexes.

Sanitation.—Properly ventilated.⁴⁴

Kept in a sanitary condition and free from effluvia arising from any sewers.⁴⁴ (Sec. 10019.)

Other requirements:

Responsibility.—Every person violating the provisions of this chapter shall be deemed guilty of a misdemeanor. (Sec. 10021.)

Penalty.—Upon conviction fined not less than \$10 nor more than \$100 or not more than 30 days in jail or both. (Sec. 10021.)

Administering agency.—State's attorney on complaint, according to correspondence.

TENNESSEE

STATUTES

Thompson's Shannon's Code, 1918, secs. 4342a-27 to 4342a-29, p. 1858; Session Laws 1923, ch. 7, secs. 55 (2), 55 (6), 55 (7), 56 (2), pp. 35, 36

Establishments covered.—Any manufacturing or mercantile business or establishment where females are employed. (Sec. 4342a-27.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate privies or water-closets for such female help. (Sec. 4342a-27.)

No male person shall enter such separate privies or water-closets except for the purpose of repairing or cleaning the same. (Sec. 4342a-28.)

Other requirements:

Responsibility.—All persons hiring or employing female help. (Sec. 4342a-27.)

Penalty.—Violation is a misdemeanor punishable by a fine of not less than \$2 nor more than \$10. (Sec. 4342a-29.)

Administering agency.—Department of labor, division of factory inspection. (Secs. 55 (2), 55 (6), 55 (7), 56 (2).)

RECOMMENDATIONS

For Toilets, Washrooms, and Foundry Bath, secs. I to XVI. (Standards adopted by the division of factory inspection of the department of labor for the use of inspectors in inspecting sanitary conditions in manufacturing and mercantile establishments)

Establishments covered.—Manufacturing and mercantile establishments.

Adequacy.—One to every 12 persons or fraction thereof.

Requirements.—All requirements are identical with those of Massachusetts given in detail on page 54.

⁴⁴ These requirements pertain not only to the toilet rooms in an establishment but to all other parts as well. The only requirement specially pertaining to toilets, therefore, is that they be separate for the sexes.

TEXAS

STATUTES

Complete Texas Statutes, 1928, arts. 5177, 5179, pp. 634, 635

Establishments covered.—Every factory, mill, workshop, mercantile establishment, laundry, or other establishment. (Art 5177.)

Adequacy.—One to every 25 male persons.

One to every 20 female persons.
(Art. 5177.)

Privacy.—Separate and apart for the use of each sex.

Constructed in approved manner and properly inclosed.
(Art. 5177.)

Sanitation.—Kept in a clean and sanitary condition and effectively disinfected.
Effectively ventilated.

At all times properly lighted.
(Art. 5177.)

Other requirements:

Responsibility.—Owner, manager, superintendent, or other person in control or management of such place or establishment. (Art. 5179.)

Penalty.—Commissioner has power to close establishment until condition has been corrected in case employer has failed or refused to comply with formal written order for correction of condition complained of. (Art. 5179.)

Administering agency.—Commissioner of labor statistics. (Art. 5179.)

UTAH

No regulation.

VERMONT

STATUTES

General Laws of Vermont, 1917, ch. 269, secs. 6298, 6300, 6303, 6306, pp. 1083-1085

Establishments covered.—Food establishments. (Sec. 6300.)

Adequacy.—Ratio not specified. Term "adequate" (sec. 6300) indefinite.

Sanitation.—Proper, suitable toilets, constructed, maintained, and operated in a clean, sanitary, and healthful manner. (Sec. 6300.)

Other requirements:

Responsibility.—Any person who violates. (Sec. 6306.)

The word "person" shall extend and be applied to a person, partnership, association, company, or corporation. (Sec. 6298.)

Penalty.—Fined for first offense not more than \$300; subsequent offenses not more than \$500. (Sec. 6306.)

