

U. S. DEPARTMENT OF LABOR
UNITED STATES WOMEN'S BUREAU, No. 66-II

**CHRONOLOGICAL DEVELOPMENT OF LABOR
LEGISLATION FOR WOMEN IN
THE UNITED STATES**

REVISED DECEMBER, 1931

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[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 18229]

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.

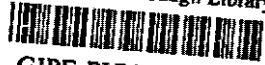
UNITED STATES DEPARTMENT OF LABOR

W. N. DOAK, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, Director

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BULLETIN OF THE WOMEN'S BUREAU, NO. 66-II

**CHRONOLOGICAL DEVELOPMENT OF LABOR
LEGISLATION FOR WOMEN IN
THE UNITED STATES**

REVISED DECEMBER, 1931

By FLORENCE P. SMITH

Originally Combined With History of Labor Legislation
for Women in Three States, by Clara M. Beyer

(See No. 66-I)

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, December 16, 1931.

SIR: I have the honor to transmit herewith a revision of Part II of Bulletin 66—Chronological Development of Labor Legislation for Women in the United States. Bound heretofore in one cover with History of Labor Legislation for Women in Three States, by Clara Mortenson Beyer, it is now to be available separately because of its present and future revisions.

The original report was prepared under the direction of Florence P. Smith, research assistant of the Women's Bureau, assisted by Ethel Erickson and Estelle S. Frankfurter, and the revision is the work of Miss Smith.

Respectfully submitted.

MARY ANDERSON, *Director.*

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

CHRONOLOGICAL DEVELOPMENT OF LABOR LEGISLATION FOR WOMEN IN THE UNITED STATES

INTRODUCTION

In Part I of this bulletin, printed separately, has been given a detailed history of labor legislation for women in three States where it is most highly developed. It has not seemed necessary to follow this plan for all the States. However, the following digest has been prepared, which presents in summarized form all the laws of this kind, past and present, in all the States, from the first hour law in the country, enacted in 1847 in New Hampshire and applying to both sexes, to the latest regulations of 1931.

The arrangement is chronological, under State name and kind of law, and an effort has been made to include all laws of certain types that affect women and not men—daily and weekly hour laws, night-work laws, laws prohibiting certain kinds of employment or regulating the conditions under which they may be performed, and laws requiring seats for women workers. Minimum-wage laws have not been included, as they are covered in detail in Bulletin 61 of the Women's Bureau. No attempt has been made to interpret the laws, the purpose being to state briefly their important provisions and the changes occurring from year to year. Nor has systematic study been made of court decisions affecting the application of these laws.

All orders of industrial welfare commissions or boards that have the force of law are included, as well as the laws enacted by the State legislatures, and the side heads give the legal references and the dates on which the laws and orders became effective.

ALABAMA

HOOR LAWS

1887
Manufacturing.

Session laws 1886-87, Act 48. Feb. 28, 1887

In 1887 a law was passed by the Alabama Legislature that provided a daily limit of eight hours for women working in any mechanical or manufacturing business. Any employer who compelled longer hours was subject to a fine of \$5 to \$50. This law was repealed December 5, 1894, and since that time there has been no legal regulation of women's hours in Alabama.

PROHIBITORY OR REGULATORY LAWS

1893
Mines.

Session laws 1892-93, Act 260, secs. 14, 21. Feb. 16, 1893

An act passed in 1893 prohibits the employment of women in or about any mine in the State and imposes for violation, which is a misdemeanor, a fine of \$10 to \$200.

SEATING LAWS

1889
Mercantile.

Session laws 1888-89, Act 98. Feb. 28, 1889

A law of 1889 made it unlawful to employ a woman clerk in a store without providing proper accommodations for "sitting down and resting" and permitting the worker to be seated when not otherwise employed. Violation of these provisions constituted a misdemeanor punishable by a fine of not less than \$10 for each offense.

1907
Mercantile.

Code 1907, sec. 6857. July 27, 1907¹

Revision 18 years later increased the penalty for violation of the seating law to a fine of \$50 to \$500.

¹ Date of adoption.

ARIZONA

HOOR LAWS

1913
Mercantile, etc.

Session laws 1913, 33 special session, ch. 70. July 26, 1913

The first hour law for women in Arizona was enacted in 1913. It limited hours in any mercantile establishment, confectionery store, bakery, laundry, hotel, restaurant, or telephone or telegraph office or exchange to 56 a week and 8 a day within a period of 12 hours. There were a number of exceptions to this general provision. Telegraph and telephone establishments where not more than 3 women were at work were entirely exempted from the law, as were nurses, and in mercantile establishments, confectionery stores, or bakeries where women were employed for only 6 days a week, 10 hours within a 12-hour period might be worked in 1 day. The provision for a 12-hour period did not apply to railroad restaurants or eating houses located upon railroad rights of way and operated by or under contract with any railroad company.

An allowance of one hour for lunch also was stipulated in the law. Posting of hour schedules was required.

Violation of this act constituted a misdemeanor punishable by a fine of not less than \$25 or imprisonment for not less than 30 days, or both.

1927
Manufacturing, mercantile, etc.

Session laws 1927, ch. 44. July 19, 1927

In 1927 an amended hour law reduced the weekly hours and extended the coverage to practically all gainfully employed women. This act specifies that no woman in any manufacturing or mercantile establishment, confectionery store, bakery, laundry, place of amusement, hotel, restaurant, telephone or telegraph office or exchange, or other establishment shall work more than 8 hours within a period of 13 hours, or 48 hours, 6 days, a week. This adds manufacturing to the groups covered in the earlier law, and also places of amusement and "other establishments." The spread of hours is extended from 12 to 13, but weekly hours are reduced from 56 to 48 and the 6-day week is added. Adult women employed for 6 hours a day or less in any given week may work 7 days in the same week.

To the exemptions of the 1913 law were added in 1927 domestic work and the harvesting, curing, canning, or drying of any variety of perishable fruits or vegetables during the period necessary to save the products from spoiling.

There is no mention in this law of a time allowance for meals. The posting and penalty provisions of 1913 are unchanged.

1931
Manufacturing, mercantile, etc.

Session laws 1931, ch. 14. Feb. 24, 1931

An amendment in 1931 adds railroad yard offices in which not more than three women are employed to the occupations exempted.

Other changes are in wording only, the law now stating that it applies to women in any labor with the specified exemptions.

PROHIBITORY OR REGULATORY LAWS

1912
Mines, quarries, etc.

Session laws 1912, ch. 32, secs. 20, 25. Aug. 17, 1912

An act of 1912 prohibits women from employment in or about any mine, quarry, or coal breaker. Under the law it became the duty of the factory and other duly authorized inspectors to make complaints of and to prosecute offenses.

1928
Mines, quarries, etc.

Revised code 1928, sec. 1330. July 1, 1928

The revised code of 1928 provides that noncompliance with this law is a misdemeanor, punishable by a fine of \$10 to \$50.

SEATING LAWS

1912
Manufacturing, mercantile, etc.

Session laws 1912, ch. 32, secs. 6, 25. Aug. 17, 1912

Legislation of 1912 provides that women shall not be employed at work where they are compelled to stand constantly. The law covers any mill, factory, workshop, mercantile establishment, tenement house, manufactory or workshop, store, business office, telegraph or telephone office, restaurant, bakery, barber shop, apartment house, bootblack stand or parlor, or the distribution or transportation of merchandise or messages. In such places of employment suitable seats, chairs, or benches must be provided, at least two chairs to every three women, so placed as to be accessible, and their use must be permitted when the women are not necessarily engaged in the active duties for which they are employed. Failure to provide the required seats is punishable by a fine of \$10 to \$50.

ARKANSAS

HOOR LAWS

1916
Manufacturing, mercantile, etc.

Session laws 1916, Act 191. Mar. 20, 1916

The Arkansas law regulating working hours of women was enacted in 1915. It limits the labor of women in any manufacturing, mechanical, or mercantile establishment, laundry, or express or transportation company to 9 hours on any one day, or 54 hours, 6 days a week. A special commission (by this act the minimum wage and maximum hour commission, but by amendment of 1921 the industrial welfare commission), after due hearings, may extend the daily limit beyond 9 hours to any industry, such as canning and candy factories, where it can be proved that irreparable injury will result from observance of the law. This overtime may be worked, however, only 90 days in a year, and only if the women employees are paid one and one-half times the regular rate.

In establishments where 3 or more females are employed there must be at least a $\frac{3}{4}$ -hour interval after 6 hours of continuous work. However, if employment ends at 1.30 p. m. and the woman is then dismissed for the day, she may be employed for $6\frac{1}{2}$ hours continuously. At least 45 minutes must be allowed for noon luncheon. Hour schedules must be posted and time records kept.

In this act total exemption was allowed (1) cotton factories, (2) the preservation and gathering of fruits and perishable farm products, (3) where three or fewer females were employed and were working at the same time, and (4) where three or fewer employees were in the same building at the same time doing the same kind of work. The law provided further that the minimum wage and maximum hour commission, after a public hearing, might regulate the hours of women in hotels, restaurants, and telephone establishments, but the maximum of 9 hours a day was not to be exceeded.

A fine of \$25 to \$100 was provided for violation of the law, each day of noncompliance constituting a separate offense.

1919
Manufacturing, etc.

Session laws 1919, Act 265. Mar. 15, 1919

In 1919 another law relating to lunch periods was passed. This provides that in factories, manufacturing establishments, workshops, or other places where six or more men and women are employed and where it is impracticable to provide lunch rooms women shall be allowed not less than one hour for meal time, during which hour they shall be permitted to leave the establishment.

Failure to comply with these provisions after 30 days' notice is a misdemeanor punishable by a fine of from \$10 to \$100, each day of noncompliance constituting a separate offense.

1919
Telephones.

Session laws 1919, Act 275. Mar. 15, 1919

Another act of 1919 amended the hour law of 1915 to allow exemption only to cotton factories and the gathering of fruits and farm

products, and to make it no longer permissible for the minimum wage and maximum hour commission to regulate the employment of women in telephone establishments.

1919
Hotels, restaurants. *Minimum wage and maximum hour commission order. May 20, 1919*

In accordance with the power granted by the law of 1915 the Arkansas Minimum Wage and Maximum Hour Commission in 1919 issued an order limiting women's employment in any hotel or restaurant to 9 hours a day and 6 days and 54 hours a week. The penalty of the 1915 law applies and also the provisions for record keeping and posting hours.

1921
Industrial welfare
commission.

Session laws 1921, Act 146. Feb. 17, 1921

An act of 1921 again amends the act of 1915 by establishing an industrial welfare commission to act as the special commission designated in 1915.

1931
Railroads.

Session laws 1931, Act 58. Feb. 25, 1931

An amendment of 1931 provides that the hour law shall not apply to women employed by railroad companies whose hours of service are regulated by Federal laws.

PROHIBITORY OR REGULATORY LAWS

1893
Coal mines.

Session laws 1893, Act 125, secs. 7, 16. July 3, 1893

In 1893 Arkansas passed a law that prohibits women from entering a coal mine to work therein. The general mining act that included this provision was not applicable to coal mines employing fewer than 20 men under ground.

The penalty for violation of the act is a fine of not less than \$25 and each day's violation constitutes a separate offense.

1905
Coal mines.

Session laws 1905, Act 225, sec. 5. May 21, 1905

By an amendment of 1905 the law was made to apply to mines with 10 or more men employed under ground in 24 hours.

SEATING LAWS

1913
Manufacturing, mercantile, etc.

Session laws 1913, Act 235. Mar. 29, 1913

The law relating to seats for women was enacted in 1913. It covers manufacturing, mechanical, mercantile, and other establishments where girls and women are employed and requires the provision of conveniently located seats sufficient to seat comfortably the girls and women employed; and during such times as the employees are not required by their duties to be upon their feet, they shall be allowed to occupy the seats.

The penalty for violation is a fine of \$10 to \$50, each day's failure to provide seats to be considered a separate offense.

CALIFORNIA

HOOR LAWS

1911
Manufacturing, mer-
cantile, etc.

Session laws 1911, ch. 253. May 21, 1911

The first law in California regulating the hours of women was enacted in 1911. It provided for an 8-hour day and a 48-hour week in manufacturing, mechanical, or mercantile establishments, laundries, hotels, restaurants, telephone or telegraph establishments or offices, express or transportation companies. It did not apply to the harvesting, curing, canning, or drying of any variety of perishable fruit or vegetables.