Administering agency.—State board of health. (Sec. 6303.)⁴⁶

VIRGINIA

STATUTES

The Code of Virginia, as amended to adjournment of General Assembly 1930, together with all other general acts in force July 1, 1930, secs. 585 (80), 1799, 1822, 1823, 1826, 1827, pp. 139, 399, 406, 407

Establishments covered.—Every establishment in which five or more persons are employed, and every factory, workshop, mercantile establishment, or

⁴⁶ Sec. 5847, p. 1003, ch. 243, General Laws, 1917, states that the commissioner of industries has power to enter any "factory, mill, workshop, private works or State institution which has shops or factories" for the purpose of "Examining into the . . . sanitary conditions in and around such buildings . . ." Commissioner of industries states, "Inspector has instructions to see that toilets are in reasonably good order and conditions decent."

other establishment, or office, in which two or more children, under 18 years of age, or women, are employed. (Sec. 1822.)

Buildings used exclusively for offices excepted if there are separate toilets within convenient access within the building where offices are located. (Sec. 1822.) Also, the commissioner is permitted to use his discretionary power of enforcing this section in stores and office buildings in towns and cities of 5,000 or less population. (Sec. 1826.)

Adequacy.—Ratio not specified. Term "sufficient number" (sec. 1822) indefinite.

Privacy.—Whenever one or more males and one or more females are employed together, a sufficient number of separate water-closets to be provided; plainly designated.

Partitions between toilets used by different sexes to extend from floor to ceiling; rooms in which toilets for males and females are installed after July 1, 1922, to have separate entrance for each sex. (Sec. 1822.)

Sanitation.—Clean and free from effluvia, etc. (Sec. 1822.)

Other requirements:

Location.—Reasonable access. (Sec. 1822.)

Responsibility.—The owner, lessee, or occupant of any premises which are used as described in the preceding section shall make the changes necessary to conform thereto. (Sec. 1823.)

Penalty.—Upon conviction, fined not less than \$5 nor more than \$25, each day to constitute a separate offense. (Sec. 1827.)

Administering agency.—Commissioner of labor in the department of labor and industry. (Secs. 585 (80) and 1799.)

WASHINGTON REGULATIONS

*Order No. 23 adopted by the industrial welfare committee⁴⁶ August 5, 1921, under authority vested in it by ch. 174, Session Laws 1913, sec. 3 of which states that it "shall establish such standards of * * * conditions of labor for women and minors employed within the state of Washington, as shall be held hereunder to be reasonable and not detrimental to health and morals, -o- o- o-." Compiled Statutes, 1922, Vol. III, sec. 7636, p. 1801*

Establishments covered.—Public housekeeping industry where any female over the age of 18 years is employed.

Note.—Orders covering other industries—laundry, dry cleaning, or dye works; telephone or telegraph, etc.; mercantile; and manufacturing—carry regulations on toilets. The regulations were not included in the statement furnished by the department in response to the bureau's questionnaire.

The term "public housekeeping" shall include the work of: linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except where a commercial laundry is operated), and any other occupation which would properly be classified under public housekeeping. The establishments shall include hotels, rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other which may be properly classified under this industry. (Order No. 23.)

Adequacy.—Ratio not specified in any way.

Privacy.—Separate toilets for each sex. (Order No. 23.)

Other requirements:

Responsibility.—Any person employing a woman or minor for whom standard conditions of labor have been specified under conditions of labor prohibited by the order of the commission shall be deemed guilty of a misdemeanor. (Sec. 7636.)

Penalty.—Upon conviction, fined not less than \$25 nor more than \$100. (Sec. 7636.)

Administering agency.—Department of labor and industries.⁴⁷

⁴⁶The industrial welfare committee was created in 1921 (Session Laws 1921, ch. 7, sec. 82) superseding the industrial welfare commission. It took over the powers and duties of the commission which are stated in ch. 174, Session Laws 1913.

⁴⁷By act of Feb. 9, 1921, the department of labor and industries was created, superseding the bureau of labor which had been the enforcing body. (Secs. 7586 and 10838, Compiled Statutes, 1922, Vol. III.)

*Safety Standards (Revision of January 1, 1924) issued by the division of safety of the department of labor and industries*⁴⁸ *under authority of workmen's compensation law—Remington Compiled Statutes, 1922, secs. 7675, 7730, 7734, 7774; Session Laws, 1923, ch. 136, sec. 14*

Establishments covered.—Where the place of work or the nature of the operation causes a hazard to exist due to insufficient illumination. (Standard 14.)

Sanitation.—Minimum intensity of artificial illumination required for toilet rooms is 0.50 foot-candle (standard 16); natural lighting available with intensity equal to at least twice that provided for artificial lighting (standard 17).

Other requirements—Penalty.—Fine of not more than \$1,000. (Session Laws 1923, ch. 136, sec. 14.)

Administering agency.—Department of labor and industries, division of safety.⁴⁹

WEST VIRGINIA

STATUTES

Barnes' West Virginia Code, 1923, ch. 15H, secs. 6, 66, 67c, pp. 211, 242, 243

Establishments covered.—Every factory, mercantile establishment, mill, or workshop. (Sec. 66.)

(Applies to all places of employment including restaurants and office buildings.)

Adequacy.—Ratio not specified. Term "sufficient" (sec. 66) indefinite.

Privacy.—Separate for each sex and plainly marked.

Constructed in an approved manner and properly inclosed.

(Sec. 66.)

Sanitation.—Kept in clean and sanitary condition.

Constructed in approved manner.

Direct ventilation with outside air when practicable; otherwise placed in an inclosure and properly and effectively disinfected and separately ventilated.

Properly lighted by artificial light except when influx of natural light makes this unnecessary.

(Sec. 66.)

Other requirements:

Responsibility.—Any person, firm, or corporation, or any agent, manager, or superintendent of any person, firm, or corporation who shall violate any of the provisions of this act or who omits or fails to comply with any of such provisions of this act, or who disregards any notice of the commissioner of labor or State factory inspector when said notice is given, in accordance with the provisions of this act shall be guilty of a misdemeanor. (Sec. 67c.)

Penalty.—Fine for first offense not less than \$10 nor more than \$50. Upon conviction of subsequent offenses not less than \$25 nor more than \$200. (Sec. 67c.)

Administering agency.—Commissioner of labor. (Sec. 6.)

WISCONSIN

REGULATIONS

*General Orders on Sanitation. (Reprinted September, 1927.) Adopted by the Industrial Commission of Wisconsin,*⁴⁸ *by virtue of the authority vested in it by sec. 101.10, Statutes of Wisconsin, 1925, which states that "It shall also be the duty of the industrial commission, and it shall have power, jurisdiction, and authority: * * * (4) to ascertain and fix such rea-*

⁴⁸The division of safety of the department of labor and industries was created in 1921 (Acts of 1921, ch. 7, sec. 80), superseding the State safety board. It took over the powers and duties of this board and the enforcing powers of the commissioner of labor which are stated in ch. 130, Acts of 1919.

⁴⁹These orders have also been adopted by the State board of health.

sonable standards and to prescribe, modify, and enforce such reasonable orders for the adoption of safety devices, safeguards, and other means or methods of protection to be as nearly uniform as possible, as may be necessary to carry out all laws and lawful orders relative to the protection of the life, health, safety, and welfare of employees in employments and places of employment or frequenters of places of employment." *Statutes of Wisconsin, 1925, Vol. I, secs. 101.01 (1), 101.10 (2), 101.28, pp. 1104, 1106, 1107, 1111; Session Laws 1931, ch. 431, sec. 145.02 (2), p. 734*

Establishments covered.—All places of employment. (Orders 2200 and 5250.)