The penalty provided for violation was a fine of \$50 to \$200, or imprisonment for 5 to 30 days, or both such fine and imprisonment.

Until 1925 this law was interpreted to cover women pharmacists as mercantile employees. In that year an amendment to the law regulating the hours of drug clerks was passed (session laws, 1925, ch. 394), which gave that act precedence with reference to women registered pharmacists. In pharmacy, men and women alike may work 9 hours a day and 108 hours in 2 weeks. Women employed as clerks in drug stores still come under the 8-hour law.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 352. Aug. 10, 1913

In 1913 the hour law was amended by adding to the industries already covered public lodging houses, apartment houses, hospitals, and places of amusement; by exempting graduate nurses in hospitals; and by changing the penalty clause to provide for the first offense a fine of \$25 to \$50 and for the second offense \$100 to \$250, or imprisonment for not more than 60 days, or both such fine and imprisonment.

1913
Industrial welfare
commission.

Session laws 1913, ch. 324. Aug. 10, 1913

Another law of 1913, effective the same day as the amendment to the hour law, created an industrial welfare commission empowered to issue mandatory orders fixing, besides minimum wages, standard conditions of labor for women in any occupation, trade, or industry in the State, and maximum hours of work; the hours so fixed not to exceed the maximum set by law. Every employer of women is required to post the orders of the commission applicable to his industry and to furnish any reports or information that the commission may require. The orders issued by the commission require records of work done and hours worked and each new order rescinds the preceding one for that industry.

The act provides a penalty for its violation, which is a misdemeanor, of not less than \$50, or imprisonment for not less than 30 days, or both fine and imprisonment.

Amendments to this act that were passed in 1915, 1919, 1921, and 1927 strengthen and clarify the provisions of the 1913 law. (Session laws, 1915, ch. 571; 1919, ch. 204; 1921, ch. 279; 1927, ch. 248.)

1916
Fruit and vegetable
canning.

Industrial welfare commission order No. 1. Apr. 14, 1916

The first order of the industrial welfare commission was issued in 1916 and applied to the fruit and vegetable canning industry. Except in cases of emergency it provided for adult women a 10-hour day and a 60-hour week. Emergency work, defined as work in excess of 10 hours a day or 6 days a week, was not allowed to exceed 12 hours a week, and was to be paid for at not less than one and one-quarter times the minimum time or piece rate. Occupations coming under the provisions of chapter 352 of the session laws of 1913 were exempt from these provisions.

1916
Fruit and vegetable
canning.

Industrial welfare commission order No. 2. Apr. 14, 1916

Order No. 2, also effective in April, 1916, provided that women in this industry should be entitled to at least one hour for the noon-day meal, and that they should not be permitted to return to their work in less than half an hour.

1917
Fruit and vegetable
canning.

Industrial welfare commission order No. 3. June 15, 1917

The next year's order repeated the basic 6-day week of 1916, specified no weekly hour limit, and substituted for the 10-hour day a basic day of 9 hours. In cases of emergency, work might exceed 9 hours a day and 6 days a week, such work, however, to be paid for at not less than one and one-quarter times the minimum time or piece rate and all work in excess of 12 hours in any 24 to be paid for at double such rates.

1917
Fruit and vegetable
canning.

Industrial welfare commission order No. 4. June 15, 1917

The second canning order of 1917 added to the mealtime requirement of the previous year that if work continued through the evening women were entitled to at least an hour for the evening meal.

This order was rescinded by No. 4 amended, 1919. The amended order regulates employment conditions in laundry and manufacturing industries, which include canning and preserving.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 532. July 27, 1917

An amendment to the hour law in 1917 adds fish canning to the exemption of 1911 for perishable fruit and vegetables and makes the whole exemption applicable "during such periods as may be necessary to harvest, cure, can, or dry said fruit, fish, or vegetables in order to save the same from spoiling."

1917
Mercantile.

Industrial welfare commission order No. 5. Sept. 4, 1917

The first order of the industrial welfare commission covering the mercantile industry merely repeated the provisions of the 1911 hour law for an 8-hour day and a 48-hour week.

1917
Fish canning.

Industrial welfare commission order No. 6. Jan. 9, 1918

The fish-canning industry was covered by an order of the industrial welfare commission in 1917. This order provided for a basic 8-hour day and a basic 6-day week. Overtime allowed in cases of emergency was to be paid for at not less than one and one-quarter times the regular rate, and work on the seventh consecutive day was to be paid for at not less than one and one-half times the regular rate. Occupations covered by the hour law were exempt from these provisions.

1917
Laundry, dry cleaning.

Industrial welfare commission order No. 7. Jan. 12, 1918

In the order of 1917 for the laundry and dry-cleaning industry the provisions of the 1911 hour law were repeated. These limit the working day to 8 hours, the working week to 48 hours.

1918
Fruit and vegetable canning.

Industrial welfare commission order No. 3 amended. June 2, 1918

In 1918 the basic day in the fruit and vegetable canning industry was reduced to eight hours. Otherwise the provisions of 1917 remained unaltered.

1918
Fruit and vegetable packing.

Industrial welfare commission order No. 8. May 8, 1918

For the fruit and vegetable packing industry the first order was issued in 1918. It provided for women in the dried-fruit industry an 8-hour day or 48-hour week; for those in the green fruit and vegetable packing industry a basic 8-hour day or a basic 6-day week, with the provision that all overtime, allowed only in case of emergency, should be paid for at not less than one and one-quarter times the regular rate.

1918
General and professional offices.

Industrial welfare commission order No. 9. July 2, 1918

The earliest order of the industrial welfare commission governing office workers also was issued in 1918. It covered general and professional offices and provided for a 6-day week by prescribing one day of rest in seven.

1918, 1919
Unskilled and unclassified occupations.

Industrial welfare commission order No. 10, July 2, 1918; order No. 10 amended, Aug. 20, 1919

To provide for all occupations and industries not already covered, the industrial welfare commission in 1918 issued an order for unskilled and unclassified occupations. It provided an 8-hour day, 48-hour week, for all women other than those in mercantile, manufacturing, laundry, or canning industries, office or professional occupations, fruit and vegetable packing establishments, telephone or telegraph establishments, hotels or restaurants, domestic labor or the skilled trades, or in harvesting, curing, or drying of any variety of fruit or vegetable. The order of 1918 required 24 consecutive hours of rest in every 7 consecutive days; the order of 1919 limited employment to not more than 6 days in any one week.

1918, 1919, 1920,
1923
Manufacturing.

Industrial welfare commission order No. 11, Jan. 2, 1919; order No. 11 amended, Aug. 26, 1919, Sept. 25, 1920; order No. 11a, May 2, 1923

In the first order for the manufacturing industry in 1918, the provisions of the 1911 hour law for an 8-hour day or 48-hour week

were repeated, and in addition a weekly limit of 6 days was set. Subsequent orders of 1919, 1920, and 1923 have not changed these provisions.

1919
Manufacturing, laundry, etc. *Industrial welfare commission order No. 4 amended. Mar. 8, 1919*

An amended order of 1919, dealing with working conditions in factories, provided that women employees were entitled to at least one hour for the noonday meal and that no woman should be permitted to return to work in less than half an hour. Women whose work continued through the evening were entitled to at least an hour for the evening meal also.

The term "factory" was defined as including any 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, preserving, drying, packing, cleaning, or laundering of any article or thing.

This order rescinded No. 4 of 1917 for the fruit and vegetable canning industry, and included the same provisions.

1919
Mercantile. *Industrial welfare commission order No. 13. Feb. 27, 1920*

Order No. 13, dealing with employment conditions in the mercantile industry, required that a minimum lunch period of 45 minutes be allowed and that no woman be permitted to return to work in less than half an hour. Women whose work was to continue through the evening were entitled to at least one hour for the evening meal.

1919, 1920, 1923
Mercantile. *Industrial welfare commission order No. 5 amended, June 21, 1919, July 31, 1920; order No. 5a, Apr. 8, 1923*

To the regulations of 1917 (Order No. 5), which it repeated, the 1919 order added a 6-day week for women in mercantile establishments.

No change in these provisions was made in the revised orders of 1920 and 1923.

1919
Manufacturing, mercantile, etc. *Seaton laws 1919, ch. 248. July 22, 1919*

In 1919 the hour law was amended so as to include the operation of elevators in office buildings. Except for the addition of a clause limiting total hours to eight a day in case of employment in more than one establishment during the day there were no further changes in the provisions of the earlier law.

1919, 1920
Fish canning. *Industrial welfare commission order No. 8 amended. Aug. 20, 1919, July 24, 1920*

An order of 1919, amending No. 6 of 1917, limited the work of labelers in the fish-canning industry to 8 hours a day, 6 days, 48 hours a week. For adult women in occupations other than labeling it added a basic 48-hour week to the basic 8-hour-day and 6-day-week provisions of 1917.

This order further regulated overtime by requiring that any work beyond 12 hours in any 24 must be paid for at not less than double the regular rate, and that work on the day of rest must be paid for at not less than one and one-quarter times the rate for the first 8 hours and double such time and one-quarter thereafter.

These regulations were restated in the order of 1920.

1919, 1920, 1923 *Industrial welfare commission order No. 7 amended, Aug. 20, 1919, July 31, 1920; order No. 7a, July 23, 1923*
Laundry, dry cleaning.

Another order of 1919 added a 6-day week to the provisions of 1917 for an 8-hour day and 48-hour week in the laundry and dry-cleaning industry. No changes were made in the superseding orders of 1920 and 1923.

1919, 1920 *Industrial welfare commission order No. 8 amended, Aug. 20, 1919, July 24, 1920*
Fruit and vegetable packing.

The 1919 order for the fruit and vegetable packing industry added a basic 6-day week for the dried-fruit workers, with payment for work on the day of rest at one and one-quarter times the minimum rate. To the 1918 provisions for fresh-fruit and vegetable workers it added a basic 48-hour week and pay for overtime beyond 12 hours in any 24 of not less than double the regular rate. For work beyond 8 hours on the day of rest, double one and one-quarter times the minimum rate was required.

Occupations covered by the hour law were exempted from the provisions for workers on fresh fruit and vegetables.

A new order in 1920 did not change the provisions of 1919.

1919, 1920 *Industrial welfare commission order No. 9 amended, Aug. 20, 1919, July 31, 1920*
General and professional offices.

An 8-hour day, 48-hour week, was added in 1919 to the 6-day week requirement of the preceding year for office workers. Those covered by the 1919 mercantile order were exempt.

These regulations were unchanged by the order of 1920, but were not reenacted in 1923 when orders for other industries were reissued.

1919 *Industrial welfare commission order No. 12, Sept. 17, 1919*
Hotels, restaurants, etc.

In 1919 the industrial welfare commission issued its first order applying to hotels, lodging houses, apartment houses, restaurants, cafeterias, or other places where food or drink is sold to be consumed on the premises, to food-catering departments of mercantile establishments, and to hospitals. For women employed in such establishments, with the exception of graduate nurses, nurses in training, and other professional women, all of whom were exempted, the weekly hours were limited to 48, the daily hours to 8 to be worked within a period of 13 hours. The order fixed a basic 6-day week and provided that, in cases of emergency, full-time workers employed on the day of rest should be paid at not less than one and a quarter times the legal minimum daily rate. Firms employing women on their day of rest in an emergency were required to mail to the industrial welfare commission, within the week in which the emergency occurred, a statement of the nature of the emergency, the names of the women employed, the number of hours worked during the week, and the wages paid.

1919, 1920 *Industrial welfare commission order No. 3 amended, July 11, 1919, June 26, 1920*
Fruit and vegetable canning.

The amended order of 1919 for the fruit-and-vegetable-canning industry restricted the work of labelers to 8 hours a day, and 48 hours, 6 days a week. For women in other occupations in the industry the basic 8-hour day, 6-day week, and overtime provisions of

1917 and 1918 were continued, but provisions were added for a basic 48-hour week and for all work done on the day of rest to be paid for at the rate of time and one-quarter the time or piece rates for the first 8 hours and double said time and one-quarter thereafter.

The 1920 order repeated the provisions of 1919.

¹⁹²⁰
Unskilled and unclassified occupations. *Industrial welfare commission order No. 10 amended. July 31, 1920*

An amendment in 1920 provided that women in unskilled and unclassified occupations who are employed for 6 hours a day or less may work 7 days a week.