"Places of employment" defined as every place, whether indoors or out or underground and the premises appurtenant thereto, where either temporarily or permanently any industry, trade, or business is carried on, or where any process or operation, directly or indirectly related to any industry, trade, or business is carried on, and where any person is directly or indirectly employed by another for direct or indirect gain or profit, but shall not include any place where persons are employed in private domestic service or agricultural pursuits which do not involve the use of mechanical power. (Sec. 101.01 (1).)

Adequacy.—One toilet for every 20 persons or fraction thereof, of either sex. (Order 2203.)

Privacy:

All installations.—Separate⁸⁰ and plainly designated; entrances to toilet rooms for the sexes to be properly separated by screens or otherwise and wherever possible to be at least 20 feet apart. (Orders 2201, 2202, 5251, and 5252.)

Completely inclosed and so arranged as to insure privacy. (Orders 2200 and 5250.)

New installations.—Partitions separating accommodations for two sexes not to be of wood but as nearly soundproof as possible. (Order 5258.)

Fixtures separated by partitions; space of 6 to 12 inches between floor and bottom of partition; top of partition 5½ to 6 feet above floor. Doors, same space below and 5½ feet high.

Compartments not less than 30 inches wide and deep enough to permit door to swing past fixture. Doors to open inward and it is recommended that they be provided with spring to make them remain open when vacant and need to be latched when occupied.

(Order 5259.)

Existing installations.—Fixtures to be separated by partitions at least 5 feet high. (Order 2210.)

Sanitation:

All installations.—Walls, floors, ceiling, and fixtures kept clean, efficient, and in good repair; obstructions removed at once. (Orders 2204 and 5264.) Obscene writing and marking to be removed. (Orders 2205 and 5265.)

When adequate natural light not available so that all parts of room are easily visible, adequate artificial light to be provided. (Orders 2208 and 5255.)

New installations.⁸¹—At least 10 square feet floor area and 100 cubic feet air space for each fixture. (Order 5256.)

Walls and ceilings to be completely covered with smooth cement or gypsum plaster, glazed brick or tile, galvanized or enameled metal, or other smooth, nonabsorbent material; if wood is used, it must be covered with two coats of body paint and one coat of enamel or spar varnish; walls and partitions of light color. (Order 5258.)

Same material in partitions and doors as for walls and ceilings. (Order 5259.)

Floors and base of toilet rooms to be of material which does not readily absorb moisture and which can be easily cleaned; other than wood except that wood may be used if approved in writing by industrial

⁸⁰ Exceptions may be made of establishments employing five persons or less if approved in writing by the industrial commission or the State board of health. In this case, the door to the toilet room is to be kept locked and the key kept in a place accessible to all such persons. (Orders 2201 and 5251.)

⁸¹ Since Sept. 15, 1914.

commission or board of health in existing buildings where wood floors are in good condition and room used by not more than five persons and if room has outside window or skylight. (Order 5257.)

Toilet rooms to open to outside air directly upon street, alley, or court or to a vent shaft except under certain conditions. Vent shafts to have area of at least 1 square foot for each fixture adjacent to it; least dimension of shaft, if one story high, not less than 3 feet and 1 foot additional for each additional story. Glass area for each room containing one closet or urinal to be at least 4 square feet with 2 square feet additional for each additional fixture. A room that contains more than three fixtures must in addition to windows required have a vent flue that meets certain specifications. (Order 5253.) When it is not possible to have windows opening to outside air, such rooms are permitted but only under very definite limitations specified at length. (Order 5254.)

Fixtures properly protected against frost either by suitable insulating covering or by providing suitable heating apparatus or in some other approved manner so that fixtures will be in proper condition for use at all times. (Order 5261.)

Individual closet of porcelain or vitreous chinaware; seats of wood or other non-heat-absorbing material finished with varnish or other substance impervious to moisture. (Order 5260.)

Existing installations.—Walls must not be covered with paper. If of wood, to be covered with a nonabsorbent paint. (Order 2206.)

Toilet rooms not adequately ventilated by outside window or skylight to have vent flue of certain specifications; provides for fan if necessary for proper ventilation. (Order 2207.)

Provided with flushing appliance as effective in its operation as type of closet requires. (Order 2209.)

Other requirements:

Location.—In all installations, if possible, should be placed on each occupied floor, especially in factories. (Orders 2200 and 5250—note.)

Miscellaneous.—In all installations toilet paper of material that will not obstruct fixtures to be provided. (Orders 2204 and 5264.)

Responsibility.—Any employer, employee, owner, or other person. (Sec. 101.28.)

Penalty.—Not less than \$10 nor more than \$100 for each offense. (Sec. 101.28.) Each day's violation to constitute a separate offense. (Sec. 101.18.)

Administering agency.—Industrial commission (sec. 101.10 (2)) through safety and sanitation department according to building engineer. State board of health. (Sec. 145.02 (2), ch. 431, Session Laws 1931.) State, county, and municipal officers must, on request of commission, enforce all lawful orders in their respective departments so far as consistent with their duties. (Sec. 101.28.)

*Wisconsin State Plumbing Code, rules and regulations of the Wisconsin State Board of Health governing the construction, installation, and inspection of plumbing and drainage and the licensing of plumbers, fifth edition, 1925. Code first adopted by the State board of health, April 6, 1914, under authority of sec. 959-55a (2), ch. 731, Session Laws 1913. The act was reenacted in 1931, sec. 145.02 (2), ch. 431, Session Laws 1931 stating that: "The board shall have general supervision of all plumbing and shall * * * prescribe, and publish and enforce minimum, reasonable standards therefor which shall be uniform as far as practicable." Statutes of Wisconsin 1931, secs. 145.02 (1) and (2), 145.12 (2), pp. 1406, 1409.*

Establishments covered.—All buildings in this State. (Sec. 145.02 (1).)

Adequacy.—Ratio not specified in any way.

Sanitation.—All toilet rooms shall have at least one outside window or be provided with local vent pipes or air shafts so as to insure four changes of air per hour. Vents and shafts shall not be connected with the plumbing system and must provide adequate ventilation. (Sec. 54 (a) of Plumbing Code.)

All water-closets to be made of porcelain or vitreous chinaware. The bowl and trap must be made of combined pattern in one piece. Shall hold sufficient water and be of such shape and form that no waste will collect on the surface

of the bowl. Equipped with adequate flushing rims. (Sec. 51 (a) of Plumbing Code.) Installed or set free and open from all inclosing work. (Sec. 51 (c) of Plumbing Code.) Flush tanks or flushometer valves to have flushing capacity of not less than 3 gallons for water-closets. (Sec. 54 (c) of Plumbing Code.)

In addition the plumbing code contains very complete and detailed requirements pertaining to the method of installing pipes and fixtures, sizes of pipe and drain, quality and weight of material, etc.

Other requirements:

Responsibility.—Any person who fails to obey a lawful order of the board. (Sec. 145.12 (2).)

Penalty.—Punished by imprisonment in county jail not more than three months or by fine not exceeding \$100. (Sec. 145.12 (2).)

Administering agency.—State board of health. (Sec. 145.02 (2).)

Industrial Lighting Code for Factories, Mills, Offices, and Other Work Places, third edition, revised, 1921, issued by the industrial commission under authority quoted for foregoing regulations of industrial commission

Establishments covered.—All factories, mills, offices and other work places. (Order 2100.)

Working or traversed spaces in building or grounds of places of employment during the time of use. (Order 2110.)

Sanitation.—Artificial light with an intensity of illumination of 0.5 foot-candle to be provided in toilets when the natural light is less than twice this amount. (Order 2112.)

Other requirements:

Responsibility.—See this section of foregoing regulations of industrial commission.

Penalty.—See this section of foregoing regulations of industrial commission.

Administering agency.—Industrial commission, safety and sanitation department.

WYOMING

No regulation.