¹⁹²⁰
Hotels, restaurants, etc. *Industrial welfare commission order No. 12 amended. July 31, 1920*

The 1919 provisions for hotels, restaurants, etc., were repeated in this order of 1920 and a provision was added that women working 6 hours a day or less might be employed 7 days a week without extra pay.

¹⁹²⁰
Agricultural occupations. *Industrial welfare commission order No. 14. July 31, 1920*

Agricultural occupations were covered in an order of 1920 that established a 48-hour week, a basic 6-day week and 8-hour day. It required that emergency overtime in excess of 8 and up to 12 hours must be paid for at not less than one and one-quarter times the minimum time or piece rate and any overtime beyond 12 hours at not less than double the minimum time or piece rates.

Work on the day of rest was to be paid for at not less than one and one-quarter times the minimum time or piece rates for the first 8 hours and at double said time and one-quarter thereafter.

Such occupations as are covered by the hour law were exempted.

This order was rescinded by the industrial welfare commission in 1922.

¹⁹²¹
Fruit and vegetable canning. *Industrial welfare commission order No. 8 amended. July 31, 1921*

In 1921 the fruit-and-vegetable-canning regulations of 1919 and 1920 were amended to provide a basic instead of an absolute 6-day week for labelers and to bring them under the general provision regulating work done on the day of rest.

¹⁹²²
Needle trades. *Industrial welfare commission order No. 15. June 10, 1922*

In 1922 the industrial welfare commission issued an order covering the needle-trades industry, which was defined as including factories manufacturing wearing apparel (other than handmade hats), tents, bags, awnings, household furnishings, felt products, and leather products. Maximum hours of 8 a day, 48 a week, and 6 days a week were set. However, before the order became effective, an injunction against it was granted, thus preventing enforcement by the commission.

¹⁹²³
Fruit and vegetable canning. *Industrial welfare commission order No. 30. Aug. 6, 1923*

In 1923 the absolute 6-day week for labelers in the fruit-and-vegetable-canning industry was restored, and consequently the day of rest regulation was omitted. The provisions of 1919 and 1920 were repeated.

1923
Fish canning.

Industrial welfare commission order No. 6a. May 9, 1923

Office workers in the fish-canning industry were brought under the same hour regulations as labelers in 1923 and the exemption of those occupations covered by the hour law was dropped. Aside from this, earlier provisions were continued in this order, which still governs the fish-canning industry.

1923
Fruit and vegetable packing.

Industrial welfare commission order No. 6a. Aug. 8, 1923

The work of women in dried-fruit packing was limited in 1923 to 6 days a week without overtime as provided in 1919 and 1920. The 8-hour day, 48-hour week, of 1918 was continued for these workers and office workers in the industry were brought under the same regulations. No change was made in the 1919 and 1920 provisions for fresh-fruit-and-vegetable workers except that the previous exemption for workers covered by the hour law was omitted.

1923
Unclassified occupations.

Industrial welfare commission order No. 10a. Sept. 14, 1923

The order of 1923 issued for unclassified occupations omits mention of the skilled trades but adds millinery and the cracking and sorting of nuts to the occupations exempted. Otherwise the provisions of previous orders remain unaltered.

1923
Hotels, restaurants, etc.

Industrial welfare commission order No. 12a. Sept. 14, 1923

The 1923 order for hotels, restaurants, etc., dropped the 1919 overtime provision for full-time workers and limited their week to 6 days. The 8-hour-day and the 48-hour-week provisions of 1919 were continued, as was the added provision of 1920.

1923
Nut cracking and sorting.

Industrial welfare commission order No. 15a. Sept. 14, 1923

An order in 1923 covering the nut-cracking-and-sorting industry established for women workers an 8-hour day, or 6-day or 48-hour week.

1926
Motion-picture industry.

Industrial welfare commission order No. 15. Mar. 16, 1926

In 1926 an order was issued applying to extras in the motion-picture industry who receive a wage of \$15 a day or less. It provides for a basic 8-hour day, and for emergency work in excess of 8 hours the following rates are prescribed:

After 8 and up to 10 hours, not less than one-quarter of the daily wage paid.

After 10 and up to 12 hours, not less than one-half of the daily wage paid.

After 12 and up to 14 hours, not less than three-fourths of the daily wage paid.

After 14 hours, not less than double the daily wage paid.

An allowance of at least half an hour for each meal is required and meals and hot drinks must be provided for women required to work in excess of an 8-hour day, after 11.30 p. m.

1928, 1929
Fruit and vegetable canning.

Industrial welfare commission order No. 3a. June 4, 1928, Sept. 14, 1929

In 1928 the industrial welfare commission ruled that in the fruit-and-vegetable-canning industry overtime rates of pay shall be based on the rates paid in regular time, instead of on the minimum rates.

A further amendment provides that if work continues after 7.30 p. m. (instead of "through the evening" as in 1917) a meal period

of at least an hour shall be allowed and no woman shall be permitted to return to work in less than half an hour. No further changes were made in the order of 1929.

1929
Industrial welfare commission.

Session laws 1929, ch. 258. Aug. 14, 1929

The act of 1913, creating the industrial welfare commission, was amended in 1929 to require that employers of women keep and maintain at their plants pay-roll records showing the hours worked daily and the wages paid to their women employees, such records to be in accordance with rules of the industrial welfare commission and to be kept on file for at least one year. Heretofore such requirements have been specified in the orders issued by the industrial welfare commission, the act of 1913 requiring only that a register of names, ages, and residence addresses of women and minors be kept.

1929
Manufacturing, mercantile, etc.

Session laws 1929, chs. 286, 286, 40. Aug. 14, 1929

The hour law of 1911, as amended in 1913, 1917, and 1919, was again amended in 1929 to cover women employed in barber shops and by adding the words "or industry," thus applying the limitation of hours to women employed in "any manufacturing, mechanical, or mercantile establishment or industry," etc. (Ch. 286.) Accurate records of names and actual hours worked by all female employees are required (ch. 266); the maximum fine for a first violation of the law is increased from \$50 to \$100, and managers, superintendents, agents or officers, as well as employers, are made liable for violations. (Ch. 40.)

1931
Motion-picture industry.

Industrial welfare commission order No. 16-A. Apr. 11, 1931

Revised in 1931, the order affecting extras in the motion-picture industry continues the provision for a basic 8-hour day. The 1926 wage rates for overtime are repeated, but the workday is restricted to 16 hours in any 24. Work on the seventh day must be paid for at the rate of time and one-half of one-sixth of the weekly wage for the first 8 hours or fraction thereof; and an additional one-half of one-sixth of the weekly wage for each additional 2 hours or fraction thereof. Overtime for weekly workers must be computed on a daily basis and shall not be cumulative.

Meal periods—not to be included in computing time of employment—shall not be less than one-half hour nor more than 1½ hours in length, and shall be provided not later than 5½ hours after an extra is told to and does report for employment.

The requirement of the 1926 order that food and hot drinks shall be provided for women required to work after 11.30 p. m. is continued. Numerous other provisions of the order relate to general working conditions.

An extra is defined as a woman or a minor employed to act, sing, dance, or otherwise perform in the production of motion pictures at a wage of \$15 or under per day or \$65 or under per week. A minor is a person of either sex under 18 years of age.

1931
Motion-picture industry.

Industrial welfare commission order No. 17. Aug. 11, 1931

Another order of 1931 affects women 18 years of age or over employed in the motion-picture industry at a salary of \$40 a week or

less, who do not act, sing, dance, or otherwise perform. Hours of labor shall not exceed 8 a day, 48 a week, or 6 days a week, except in case of emergency. One and one-half times the rate paid in regular time must be paid for all work in excess of 8 hours and up to 12, and double the regular rate for work in excess of 12 hours in any day of 24 hours. If work is done on the day of rest, one and one-half times the regular rate must be paid for the first 8 hours and double the regular rate for all hours over 8. Double the regular rate also must be paid for work performed on legal holidays. Overtime for weekly workers must be computed on a daily basis and shall not be cumulative.

Meal periods are required of not less than one-half hour and not more than 1½ hours, and no woman shall be permitted to work "an excessive number of hours" without a meal period. Food and hot drinks must be provided for women who are required to work after 11.30 p. m.

1931
Any establishment. *Industrial welfare commission order No. 18. Feb. 26, 1932*

An order of 1931 establishing sanitary regulations provides that women workers in any occupation, trade, or industry except the motion-picture industry (see order No. 16-A) shall be entitled to at least one hour for meals, shall not be allowed to return to work in less than one-half hour, and shall not be permitted to work an excessive number of hours without a meal period.

This provision with its extended coverage lengthens the meal allowance for women in mercantile establishments, as specified in order No. 13 of 1919, which it rescinds together with No. 4 amended, 1919.

NIGHT-WORK LAWS

1918
Manufacturing. *Industrial welfare commission order No. 11. Jan. 2, 1919*

Although no night-work law exists in California, regulations regarding night work are embodied in the general orders of the industrial welfare commission. For violation of these provisions the same penalty applies as for violation of hour regulations—that specified in the act of 1913 creating the industrial welfare commission.

The earliest night-work ruling appeared in the first manufacturing order of the industrial welfare commission issued in 1918. This order forbade the employment of women in the manufacturing industry between 10.30 p. m. and 6 a. m., but provided that the commission might issue permits for work at night in cases of essential war work or a continuous process that can not be controlled in any other way.

1919
Manufacturing. *Industrial welfare commission order No. 11 amended. Aug. 25, 1919*

The manufacturing order of the next year provided that women should not be employed after 11 o'clock at night, instead of 10.30, nor before 6 o'clock in the morning. A permit for night work would be granted only when a continuous process required, in which case the rate of pay was that set for part-time day workers, and therefore higher than the regular day rate.

1919
Fruit and vegetable canning. *Industrial welfare commission order No. 3 amended. July 11, 1919*

In the fruit and vegetable canning order of 1919 the employment of women was prohibited between 10 p. m. and 6 a. m. This regu-

lation was not repeated, however, in the order of 1920, effective June 26, nor in any of the subsequent orders of the commission affecting this industry.

1919
General and professional offices. *Industrial welfare commission order No. 9 amended. Aug. 20, 1919*

The 1919 order for general and professional offices, like the fruit and vegetable canning order of that year, prohibited the employment of women between 10 p. m. and 6 a. m. However, the superseding order of 1920, effective July 31, did not repeat this provision.

1919, 1920
Fish canning. *Industrial welfare commission order No. 6 amended. Aug. 20, 1919, July 24, 1920*

According to the 1919 order for the fish-canning industry, all work done between 10 p. m. and 6 a. m. was to be paid at one and one-quarter the minimum time rate. This provision was repeated in the order of 1920 and held until 1923, when it was dropped in the order of that year, effective May 9, though such order retained the provision that work in excess of 12 hours in 24 should be paid at double rates.

1919, 1920, 1923
Laundry, dry cleaning. *Industrial welfare commission order No. 7 amended. Aug. 20, 1919, July 31, 1920; order No. 7a, July 23, 1923*

Since 1919 the industrial welfare commission in its orders has prohibited the employment of women in laundry and dry-cleaning establishments between 10 o'clock at night and 6 o'clock in the morning.

1919, 1920
Fruit and vegetable packing. *Industrial welfare commission order No. 8, Aug. 20, 1919; order No. 8 amended, July 24, 1920*

The fruit and vegetable packing orders of 1919 and 1920 also prohibited women in this industry from working between 10 p. m. and 6 a. m.

1923
Fruit and vegetable packing. *Industrial welfare commission order No. 8a. Aug. 8, 1923*

The 1923 order for this industry continued the night-work prohibition for dried-fruit workers only.

1920, 1923
Manufacturing. *Industrial welfare commission order No. 11 amended, Sept. 25, 1920; order No. 11a, May 8, 1923*

The 1920 manufacturing order repeated the 1919 provisions as to night work and added that work done under permit from the commission must be paid for at not less than one and one-half times the day rate.

The superseding order of 1923 retained these provisions.

1922
Needle trades. *Industrial welfare commission order No. 13. June 10, 1922*

The needle-trades order of 1922 included a prohibition of night work between 11 p. m. and 6 a. m. However, this order was never enforced because of an injunction granted before it became effective.

1923
Nut cracking and sorting. *Industrial welfare commission order No. 15a. Sept. 14, 1923*

The employment of women in the nut-cracking and sorting industry between 11 p. m. and 6 a. m. was prohibited in 1923. The order provides, however, that a permit for night work may be granted by the industrial welfare commission when the work to be performed is a continuous process that can not be controlled in any

other way. In such case the work is to be paid for at not less than one and one-half times the day rates.

FREEDOM OF OCCUPATION

1879

Constitution 1879, art. 20, sec. 18. Jan. 1, 1880

The constitution of the State of California, adopted in 1879, provides that "no person shall, on account of sex, be disqualified from entering upon or pursuing any lawful business, vocation, or profession."

PROHIBITORY OR REGULATORY LAWS

1916, 1917

Fruit and vegetable
canning.

Industrial welfare commission order No. 2, Apr. 13, 1916; order No. 4, June 15, 1917

The 1916 order of the industrial welfare commission fixing standard working conditions in the fruit and vegetable canning industry provided that no woman should be required or permitted to carry any box, box of fruit, vegetables, refuse, trays of cans, or any heavy burden to or from her place of work in the establishment. The penalty for violation of this as of all other provisions in the commission's orders is that specified in the act of 1913 (ch. 324) creating the industrial welfare commission.

These regulations of order No. 2 were repeated in No. 4 of 1917.

1919

Manufacturing, laundry.

Industrial welfare commission order No. 4 amended. Mar. 5, 1919

An order of 1919, applying to factories in general, and including laundry and dry-cleaning plants, provides that no woman shall be required or permitted to lift or carry any excessive burden. This supersedes the 1916 and 1917 provision for the fruit-and-vegetable-canning industry.

1919

Mercantile.

Industrial welfare commission order No. 13. Feb. 11, 1920

The general provision of 1919 for factories was included in the 1919 order regulating employment conditions in the mercantile industry.

1920

Agricultural occupations.

Industrial welfare commission order No. 14. July 24, 1920

In agricultural occupations an order of 1920 provided that no woman should be permitted or required to lift any burden in excess of 25 pounds. This order was rescinded in 1922.

1921

Manufacturing, mercantile, canning, etc.

Session laws 1921, ch. 903. Aug. 2, 1921

An act of the legislature of 1921 provided that women in mills, workshops, packing, canning, or mercantile establishments should not be requested or permitted to lift boxes, baskets, or other receptacles or bundles weighing, with their contents, 75 pounds or over; and that objects that are to be moved by women must be equipped with pulleys, casters, or other contrivances. Whoever violates this law is guilty of a misdemeanor and is punishable by a fine of not more than \$50 for every day's failure to provide the proper appliances.

1928, 1929

Fruit and vegetable
canning.

Industrial welfare commission order No. 30. June 4, 1928, Sept. 14, 1929

In 1928 the industrial welfare commission ruled that no woman in the fruit-and-vegetable-canning industry shall be required or permitted to lift or carry any burden in excess of 25 pounds.

1929
Manufacturing, mercan-
tile, etc.

Session laws 1929, ch. 768. Aug. 14, 1929

The act of 1921 was amended in 1929 by reducing the maximum weight from 75 to 50 pounds; by extending the scope of the law to cover restaurants and "any other establishment employing women"; and by providing that no woman shall be requested or permitted to carry any box, tray, or other receptacle weighing, with its contents, 10 pounds or over, up or down any stairway or series of stairways that rise for more than 5 feet from the base thereof. A further change in the law is in the provision of a fine of \$500 for violation, or imprisonment for not more than 60 days, or both. Employers, managers, superintendents, agents, or officers are liable for violations.

1931
Any establishment.

Industrial welfare commission order No. 15. Feb. 26, 1931

In an order of 1931 the lifting or carrying of any burden weighing more than 25 pounds is prohibited in any occupation, trade, or industry, except the motion-picture industry. This order rescinds No. 4 amended, 1919, and No. 13, 1920.

SEATING LAWS

1889
Manufacturing, mercan-
tile.

Session laws 1889, ch. 5, sec. 5. Feb. 6, 1889

A law enacted in California in 1889 required every employer of women in any manufacturing, mechanical, or mercantile establishment to provide suitable seats and permit their use when the women were not necessarily engaged in the active duties for which they were employed.

The penalty for violation was a fine of \$50 to \$100 for each offense.

1903
Manufacturing, mercan-
tile.

Session laws 1903, ch. 12. Apr. 13, 1903

In 1903 the seating law was amended to require not less than one seat for every three women employed. Other provisions of 1889 were retained.

1911
Manufacturing, mercan-
tile, etc.

Session laws 1911, ch. 258. May 21, 1911

A new law in 1911 required seats in laundries, hotels, restaurants, and other establishments employing women, as well as in manufacturing, mechanical, and mercantile establishments.

It stipulated that suitable seats be provided for all women employees and that their use be permitted when the women were not engaged in the active duties of their employment.

The penalty for violation was a fine of from \$50 to \$300, or imprisonment for 5 to 30 days, or both such fine and imprisonment.

1913
Manufacturing, mercan-
tile, etc.

Session laws 1913, ch. 352. Aug. 19, 1913

A revision in 1913 of the act of 1911 changed only the penalty clause, to provide for the first offense, a fine of from \$25 to \$50; for the second offense, a fine of \$100 to \$250, or imprisonment for not more than 60 days, or both fine and imprisonment.

1916
Fruit and vegetable
canning.

Industrial welfare commission order No. 2. Apr. 11, 1916

The fruit-and-vegetable-canning order of 1916 required that seats be provided for each and every woman employed in that industry and

that their use be permitted at all times. The penalty provided for violation was the same as for violation of any other of the commission's regulations.

1917
Fruit and vegetable
canning.

Industrial welfare commission order No. 4. June 15, 1917

The order of 1917 setting up standard working conditions in the fruit-and-vegetable-canning industry required that seats be provided for all women employed and that such seats be capable of adjustment and be kept so adjusted to the worktable that the position of the worker relative to the worktable should be substantially the same whether seated or standing. Although the order became effective June 15, 1917, this provision applied only to new installations until after March, 1918, when it became generally effective.

1919
Laundry, manufac-
turing.

Industrial welfare commission order No. 4 amended. Mar. 8, 1919

The regulations of 1917 for the fruit-and-vegetable-canning industry were repeated in an order of 1919 relating to working conditions in factories, which by definition include any 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, preserving, drying, packing, cleaning, or laundering of any article or thing. This order supersedes No. 4 of 1917.

1919
Mercantile.

Industrial welfare commission order No. 13. Feb. 17, 1920

Employment conditions in the mercantile industry were the subject of an order of the industrial welfare commission in 1919. In rooms where manufacturing, altering, repairing, finishing, cleaning, or laundering is carried on, the seating requirement is the same as that of 1919 for factories. Elsewhere in mercantile establishments seats of the proper height are required, to the number of at least one seat for every two women employed, to be evenly distributed in that proportion. As in other cases, the women must be permitted the use of the seats when not engaged in the active duties of their occupation.

1928, 1929
Fruit and vegetable
canning.

Industrial welfare commission order No. 3a. June 4, 1928, Sept. 14, 1929

The seating provision of 1919 for factories is included in the amended orders of 1928 and 1929 for the fruit-and-vegetable-canning industry.

1929
Manufacturing, mercan-
tile, etc.

Session laws 1929, ch. 40. Aug. 24, 1929

An amendment to the seating law in 1929 increased the maximum fine for a first offense to \$100 and made liable for violations managers, superintendents, agents, or officers, as well as employers.

1931
Motion-picture industry.

Industrial welfare commission order No. 16-A. Apr. 11, 1931

Suitable seats on sets or location are required in an order of 1931 for women employed as extras in the motion-picture industry. The order specifies that the seats shall be reserved for the women to use when they are not engaged in the active duties of their employment. Extras are defined as women who act, sing, dance, or otherwise per-

form in the production of motion pictures at not more than \$15 a day or \$65 a week.

¹⁹³¹
Any establishment.

Industrial welfare commission order No. 18. Feb. 26, 1931

Orders No. 4, amended 1919, and No. 13 of 1919 were replaced in 1931 by an order setting up sanitary regulations for any occupation, trade, or industry. In the new order are incorporated the seating provisions of the rescinded orders. Seats of proper height are required and at least 1 seat for every 2 women to be evenly distributed in that proportion. Seats may be used when the women are not engaged in the active duties of their occupations. As far as, and to whatever extent, in the judgment of the industrial welfare commission, when women are required by the nature of their work to stand, a relief period of not less than 10 minutes must be given every 2 hours. Also, as far as, and to whatever extent, in the judgment of the commission, the nature of the work permits, seats shall be provided at work tables or machines for all women, such seats to be adjustable and kept so adjusted that the position of the workers relative to their work is substantially the same whether seated or standing. Work tables, including cutting and canning tables and sorting belts, must be of such dimensions and design that there are no physical impediments to efficient work in either a sitting or a standing position. Individually adjustable foot rests must be provided and all new installations must be approved by the commission.

COLORADO

HOURL LAWS

1903
Manufacturing, mer-
cantile.

Session laws 1903, ch. 133. Apr. 11, 1903

The first hour law for women in Colorado was enacted in 1903. It provided that no woman should be required to work or labor for more than 8 hours in the 24-hour day in any mill, factory, manufacturing establishment, shop, or store where the work, by its nature, required the woman to stand or to be upon her feet in order to perform her labors satisfactorily. Violation constituted a misdemeanor punishable for each offense by a fine of \$100 to \$500, or by imprisonment from 2 to 4 months, or by both fine and imprisonment.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, p. 692. Jan. 22, 1913

A new law, repealing the act of 1903, was adopted at the general election on November 5, 1912, and became effective in January, 1913. It provides that no woman shall be "employed" (instead of "required to work") in manufacturing, mechanical, or mercantile establishments, laundries, hotels, or restaurants more than 8 hours during any 24 hours of any one calendar day. The 8 hours may be worked at any time during the 24. Noncompliance is a misdemeanor punishable by a fine of \$50 to \$500, or imprisonment of 30 days to 6 months, or both such fine and imprisonment. Each day's violation constitutes a separate offense.

PROHIBITORY OR REGULATORY LAWS

1885
Coal mines.

Session laws 1885, pp. 132, 140, secs. 5, 11. Apr. 3, 1885

The Colorado mining law enacted in 1885 provided that women should not be permitted to enter any coal mine to work therein. Violation was punishable by a fine of \$100 to \$500. Another section of the law stated that if the requirements of the law were not met any court might restrain the owner or agent from working or operating such mine with more than 12 miners under ground during each 24 hours until the act was conformed with. The provisions of the act applied only to mines employing 10 or more men.

1913
Coal mines, coke ovens.

Session laws 1913, ch. 55, secs. 108, 172. Apr. 1, 1913

The mining act of this year, which repeals the law of 1885, prohibits the employment of women in or about coal mines or coke ovens except in a clerical capacity in an office. Violation is a misdemeanor punishable by a fine of not more than \$1,000, or imprisonment for not more than a year, or both fine and imprisonment. Each day's violation is a separate offense.

SEATING LAWS

1885
Manufacturing, mer-
cantile.

Session laws 1885, p. 237. Apr. 2, 1885

A law passed in 1885, and still in effect, requires manufacturing, mechanical, or mercantile establishments employing women to provide suitable seats for them and to permit the use of such seats when the women are not necessarily engaged in the active duties of their employment. The penalty for violation of this act is a fine of \$10 to \$30 for each offense.

CONNECTICUT

HOOR LAWS

1887
Manufacturing, mer-
cantile.

Session laws 1887, ch. 82. July 1, 1887

In Connecticut the first law regulating women's hours was passed in 1887. It limited the day's work to 10 hours in manufacturing, mechanical, and mercantile establishments, except when necessary to make repairs to prevent the interruption of the ordinary running of machinery, or to allow one shorter day in the week. In no case, however, was the weekly limit to exceed 60 hours. Posting of daily hours was required, and for willful violation of the law a maximum fine of \$20 for each offense was provided.