APPENDIX A.—LIST OF LABOR AND HEALTH AUTHORITIES CONTRIBUTING INFORMATION IN THE VARIOUS STATES

- Alabama:* Child welfare department; board of health.
Arizona: Industrial commission; board of health.
Arkansas: Bureau of labor and statistics; board of health.
California: Department of industrial relations (divisions of labor statistics and law enforcement, housing and sanitation, and industrial welfare); department of public health.
Colorado: Bureau of labor statistics; board of health.
Connecticut: Department of labor and factory inspection; department of health.
Delaware: Labor commission (women's labor division); board of health.
District of Columbia: Engineer department (plumbing inspection division).
Florida: Department of labor.
Georgia: Department of commerce and labor; board of health.
Idaho: Industrial accident board.
Illinois: Department of labor (industrial commission and division of factory inspection); department of public health.
Indiana: Industrial board (department of women and children); board of health (division of housing and industrial hygiene).
Iowa: Bureau of labor; board of health.
Kansas: Commission of labor and industry.
Kentucky: Department of agriculture, labor, and statistics; board of health.
Louisiana: Bureau of labor and industrial statistics; bureau of health.
Maine: Department of labor and industry; department of health.
Maryland: Office of commissioner of labor and statistics; department of health.
Massachusetts: Department of labor and industries (division of industrial safety); public health council.
Michigan: Department of labor and industry; department of health.
Minnesota: Industrial commission (division of women and children).
Mississippi: Bureau of industrial hygiene and factory inspection; board of health.
Missouri: Department of labor and industrial inspection.
Montana: Department of agriculture, labor, and industry; department of public health.
Nebraska: Department of labor.
Nevada: Office of labor commissioner.
New Hampshire: Bureau of labor; board of health.
New Jersey: Department of labor; department of health.
New Mexico: Bureau of public health.
New York: Department of labor (industrial board and division of inspection).
North Carolina: Department of labor and printing, child welfare commission (later the division of standards and inspections); board of health.
North Dakota: Department of agriculture and labor; department of health.
Ohio: Department of industrial relations (division of factory and building inspection).
Oklahoma: Department of labor; department of public health.
Oregon: Bureau of labor; industrial (later, State) welfare commission.
Pennsylvania: Department of labor and industry (bureau of inspection, section women and children); department of health.
Rhode Island: Office of factory inspectors; public health commission.
South Carolina: Department of agriculture, commerce, and industries; health officer.
South Dakota: Office of industrial commissioner; board of health.
Tennessee: Department of labor (division of factory inspection); department of public health.

LIST OF STATE AUTHORITIES

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Texas: Bureau of labor statistics; board of health.

Utah: Industrial commission; board of health.

Vermont: Office of commissioner of industries; department of public health.

Virginia: Department of labor and industry (division of women and children).

Washington: Department of labor and industries (division of industrial relations).

West Virginia: Bureau of labor; department of health.

Wisconsin: Industrial commission (safety and sanitation department); board of health (bureau of plumbing and domestic sanitary engineering).

Wyoming: Department of labor and statistics.

APPENDIX B.—FORM OF INQUIRY SENT TO STATES

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Study of State Laws, Regulations, and Standards Regarding Facilities for
Comfort and Health of Employees in Manufacturing and Mercantile Estab-
lishments and Other Places of Employment

State: -----

[Whenever possible, please answer questions by Yes or No]

QUESTIONS IN RE STATE LAWS, REGULATIONS, RULES, OR ORDERS GOVERNING THE
INSTALLATION OF TOILET FACILITIES IN PLACES OF EMPLOYMENT

- 1. Has your State any law or section of law pertaining to the installation or maintenance of toilet facilities in places of employment? -----
If so, please give reference to statute. -----
- 2. Has the ----- department jurisdiction or duties pertaining to the installation or maintenance of toilet facilities in places of employment?

(a) If so, is this restricted to enforcement? -----
(b) Or has the department power to issue orders or regulations?