1907
Manufacturing, mer-
cantile.

Session laws 1907, ch. 251. Sept. 1, 1907

In 1907 the hour law of 1887 was repealed and a new law was enacted. Accordingly, for women employed in any manufacturing, mechanical, or mercantile establishment the weekly hours were limited to 58 and the daily hours to 10 except when necessary to make repairs to prevent the interruption of the ordinary running of machinery or to make one shorter day in the week. If, however, an employer gave notice to his employees (by posting) on or before January 1 that the weekly hours in June, July, and August would not exceed 55, he might employ women as much as 60 hours in any week during the other 9 months of the year. Posting of daily hours again was required and the 1887 penalty for violation of the law was repeated.

1909
Manufacturing, mer-
cantile.

Session laws 1909, ch. 220. Oct. 1, 1909

In this year the 1907 law was repealed. All 1907 provisions, however, were reenacted for manufacturing and mechanical establishments. For mercantile establishments "other than manufacturing or mechanical" no daily limit of hours was specified, but the weekly limit was fixed at 58 hours as in the earlier law.

As in the case of manufacturing and mechanical establishments, 60 hours a week was permitted for mercantile establishments during 9 months of the year if during June, July, and August the weekly maximum did not exceed 55 hours. Exemption from the provisions of the law for the period from December 17 to 25 also was granted to any mercantile establishment that during the year gave not fewer than 7 holidays with pay.

The penalty for violation remained, as in the earlier laws, a fine of not more than \$20 for each offense.

1911
Mercantile.

Session laws 1911, ch. 278. Nov. 1, 1911

In 1911 a requirement for the posting of hour schedules was added to the 1909 provisions for mercantile establishments.

1913
Manufacturing, mercantile.

Session laws 1913, ch. 179. Jan. 1, 1914

The hour law was again amended in 1913, the changes consisting of reduction of weekly hours in manufacturing and mechanical establishments from 58 to 55 and elimination in the case of mercantile establishments of the provision allowing 60 hours a week during 9 months of the year if 55 hours were worked during 3 months.

1917
Restaurants, etc.

Session laws 1917, ch. 300. Jan. 1, 1918

A law enacted in 1917 established a 58-hour week for women employed in public restaurants, cafés, dining rooms, barber shops, hairdressing or manicuring establishments, or photograph galleries. Hotels were exempt. Posting of hours of work was required and the maximum fine for failure to comply with any provision of this law was fixed at \$100 for each offense.

1917
Bowling alleys.

Session laws 1917, ch. 300, sec. 4. Jan. 1, 1918

The same 1917 act defined bowling alleys as mercantile establishments and specified that the provisions of the 1913 law relating to such establishments should apply to bowling alleys.

1925
Mercantile.

Session laws 1925, ch. 153. July 1, 1925

This act repeats the provisions of 1913 for mercantile establishments, omitting any reference to bowling alleys defined as mercantile establishments by the act of 1917.

1925
Bowling alleys, etc.

Session laws 1925, ch. 158, secs. 2, 4. July 1, 1925

Another act of 1925 covers public bowling alleys, shoe-shining establishments, and billiard and pool rooms, where women's hours are limited to 58 a week. Posting of scheduled hours is required, and a maximum fine of \$100 is provided for noncompliance with the act.

1925
Restaurants, etc.

Session laws 1925, ch. 208. July 1, 1925

An amendment in 1925 to the 1917 law covering public restaurants, cafés, dining rooms, barber shops, hairdressing or manicuring establishments, or photograph galleries adds a 6-day weekly limit to the 58-hour regulation of the earlier law. Hotels are again exempted and other provisions of the 1917 act are continued.

NIGHT-WORK LAWS

1909
Mercantile.

Session laws 1909, ch. 230. Oct. 1, 1909

Night work was first regulated by law in Connecticut in 1909. The act of that year limiting daily and weekly hours of work also declared that no woman working in mercantile establishments "other than manufacturing and mechanical" should be employed after 10 o'clock at night unless the employer arranged 2 or more shifts or sets of such employees, in which event no one shift should be employed more than 10 hours of the day. A maximum fine of \$20 was provided for violation of the law.

1913
Manufacturing, mercantile.

Session laws 1913, ch. 179, sec. 3. Jan. 1, 1914

In 1913 the night-work law was amended to cover manufacturing and mechanical, as well as mercantile, establishments and the provision for shifts was omitted.

1917
Restaurants, etc.

Session laws 1917, ch. 300. Jan. 1, 1918

Legislation of 1917 prohibited the employment of women between 10 o'clock at night and 6 o'clock in the morning in public restaurants, cafés, dining rooms, barber shops, hairdressing or manicuring establishments, or photograph galleries. Hotels, however, were exempt from this provision. Violation was punishable by a fine of not more than \$100.

1917
Bowling alleys.

Session laws 1917, ch. 300, sec. 4. Jan. 1, 1918

The same act defined bowling alleys as mercantile establishments and specified that the provisions of 1913 relating to mercantile establishments should apply also to bowling alleys, thus prohibiting the employment of women after 10 o'clock at night in such places. A maximum fine of \$100 was provided for violation of the law.

1919
Manufacturing, mercantile.

Session laws 1919, ch. 195. July 1, 1919

The amended law of 1919 prohibited the employment of women in manufacturing, mechanical, and mercantile establishments between 10 p. m. and 6 a. m., but provided that in the event of war or other serious emergency the governor might suspend this provision in such industries or occupations as the emergency demanded.

1921
Bowling alleys.

Session laws 1921, ch. 224. July 1, 1921

By an amendment to the 1919 law public bowling alleys again were declared to be mercantile establishments within the meaning of that law, thus prohibiting night work in such alleys between 10 p. m. and 6 a. m.

1925
Bowling alleys.

Session laws 1925, ch. 150. July 1, 1925

An amending act in 1925 exempted bowling alleys from the provisions of the night-work law affecting mercantile establishments.

1925
Bowling alleys, etc.

Session laws 1925, ch. 150. July 1, 1925

New legislation of the same year, however, applies to bowling alleys, shoe-shining establishments, and billiard or pool rooms, and forbids the employment of women therein after 10 o'clock at night. The penalty provided for violation of this act is a fine of not more than \$100.

PROHIBITORY OR REGULATORY LAWS

1913
Employment before and after childbirth.

Session laws 1913, ch. 122. Aug. 1, 1913

Connecticut is one of the few States regulating the employment of women before and after childbirth. An act of 1913, still effective, makes it unlawful for the owner or other person in authority in a factory, mercantile establishment, mill, or workshop knowingly to employ or permit a woman to be employed within four weeks before or four weeks after childbirth. Violation involves a fine of \$25 or imprisonment for not more than 30 days, or both fine and imprisonment.

SEATING LAWS

1893
Manufacturing, mercantile.

Session laws 1893, ch. 77. July 26, 1893

A law was passed in 1893 that requires mercantile, mechanical, or manufacturing establishments to provide suitable seats for the use

of all women employees and to permit the use of such seats when the women are not necessarily engaged in the duties for which they are employed. The penalty provided for violation was a fine of \$5 to \$50 for each offense.

1902
Manufacturing, mer-
cantile.

General statutes, rev. 1902, sec. 4702. July 1, 1902

In the code of 1902 the maximum fine of \$50 is repeated but no minimum fine is specified. Otherwise the law, which is still effective, has not been changed since 1893.

DELAWARE

HOURLAWS

1913
Manufacturing, mercantile, etc.

Session laws 1913, v. 27, ch. 175. July 1, 1913

In 1913 the Delaware Legislature passed a law limiting the hours of work of women in mercantile, mechanical, or manufacturing establishments, laundry, baking, or printing establishments, and telephone and telegraph offices or exchanges to 10 a day and 55 a week. Twelve hours were permitted on one day if the weekly hours did not exceed 55. If a woman worked for more than one concern her daily and weekly hours must not exceed the number allowed in a single establishment or occupation. The law provided further that not more than 6 hours of continuous work should be allowed without an interval of at least three-quarters of an hour. However, if the day's work ended not later than 1.30 p. m., 6½ hours of continuous employment were permitted.

Women employed in canning or preserving or in the preparation for canning or preserving of perishable fruits and vegetables were exempted. Hour schedules were to be posted, and penalties for violation of the law were fines of \$20 to \$50 for the first offense, \$50 to \$200 for the second offense, and not less than \$250 for the third offense.

1917
Manufacturing, mercantile, etc.

Session laws 1917, v. 29, ch. 230. Mar. 22, 1917

In 1917 the law was amended by adding to the industries already covered restaurants, hotels, places of amusement, dressmaking establishments, and offices.

The daily and weekly hour limits of 1913 were continued, with additional provisions for a 6-day week and a 30-minute allowance for a midday or evening meal. Other provisions of the 1913 act still hold.

NIGHT-WORK LAWS

1913
Manufacturing, mercantile, etc.

Session laws 1913, v. 27, ch. 175. July 1, 1913

Legislation of 1913 provided that if any of the work of women in mercantile, mechanical, or manufacturing establishments, laundry, baking, or printing establishments, and telephone and telegraph offices or exchanges was performed between 11 p. m. and 7 a. m. the hours must not exceed 8 in any 24. This law did not apply to the canning and preserving nor to the preparation for canning and preserving of perishable fruits and vegetables.

The penalties provided for noncompliance were the same as those for violation of daily and weekly hour regulations.

1917
Manufacturing, mercantile, etc.

Session laws 1917, v. 29, ch. 230. Mar. 22, 1917

As amended in 1917, the law prohibits night work in certain industries and regulates it in others.

In mechanical, manufacturing, laundry, baking, printing, and dressmaking establishments and in offices women are not allowed to work between 10 p. m. and 6 a. m.

In mercantile establishments, telephone and telegraph offices or exchanges, restaurants, hotels, and places of amusement, if any work is done by women between 11 p. m. and 7 a. m., the hours must not exceed 8 in any 24. The exemption of 1913 continues and the penalties for noncompliance remain the same.

SEATING LAWS

1887
Manufacturing, mer-
cantile.

Session laws 1887, v. 78, ch. 238. Apr. 21, 1887

An act of 1887 required that suitable seats should be provided for women employees in manufacturing, mechanical, or mercantile establishments and that the use of such seats should be permitted when the women were not necessarily engaged in the duties for which they were employed.

As penalty for noncompliance, the law imposed a fine of \$25 to \$50 for each offense.

1897
Mercantile.

Session laws 1897, v. 20, ch. 158. Aug. 10, 1897

In 1897 a law was passed requiring storekeepers in New Castle County to provide seats for their clerks and employees to use when disengaged.

Violation of this provision constituted a misdemeanor punishable by a fine of \$10 for each day of noncompliance.

1915
Manufacturing, mer-
cantile.

Session laws 1915, v. 28, ch. 229. Mar. 8, 1915

In 1915 both the 1887 and the 1897 seating laws were repealed.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, v. 29, ch. 231. Jan. 1, 1918

Two years later a more inclusive seating law was enacted. In addition to the mercantile, mechanical, and manufacturing establishments covered in the earlier laws, it applies to laundry, baking, or printing establishments, dressmaking establishments, places of amusement, telephone or telegraph offices or exchanges, hotels, restaurants, and offices. Suitable seats—at least one for every three women employed at any one time—must be provided in the rooms where women work and must be conveniently accessible during working hours.

Noncompliance constitutes a misdemeanor punishable by a fine, for the first offense of \$10 to \$50, and for the second and subsequent offenses of \$25 to \$200.

DISTRICT OF COLUMBIA

HOOR LAWS

1914
Manufacturing, mer-
cantile, etc.

33 U. S. Stat. 231-232. Feb. 24, 1914

The law regulating hours of labor in the District of Columbia was enacted by Congress in 1914. No woman employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or by any express or transportation company, may be employed more than 8 hours a day or more than 48 hours, 6 days, a week.

In establishments where 3 or more women are employed, continuous work for more than 6 hours without an interval of at least three-quarters of an hour is prohibited unless the day's employment ends not later than 1.30 p. m., in which case 6½ hours may be worked without a break. Posting of hour schedules is required and any violation of the act is punishable by a fine of \$20 to \$50 for the first offense, \$50 to \$200 for the second offense, and not less than \$250 for the third offense.

SEATING LAWS

1895
Stores, offices, factories.

22 U. S. Stat. 961. Mar. 2, 1894

In 1895 Congress passed a law for the District of Columbia providing that all persons who employ women in stores, shops, offices, or manufactories as clerks, assistants, operatives, or helpers in any business, trade, or occupation are required to procure and provide proper and suitable seats for all their women employees and to permit the use of these seats when the women are not actively employed in their work. Violation of the law is a misdemeanor punishable by a fine of not more than \$25 with costs.