If so, has it issued any such regulations? -----
- 3. Has any other department jurisdiction or duties pertaining to the installation or maintenance of toilet facilities in places of employment? -----
(a) State board of health? -----
If so, has it issued any regulations? -----
(b) Any other department? -----
If so, has it issued any regulations? -----

Information furnished by—

Name -----
Title -----
Date of reply -----

[The franked envelope inclosed for your reply requires no postage]

PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins still available will be sent free of charge upon request]

- *No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- *No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Fourth ed., 1923.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- *No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919) 4 pp. 1920.
- *No. 8. Women in the Government Service. 37 pp. 1920.
- *No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- *No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1921.
- *No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- *No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- *No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 98.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 6 pp. Revised, 1931.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- *No. 20. Negro Women in Industry. 65 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- *No. 22. Women in Georgia Industries. 89 pp. 1922.
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. (See Bulletin 98.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.

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- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
- No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- *No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. (See Bulletin 98.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- *No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
- No. 66-I. History of Labor Legislation for Women in Three States. 136 pp. 1929.
- No. 66-II. Chronological Development of Labor Legislation for Women in the United States. Revised, December, 1931. 176 pp. 1932.
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929.
- No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929.
- No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.
- No. 74. The Immigrant Woman and Her Job. 179 pp. 1930.
- No. 75. What the Wage-Earning Woman Contributes to Family Support. 21 pp. 1929.
- No. 76. Women in 5-and-10-cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930.
- No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs. 11 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930.
- No. 79. Industrial Home Work. 20 pp. 1930.
- No. 80. Women in Florida Industries. 115 pp. 1930.
- No. 81. Industrial Accidents to Men and Women. 48 pp. 1930.
- No. 82. The Employment of Women in the Pineapple Canneries of Hawaii. 30 pp. 1930.
- No. 83. Fluctuation of Employment in the Radio Industry. 66 pp. 1931.
- No. 84. Fact Finding with the Women's Bureau. 37 pp. 1931.
- No. 85. Wages of Women in 13 States. 213 pp. 1931.
- No. 86. Activities of the Women's Bureau of the United States. 15 pp. 1931.

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- No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 28 pp. 1931.
- No. 88. The Employment of Women in Slaughtering and Meat Packing. 211 pp. 1932.
- No. 89. The Industrial Experience of Women Workers at the Summer Schools, 1928 to 1930. 62 pp. 1931.
- No. 90. Oregon Legislation for Women in Industry. 40 pp. 1931.
- No. 91. Women in Industry. A Series of Papers to Aid Study Groups. 79 pp. 1931.
- No. 92. Wage-Earning Women and the Industrial Conditions of 1930—A Survey of South Bend. 84 pp. 1932.
- No. 93. Household Employment in Philadelphia. 88 pp. 1932.
- No. 94. State Requirements for Industrial Lighting. A Handbook for the Protection of Women Workers, Showing Lighting Standards and Practices. 65 pp. 1932.
- No. 95. Bookkeepers, Stenographers, and Office Clerks in Ohio, 1914 to 1929. 34 pp. 1932.
- No. 96. Women Office Workers in Philadelphia. 17 pp. 1932.
- No. 97. The Employment of Women in the Sewing Trades of Connecticut—Preliminary Report. 13 pp. 1932.
- No. 98. Labor Laws for Women in the States and Territories. (Revision of Bulletin 63.) 70 pp. 1931.
- No. 99. The Installation and Maintenance of Toilet Facilities in Places of Employment. 89 pp. 1932.
- No. 100. The Effects on Women of Changing Conditions in the Cigar and Cigarette Industries. 187 pp. 1932.
- No. 101. The Employment of Women in Vitreous Enameling. 64 pp. 1932.
- Pamphlet—Women's Place in Industry in 10 Southern States. 14 pp. 1931.
- Annual Reports of the Director, 1919,* 1920,* 1921,* 1922, 1923, 1924,* 1925, 1926, 1927,* 1928,* 1929.* 1930.* 1931, and 1932.

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