GEORGIA

SEATING LAWS

1889
Manufacturing, mercantile.

Session laws 1889, Act 606. Jan. 1, 1890

The law in Georgia requiring seats for women employed in manufacturing, mechanical, and mercantile establishments was passed in 1889 and became effective in 1890. According to its provisions suitable seats must be provided and their use must be permitted when the women are not necessarily engaged in the active duties for which they are employed. Failure to comply with the law incurs a fine of \$10 to \$25 for each offense.

IDAHO

HOOR LAWS

1913
Mechanical, mercan-
tile, etc.

Session laws 1913, ch. 86. May 7, 1913

The hour law now in effect in Idaho was enacted in 1913. It provides a maximum day of 9 hours for women employed in any mechanical or mercantile establishment, laundry, hotel or restaurant, telegraph or telephone establishment, or office, or by any express or transportation company. Women employed in harvesting, packing, curing, canning, or drying of perishable fruits or vegetables are exempt. Posting of the act is required and the penalty for violation of the law is a fine of \$10 to \$100 for each offense.

SEATING LAWS

1913
All industries.

Session laws 1913, ch. 86. May 7, 1913

The law of 1913 regulating women's hours of work also requires establishments where women are employed to provide suitable seats for women and to permit the use of such seats when the women are not engaged in the active duties for which they are employed. A fine of \$10 to \$100 for each violation of the act is the penalty prescribed.

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ILLINOIS
HOUR LAWS

1893
Manufacturing, etc. *Session laws 1893, p. 101, act of June 17, secs. 5-9. July 1, 1893*

The first hour law for women in Illinois was passed in 1893 and established an 8-hour day and a 48-hour week for women employed in any factory or workshop. The act defined manufacturing establishment, factory, or workshop as any place where goods or products were "manufactured or repaired, cleaned or sorted, in whole or in part, for sale, or for wages. Whenever any house, room, or place is used for the purpose of carrying on any process of making, altering, repairing, or finishing for sale, or for wages, any coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, or cigars, or any wearing apparel of any kind whatsoever, intended for sale, it shall, within the meaning of this act, be deemed a workshop for the purposes of inspection."

The posting of hour schedules was required by the law, which provided for violation of any of its provisions a fine of \$3 to \$100 for each offense. The act created a factory inspector, an assistant, and 10 deputies, 5 of them to be women, who were empowered to visit and inspect workshops, factories, and manufacturing establishments where the manufacture of goods was carried on.

The section fixing hours of work for women was declared unconstitutional in 1895.

1909
Manufacturing, etc. *Session laws 1909, pp. 222-223, act of June 15, secs. 1, 2. July 1, 1909*

For 14 years after the 8-hour law of 1893 was declared invalid in 1895, Illinois had no law regulating women's hours. In 1909 a law was passed that provided a 10-hour day and applied to mechanical establishments, factories, and laundries. Violation was a misdemeanor and was subject to a fine of \$25 to \$100 for each offense.

1911
Manufacturing, mercantile, etc. *Session laws 1911, p. 328, act of June 10, secs. 1, 2, 5. July 1, 1911*

The 10-hour law of 1909 was amended in 1911 to apply also to women employed in any mercantile establishment, hotel or restaurant, or telegraph or telephone establishment or office thereof, or by any common carrier, or in any public institution, incorporated or unincorporated. Violations of these requirements involve fines of \$25 to \$100 for each offense. The law further requires employers to keep daily time records, and failure to do this or the making of a false statement relative to applying the law is punishable by a maximum fine of \$25 for each offense.

In an opinion rendered July 21, 1925, the State's attorney general held that the authorities are "justified in continuing to enforce this law as applying to the offices of any of the industries mentioned in * * * the act."

FREEDOM OF OCCUPATION

1872

Session laws 1871-72, p. 573, act of Mar. 27, July 1, 1872

As early as 1872 Illinois passed an act declaring that no person shall be precluded or debarred from any occupation, profession, or employment (except military) on account of sex. Further provision was made, however, that the eligibility of any person to an elective office should not be affected by this act, and also that nothing in the act should be construed as requiring any woman to work on streets or roads or to serve on juries.

PROHIBITORY OR REGULATORY LAWS

1872

Coal mines.

Session laws 1871-72, p. 570, act of Mar. 27, secs. 8, 10, July 1, 1872

In 1872 an act was passed prohibiting women from entering any mine to work therein. The penalty for violation was \$10 to \$100 fine, or 10 days' to 6 months' imprisonment, or both, in the discretion of the court.

1873

Coal mines.

Session laws 1872, p. 307, act of May 28, sec. 10, July 1, 1873

In this year the penalty for violation of the act of 1872 was changed to provide for a first offense a fine of \$50 to \$200 and for a second offense a fine of \$100 to \$500.

1899

Coal mines.

Session laws 1899, pp. 320, 324, act of Apr. 18, secs. 22, 33, July 1, 1899

Twenty years later, in 1899, the law was revised to prohibit women from doing "any manual labor in or about any mine," instead of from "entering any mine to work therein." The penalty for violation was changed to a fine not exceeding \$500, or imprisonment not exceeding six months, or both, at the discretion of the court.

The act defines "mine" and "coal mine" as "any and all parts of the property of a mining plant, on the surface or under ground, which contribute, directly or indirectly, under one management, to the mining or handling of coal."

1921

Metal mines.

Session laws 1921, pp. 526, 527, 549, 567, act of June 23, secs. 1, 36, 49, Jan. 1, 1922

A law applying to metal mines and prohibiting women from any manual labor in or about any mine was enacted in 1921. Noncompliance is punishable by a fine of not more than \$500, or not more than six months' imprisonment, or both. The act applies to all mines producing minerals and employing an average of 10 men or more. Minerals are defined as whatever is recognized by the standard authorities as mineral, whether metalliferous or nonmetalliferous, not including coal, lignite, gas, oil, or any substance extracted in solution or in the molten state through bore holes. The term "mine" includes prospects, openings and open-cuts, and workings employing an average of 10 men or more and embraces any and all parts of the property of such "mine" and mining plant, on the surface or under ground, that contribute directly or indirectly to the mining or handling of minerals.

SEATING LAWS

1901

Manufacturing, etc.

Session laws 1901, p. 231, act of May 10, secs. 4, 9, July 1, 1901

The first seating law in Illinois was passed in 1901. It required that all establishments subject to factory inspection (see definition

INDIANA

NIGHT-WORK LAWS

1899
Manufacturing.

Session laws 1899, ch. 142, secs. 2, 25. Apr. 27, 1899

The employment of women in manufacturing plants between 10 p. m. and 6 a. m. has been prohibited in Indiana since 1899. The law enacted at that time provides for its violation a maximum fine of \$50 for the first offense; a maximum of \$100, to which may be added not more than 10 days' imprisonment, for the second offense; and a fine of not less than \$250 and not more than 30 days' imprisonment for the third offense.

PROHIBITORY OR REGULATORY LAWS

1905
Mines.

Session laws 1905, ch. 50, secs. 29, 24, 23. Apr. 15, 1905

Six years after the enactment of the night-work law the Indiana Legislature passed a law that forbids women to enter any mine in the State for the purpose of employment therein. The law, which is the mine regulations act and does not apply to mines employing fewer than 10 men, provides for its violation a fine of not more than \$500 or imprisonment of not more than six months, or both.

SEATING LAWS

1891
Manufacturing, mercantile.

Session laws 1891, ch. 120. Mar. 6, 1891

A law enacted in Indiana in 1891 required that in manufacturing, mechanical, or mercantile establishments suitable seats were to be provided for the use of women employees and that their use was to be permitted when the women were not necessarily engaged in the active duties for which they were employed. Violation of the act incurred a fine of \$10 to \$30 for each offense.

1893
Any business.

Session laws 1893, ch. 163. May 13, 1893

A revision in 1893 of the act of 1891 makes the law applicable to women employed in "any business" but leaves it otherwise unchanged.

1899
Manufacturing, mercantile, etc.

Session laws 1899, ch. 142, secs. 10, 25. Mar. 6, 1899

Six years later still another law was passed, under the terms of which an employer in any manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office must provide for each woman employee a suitable seat placed conveniently where she works, and must permit her to use the seat when not necessarily engaged in the active duties for which she is employed. Where practicable the seat must be so constructed or adjusted as to be a fixture and not obstruct the employee in the performance of her duties. Violation of the act is punishable by a fine of not more than \$50 for the first offense; by a fine of not more than \$100, to which may be added imprisonment for not more than 10 days, for the second offense; and by a fine of not less than \$250 and not more than 30 days' imprisonment for the third offense.

IOWA

SEATING LAWS

1892
Mercantile, manufac-
turing.

Session laws 1892, c. 24, ch. 47. June 23, 1892

By an act of 1892, employers of women in any mercantile or manufacturing business or occupation in Iowa were required to provide and maintain suitable seats, when practicable, and to permit their use to such extent as the work of the women might reasonably admit. Any neglect or refusal to comply with this law was punishable by a fine of not more than \$10 and costs.

1924
Mercantile, manufac-
turing.

Code 1924, secs. 1485, 1484. Oct. 23, 1924

A revision of the seating law in 1924 adds workshops to the establishments covered and for violation of the act specifies a fine of not more than \$10 for each offense.

KANSAS

HOURL LAWS

1915
Industrial welfare commission.

Session laws 1915, ch. 275. May 22, 1915

In 1915 the Kansas Legislature created an industrial welfare commission and authorized it to issue, after investigation and hearings, mandatory orders regulating wages, hours, and conditions of labor of women employed in any trade or occupation within the State. Posting of the orders by employers was required and violation of the act or of any of the provisions of the orders was declared a misdemeanor punishable by a fine of \$25 to \$100.

1916
All industries.

Industrial welfare commission order No. 2. Dec. 1, 1916

The first order of the industrial welfare commission having to do with hours required every person employing women to keep a record of information about each employee, including, among other items, the hours of work per day and per week.

1917
Mercantile.

Industrial welfare commission order No. 3. Feb. 27, 1917

The earliest order fixing hours of labor covered mercantile establishments and was issued in 1917. It limited the week to 6 days and the day to 9 hours, to be worked within 10 consecutive hours.

1917
Mercantile.

Industrial welfare commission order No. 5a. Apr. 13, 1917

Another order of 1917 added a provision to those of the earlier mercantile order allowing work on 1 day of each week during 12 consecutive hours provided the limit of 9 hours was not exceeded.

1917
Laundries.

Industrial welfare commission order No. 4. Apr. 8, 1917

Still another 1917 order regulated hours in laundries. It provided a maximum 9-hour day, a 54-hour week, and allowed 1 hour overtime daily if adequate compensation was paid. A lunch period of 1 hour was required.

1918
Laundries.

Industrial welfare commission order No. 7. May 14, 1918

The laundry order of the next year required that the 9 hours of work each day be continuous except for the 1-hour interval for lunch. The weekly limit of 54 hours was repeated, but the provision of 1917 allowing overtime was omitted. The order provided that no woman be compelled to work more than 6 consecutive hours without time for lunch.

1918
Public housekeeping.

Industrial welfare commission order No. 8. July 22, 1918

An order covering public-housekeeping occupations, also issued in 1918, provided for 2 different hour schedules, depending on whether the employee worked on 6 or 7 days of the week. In neither case might the weekly hours exceed 54, but, whereas the 7-day worker was limited to 8 hours a day to be worked within a spread of 13 consecu-

tive hours, the 6-day worker might be employed a maximum of 9 hours a day within 13 consecutive hours.

For all women in the industry a lunch period of 1 hour was required.

1918
Telephone operators.

Industrial welfare commission order No. 3. Sept. 5, 1918

A basic 8-hour day and 6-day week were set by this first order covering telephone operators. For overtime beyond the basic day payment was required at the rate of one and one-half times the hourly rate of the basic day; for Sunday and holiday work, at the rate of the basic day. The order provided further that day operators were to perform their basic day's work in 2 shifts or "tours," 1 of which was not to exceed 5 hours.

1919
Manufacturing.

Industrial welfare commission order No. 29. Apr. 23, 1919

The first order for the manufacturing industry was issued in 1919. A basic day of 8 hours was set, with a weekly limit of 55 hours and of 6 days. Overtime was permitted in case of emergency if the weekly hours were not exceeded, but time in excess of the basic day was to be paid for at the rate of time and one-half of the hourly rate of the basic day. Other provisions of the order limited continuous labor to 5 hours and required a lunch period of at least 45 minutes.

1920
Manufacturing.

Industrial welfare commission order No. 11. May 21, 1920

A new manufacturing order issued in 1920 was suspended by an injunction and never became effective. The order of the previous year, therefore, remained in force.

The 1920 order decreed 8 hours as the normal day's work and 48 hours, 6 days, as the weekly limit. A longer day might be permitted by the commission only to provide a half holiday. Overtime not to exceed 2 hours a day (except in the case of emergency) nor 7 hours in any one week was permitted if paid for at the rate of time and one-half of the regular pay. The provisions of 1919 limiting continuous labor and fixing a minimum lunch period were repeated.

1921
Court of industrial relations.

Session laws 1921, ch. 763. Mar. 15, 1921

In 1921 the powers and duties of the industrial welfare commission were conferred upon the newly created court of industrial relations. The law providing for this transfer of jurisdiction stipulated that all orders and rules made by the commission should continue in force until changed or repealed by the court.

1922
Mercantile.

Industrial welfare order No. 14. July 16, 1922

A new mercantile order in 1922 added a 54-hour-weekly limit to the 9-hour day and 6-day week of the previous orders and allowed employment for as long as 10 hours during 12 consecutive hours on 1 day of each week provided the maximum weekly hours were not exceeded. The order also limited the period of continuous employment to 5 hours and required a 1-hour meal period.

The term "mercantile occupation" was defined to include 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 directly connected with the sale, purchase, and disposition of goods, wares, and merchandise.

1922
Laundry.

Industrial welfare order No. 22. July 13, 1922

In another order of the same year the laundry occupation was defined to include laundry, dyeing, dry-cleaning, and pressing establishments. Daily hours again were limited to 9, now to be worked within a period of 10 consecutive hours except in the case of a breakdown of machinery or other catastrophe beyond control of the employer, when the spread might be 12 hours, provided no woman was permitted to work more than 9 hours a day, or 6 hours continuously without relief for meals. Weekly hours, however, were reduced to 49½. Overtime to the extent of 2½ hours a week was allowed, provided it was paid for at the rate of time and one-half and provided the daily hour limit was not exceeded. The requirement for a 1-hour lunch period was repeated, with the proviso that it might be reduced to not less than half an hour on application to the court of industrial relations showing that both employer and employees preferred a shorter period.

1922
Manufacturing.

Industrial welfare order No. 18. July 16, 1922

"Manufacturing occupation" was defined by the manufacturing order of this year as including all processes in the production of commodities. The work performed in florists' shops and candy-making departments of confectionery stores and bakeries was included; also the work in millinery workrooms, dressmaking establishments, hemstitching and button shops, alteration, drapery, and upholstery departments, unless such departments operating in connection with and as a part of a mercantile establishment were granted permission by the court of industrial relations to operate under the mercantile order.

The order provided for these occupations that work be limited to 9 hours a day and 49½ hours, 6 days, a week. Overtime, permitted only in cases of emergency and not in excess of 4½ hours a week, was to be paid for at the rate of time and one-half, and was to be reported to the court of industrial relations at the end of each calendar month. The order allowed for a meal relief of 45 minutes, or not less than 30 minutes, by permission of the industrial court, in plants working on an 8-hour basis.

Exemption from these regulations was granted to seasonal occupations handling perishable food products, such as canneries and creameries, condenseries, and poultry houses, which may work the 4½ hours overtime allowed without penalty for 6 weeks during their peak season or for two 3-week periods during any 1 year.

1922
Public housekeeping.

Industrial welfare order No. 15. July 16, 1922

A new public-housekeeping order of 1922 established maximum hours of 8 a day and 48 hours, 6 days, a week.

It provided that where the work was continuous the 8 hours should be worked in 1 continuous shift, or in 2 shifts with not less than 4 hours' relief between; where the work was not continuous, and where the women were required to be on duty during the period of service

of each of the 3 regular meals, the 8 hours might be arranged in a broken shift of 3 divisions within a spread of 14 consecutive hours, provided that a period of at least 3 hours was allowed between the second and third divisions of the shift.

The order required a lunch period of not less than one-half hour, to fall within the total spread of hours, and not more than 5 hours of work were allowed without relief for meals. Women employed for only part time each day and for not more than 35 hours in any one week were permitted to work 7 days a week.

The order defined the term "public-housekeeping occupation" to include waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream-soda fountains, light-lunch stands, steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where lunches are served; the work of chambermaids in hotels, lodging and boarding houses, and hospitals; the work of janitresses, of car cleaners, of kitchen workers in hotels, restaurants, and hospitals; and the work of women elevator operators and of cigar-stand and cashier girls connected with such establishments.

1922
Manufacturing. *Amendment to industrial welfare order No. 15. Oct. 10, 1922*

An amendment to the manufacturing order, also in 1922, allows poultry-dressing and poultry-packing establishments, in cases of emergency, to work 11 hours a day and 58 hours a week for 4 of the 6 weeks' peak season between October 15 and December 24 and for 11 hours a day and 60 hours a week for the remaining 2 weeks, provided that 1 of these latter weeks falls between November 1 and Thanksgiving and the other between Thanksgiving and Christmas.

1923
Manufacturing. *Amendment to industrial welfare order No. 15. May 21, 1923*

By another amendment to the manufacturing order of 1922, cream testers were allowed to work 6½ days a week between May 1 and September 1, but the weekly basis of 54 hours was not to be exceeded.

1925
Public service commission. *Session laws 1925, ch. 258. Mar. 10, 1925*

In 1925 the jurisdiction, powers, authority, and duties of the court of industrial relations were transferred to a new commission to be known as the public service commission.

1925
Mercantile. *Amendment to industrial welfare order No. 15. Oct. 8, 1925*

Soon after the public service commission was created an amendment to the mercantile order of 1922 was issued, which provided that upon application to the women's division, showing that both employer and employees preferred a shorter time, a minimum lunch period of 45 minutes was permissible.

1927, 1929
Mercantile. *Public service commission order No. 3, Aug. 1, 1927; commission of labor and industry order No. 3, 1929*

The order of 1927 for the mercantile occupation extends from 12 to 13 the spread of hours during which overtime up to 10 hours is allowed on 1 day each week. It also provides exemption for regularly registered pharmacists. Otherwise the earlier provisions are unaltered. This and the four other orders effective August 1, 1927, were reissued intact by the commission of labor and industry in 1929.

1927, 1929 *Public service commission order No. 1, Aug. 1, 1927; commission of labor and industry order No. 1, 1929*
Laundry.

The public service commission issued a new laundry order in 1927, omitting the provision for increased pay for overtime but making no other change in the provisions of 1922.

1927, 1929 *Public service commission order No. 4, Aug. 1, 1927; commission of labor and industry order No. 4, 1929*
Public housekeeping.

The revised public-housekeeping order issued by the public service commission in 1927 continues the 8-hour day and the 48-hour week but omits the regulation for a 6-day week, the provision dealing with shifts, and all reference to part-time workers. The lunch period is reduced to not less than 20 minutes, with no requirement that this time fall within the total spread of hours allowed. This order adds attendants in ice-cream parlors to the list of employees covered.

1927, 1929 *Public service commission order No. 5, Aug. 1, 1927; commission of labor and industry order No. 5, 1929*
Telephone operators.

The 1927 order for telephone operators repeats the provisions of the 1918 order with the exception of that requiring payment for daily overtime and Sunday or holiday work.

1927, 1929 *Public service commission order No. 8, Aug. 1, 1927; commission of labor and industry order No. 8, 1929*
Manufacturing.

The manufacturing order issued by the commission in 1927 restates the provisions of order No. 13, 1922, with its amendments of 1922 and 1923.

1929
Commission of labor and industry.

Session laws 1929, ch. 252. Mar. 19, 1929

In 1929 the public service commission as created in 1925 was abolished and a commission of labor and industry was created, this commission to consist of three members, one to be designated commissioner of labor, and to have charge of factory inspection, State mine inspection, the State bureau of free employment, and the supervision of laws pertaining to women and children in industry.

NIGHT-WORK LAWS

Regulations regarding night work for women have not been made in any specific act of the legislature of Kansas, but such rulings have been included in the industrial welfare orders for several industries. The penalty for violation is the same as for noncompliance with all other orders.

1917 *Industrial welfare commission order No. 3, Feb. 27, 1917; order No. 30, Apr. 13, 1917*
Mercantile.

Early in 1917 women in mercantile establishments were prohibited from working later than 9 o'clock at night.

A second order of the same year repeated this requirement.

1918 *Industrial welfare commission order No. 8. July 23, 1918*
Public housekeeping.

Women in public-housekeeping occupations working after midnight were defined by an order of 1918 as night workers and subject to the following regulations: Those working a 6-day week were not to be employed more than 8 hours within a period of 12 hours, nor more than 48 hours a week; those working a 7-day week were not to

be employed more than 7 hours within a period of 12 hours, nor more than 48 hours a week.

1918, 1927
Telephones operators. *Industrial welfare commission order No. 9, Sept. 5, 1918; public service commission order No. 5, Aug. 1, 1927*

The telephone order of 1918 and that of 1927 provide that operators regularly employed after 10.30 p. m. shall be on duty not longer than 12 hours, including work time, sleep time, and rest.

1919
Manufacturing. *Industrial welfare commission order No. 10. Apr. 23, 1919*

The employment of women in manufacturing plants between 9 p. m. and 6 a. m. was forbidden in 1919.

1920
Manufacturing. *Industrial welfare commission order No. 11. May 21, 1920*

In 1920 the hour after which women were not to be employed in factories was extended to 10 o'clock, but the order that contained this ruling was suspended by an injunction, and the 1919 regulations, therefore, continued in force.

1921
Mercantile. *Amendment to industrial welfare commission order No. 3a. June 8, 1921*

The mercantile order of 1921 added a provision to those of 1917 permitting the employment of women from June 15 to September 15 until 10 o'clock at night on the seventh day of the week.

1922
Mercantile. *Industrial welfare order No. 14. July 18, 1922*

The order of 1922 for mercantile establishments repeated the night-work prohibition of 1917 and for the amendment of 1921 substituted a provision that during the period from June 1 to September 15, or such shorter period between those limits as might be deemed necessary, the court of industrial relations might issue a temporary order extending the closing hour on one day of the week to 10 o'clock at night in such communities as the agricultural trade might demand. [NOTE.—The definition of mercantile occupations as given in this order will be found in the summary of hour regulations, pp. 38-39.]

1922
Public housekeeping. *Industrial welfare order No. 15. July 18, 1922*

In 1922 the court of industrial relations prohibited women in public-housekeeping occupations from any work between midnight and 6 o'clock in the morning. [NOTE.—The definition of public-housekeeping occupations given in this order will be found in the discussion of daily-hour regulations, p. 39.]

1923
Public housekeeping. *Amendment to industrial welfare order No. 15. Oct. 23, 1923*

An amendment effective in the fall of the same year related to railway lunchrooms operated by railway companies or by persons, firms, or corporations having contracted with railway companies to furnish lunches to railway employees and passengers between midnight and 6 a. m. Women under 25 years of age were forbidden to work in such establishments during these hours. Other women beginning work between these hours, or working between these hours and terminating such work after 2 a. m., were restricted to 7 hours' work daily and 42 hours' work weekly.

These regulations of order No. 15 and its amendment were discarded in the superseding order of the public service commission, effective August 1, 1927, the ruling contained in this order regarding

night work applying only to women under 21, forbidding their employment between midnight and 5 a. m.

1922, 1927, 1929
Manufacturing.

Industrial welfare order No. 11, July 18, 1922; public service commission order No. 2, Aug. 1, 1927; commission of labor and industry order No. 2, 1929

The 1922 and 1927 manufacturing orders repeated the night-work regulation of the order of 1919 and contained a definition of the term "manufacturing occupation." [NOTE.—This definition will be found in the summary of hour regulations, pp. 39-40.]

Order No. 2 of the public service commission was carried intact as an order of the commission of labor and industry in 1929.

1927, 1929
Mercantile.

Public service commission order No. 3, Aug. 1, 1927; commission of labor and industry order No. 3, 1929

The 1927 mercantile order repeats 1917 and 1922 provisions, but authorizes the women's division of the public service commission to issue the permits. Women who are regularly registered pharmacists are exempt from the provisions of this order.

In 1929 the only change was the substitution of the name of the newly created agency to issue the permits.

1927, 1929
Laundry.

Public service commission order No. 1, Aug. 1, 1927; commission of labor and industry order No. 1, 1929

The laundry order of 1927 is the first to contain any night-work regulation affecting women in this industry. It prohibits work between 9 p. m. and 6 a. m. in laundry, dyeing, dry-cleaning, and pressing establishments.

Order No. 1 of the public service commission was carried intact as an order of the commission of labor and industry in 1929.

PROHIBITORY OR REGULATORY LAWS

1915
Any occupation.

Session laws 1915, ch. 275. May 22, 1915

The act creating the Kansas Industrial Welfare Commission made it unlawful to employ women in any industry or occupation under conditions of labor detrimental to their health or welfare. No specific employment was named in this act, nor has any employment been prohibited since by the industrial welfare commission or other authorized body.

SEATING LAWS

1901
Mercantile, etc.

Session laws 1901, ch. 187. May 1, 1901

In 1901 Kansas enacted a law requiring mercantile establishments, stores, shops, hotels, restaurants, or other places employing women or girls as clerks or help, to provide chairs, stools, or other contrivances for the comfortable use of the women employees and to permit the use of such seats for the preservation of the health of the women and for their rest when not actively employed in the discharge of their duties. Violation of this act, which is still effective, is a misdemeanor punishable by a fine of \$10 to \$100.

1916, 1923, 1927,
1929
Laundries.

Industrial welfare commission order No. 1, Dec. 24, 1916; industrial welfare order No. 12, July 18, 1923; public service commission order No. 1, Aug. 1, 1927; commission of labor and industry order No. 1, 1929

Seating regulations in addition to those of the act of 1901 have been included in industrial welfare orders for two industries. The earliest order is that of 1916 setting up a sanitary code for laundries.

This specified that suitable seats must be provided in sufficient number for women and girls to use when not actively engaged at their regular duties, and so far as practicable when operating machines or when engaged at other duties. The penalty for violation of this, as of other orders, is that fixed by the act of 1915 creating the industrial welfare commission.

This regulation was designated by order No. 12, 1922, as still in force and applicable not only in laundries but in dyeing, dry-cleaning, and pressing establishments. The same regulation is continued in the laundry order of the public service commission in 1927 and of the commission of labor and industry in 1929.

1919, 1920, 1922, 1927, 1929
 Manufacturing.

Industrial welfare commission order No. 10, Apr. 23, 1919; order No. 11, May 21, 1920; industrial welfare order No. 12, July 18, 1922; public service commission order No. 2, Aug. 1, 1927; commission of labor and industry order No. 2, 1929

An order in 1919 relating to manufacturing plants required that a suitable seat be provided for each woman employed and that its use be encouraged, so that the worker might perform her labor with convenience, comfort, and efficiency. All seats were required to have backs and foot rests broad and firm enough to be convenient while working.

The 1920 factory order, suspended by an injunction, repeated this provision, which was again repeated by the industrial court in 1922, by the public service commission in 1927, and by the commission of labor and industry in 1929. A definition of manufacturing occupations is contained in the last three orders. [NOTE.—This definition will be found in the summary of daily-hour laws, pp. 39-40.]

KENTUCKY

HOOR LAWS

1912
Manufacturing, mer-
cantile, etc.

Session laws 1912, ch. 77. June 10, 1912

The hour law of Kentucky, enacted in 1912, permits a maximum 10-hour day and 60-hour week for women employed in laundries, bakeries, factories, workshops, or stores, mercantile, manufacturing, or mechanical establishments, hotels, restaurants, telephone exchanges, or telegraph offices. Time records must be kept and a copy of the act and a notice of scheduled hours must be posted in each workroom. Violation of any of the provisions of the act constitutes a misdemeanor, for which the penalty is for a first offense a fine of \$25 to \$50 and for subsequent offenses 10 to 90 days' imprisonment, or a fine of \$50 to \$200, or both.

SEATING LAWS

1912
All occupations.

Session laws 1912, ch. 77. June 10, 1912

The same law that fixes daily and weekly hours for women workers in Kentucky also requires all employers of women to provide suitable seats for their use in the rooms where they work and to permit the use of such seats when the women are not necessarily engaged in the active duties of their employment. In stores and mercantile establishments at least one seat for every three women must be provided. Folding seats are not to be considered a compliance with the law.

The penalties for noncompliance are those that apply to the provisions of the law relating to hours of work.

LOUISIANA

HOURL LAWS

1886
Manufacturing.

Session laws 1886, Act 43, secs. 4, 6. Jan. 1, 1887

A legislative act of 1886 in Louisiana declared that no woman should be employed in any factory, warehouse, or workshop, clothing, dressmaking, or millinery establishment, or any place where the manufacture of any kind of goods was carried on or where any goods were prepared for manufacturing, for a longer period than an average of 10 hours in a day or 60 hours in a week, and that at least 1 hour should be allowed for dinner. Each violation of these provisions was punishable by a fine of not less than \$10 nor more than \$100, or by imprisonment for not more than 30 days, or both.

1900
Mercantile.

Session laws 1900, Act 55. Aug. 7, 1900

An act of 1900 provided that all persons, firms, or corporations doing business at retail where female labor or female clerks were employed should give every employee each day, between the hours of 10 a. m. and 3 p. m., not less than 30 minutes for lunch or recreation.

Evasion or disobedience of this provision constituted a misdemeanor punishable by a fine of \$25 to \$100 or imprisonment for 5 days to 6 months. This law was in part superseded by an act of 1904 (No. 195, July 7) affecting all clerks in retail establishments in cities of more than 50,000 population and requiring an allowance of 1 hour for the midday meal, lunch, or recreation.

1908
Manufacturing, mercantile, etc.

Session laws 1908, Act 301. Aug. 10, 1908

Twenty-two years after the hours of women in manufacturing establishments first were regulated in Louisiana a new law was passed that repealed all acts in conflict with its provisions and required a maximum 10-hour day or 60-hour week (no longer "an average" of 10 hours in a day) for women employed in any mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking store or mercantile establishment in which more than five persons are employed, or in any 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 elevator, or in the transmission or distribution of messages, either telegraph or telephone, or any other messages, or merchandise, or in any other occupation that might be deemed unhealthful or dangerous. One hour was allowed for dinner, but in cases where two-thirds of the employees so desired that time might be reduced to not less than 30 minutes. These provisions did not apply in stores or mercantile establishments working on Saturday nights or 20 days before Christmas.

Violation of these provisions was punishable by a fine of \$25 to \$50 or by imprisonment for 10 days to 6 months, or both.

1914
Manufacturing, mer-
cantile, etc.

Session laws 1914, Act 133. July 27, 1914

An amendment of 1914 adds hotels and restaurants to the industries to which the 1908 law applies, exempts agricultural pursuits, makes the law applicable to all mercantile establishments regardless of the number of persons employed, and substitutes "any other occupation whatsoever" for "any other occupation which may be deemed unhealthful or dangerous."

1916
Mercantile.

Session laws 1916, Act 177. July 28, 1916

Under the terms of an amendment in 1916 the exemption of 1908 for stores working Saturday nights or before Christmas was changed to exempt on Saturday nights only stores or mercantile establishments in which more than five persons are employed.

1930
Manufacturing, mer-
cantile, etc.

Session laws 1930, Act 71. July 30, 1930

Changes in the law in 1930 reduced hours to 9 a day and 54 a week, with certain exceptions: Women in mercantile establishments, cafés, and restaurants situated and operated outside of any municipality, or within any town or village of less than 2,500 inhabitants, and women working in telegraph offices may be employed not exceeding 60 hours a week; and women working in packing plants, canning plants, and factories handling fruits, sea foods, vegetables, and perishable foods may be employed as long as 10 hours a day or 60 hours a week during emergencies. Other provisions of the earlier law remain unchanged.

PROHIBITORY OR REGULATORY LAWS

1908
Cleaning moving ma-
chinery.

Session laws 1908, Act 301, sec. 17. Aug. 10, 1908

The general act of 1908 provides that no woman in any factory, mill, or workshop shall be required to clean any part of the mill, gearing, or machinery while it is in motion. Failure to comply with this provision is to be punished by a fine of \$25 to \$50, or by 10 to 30 days' imprisonment, or by both.

SEATING LAWS

1886
Manufacturing, mer-
cantile.

Session laws 1886, Act 43, secs. 5, 6. Jan. 1, 1887

The law of 1886 that regulated working hours carried a provision requiring that for all women employed in any factory, warehouse, workshop, or store, suitable seats should be provided and their use permitted when the women were not actively engaged in the duties for which they were employed. The penalty for violation of this provision was the same as for violation of the hour provision.

1900
Mercantile.

Session laws 1900, Act. 56. Aug. 7, 1900

Without reference to any earlier legislation on this subject, a new law containing a seating provision was passed in 1900. This made it unlawful for any person or corporation doing business in Louisiana where female labor or female clerks were employed not to maintain seats, chairs, or benches, so placed as to be accessible for the use of the women workers when they were not engaged in the duties for which they were employed.

Evasion or disobedience of this provision constituted a misdemeanor punishable by a fine of \$25 to \$100. In default of payment of this fine, imprisonment for not less than 5 days nor more than 6 months might be imposed.

1908
Manufacturing, mercantile, etc.

Session laws 1908, Act 301, sec. 1, 13. Aug. 10, 1908

In 1908 the law concerning hours contained also a section relating to seats. The act affected women employed in any mill, factory, mine, packing house, laundry, manufacturing establishment, workshop, millinery or dressmaking store or mercantile establishment in which more than five persons were employed, or in any theater or concert hall, or in or about any place of amusement where intoxicating liquors were made or sold, or in any bowling alley, bootblacking establishment, or freight or passenger elevator, or in the transmission or distribution of messages, either telegraph or telephone, or any other messages, or merchandise, or in any other occupation that might be deemed unhealthful or dangerous. For women in such occupations or establishments suitable seats, chairs, or benches were required, at least 1 chair to every 3 females, and their use was to be permitted when the women were not necessarily engaged in the active duties for which they were employed. Noncompliance with this provision was punishable by a fine of \$25 to \$50, or imprisonment for 10 to 30 days, or both.

1914
Manufacturing, mercantile, etc.

Session laws 1914, Act 133, sec. 2. July 27, 1914

To industries and occupations covered by the 1908 law an amendment of 1914 added hotels and restaurants. The amended law was applicable also to all mercantile establishments regardless of number of employees, and for "any other occupation which may be deemed unhealthful or dangerous" it substituted the phrase "any other occupation whatsoever." Agricultural pursuits, however, were expressly exempted.

1918
Elevator operators.

Session laws 1918, Act 153. Aug. 8, 1918

Proper seating or resting accommodations for the convenience of women operating the elevators used for carrying persons, goods, wares, or merchandise are required in the act of 1918, noncompliance with which is a misdemeanor punishable by a fine of not more than \$25 or imprisonment for not more than 10 days.

MAINE

HOOR LAWS

1848
Manufacturing, etc.

Session laws 1848, ch. 83. Apr. 20, 1848

The first legislative attempt to regulate hours of work in Maine was made in 1848. An act passed at that time, the forerunner of later legislation regulating women's hours, applied to any manufacturing or other corporation, except monthly labor or agricultural employment, and declared that no person should be "required or holden to perform more than 10 hours labor in any one day, except in pursuance of an express contract requiring a greater length of time." Violation was punishable by a fine not exceeding \$100.

1887
Manufacturing.

Session laws 1887, ch. 139. July 1, 1887

Not until 1887 did the Maine Legislature pass a law dealing with the hours of women exclusively. This law provided that no woman should be employed in laboring in any manufacturing or mechanical establishment more than 10 hours in any 1 day, except when necessary to make repairs to prevent the interruption of the ordinary running of the machinery, or to make up for lost time on a previous day in the same week because of the stopping of machinery upon which the employee was dependent for employment, or to make 1 shorter workday a week. In no case, the law said, should the hours exceed 60 in a week. However, any woman might lawfully contract to labor for any number of hours in excess of 10 a day, not exceeding 6 hours in any 1 week or 60 hours in any 1 year, if she received additional compensation for such overtime.

The law exempted any manufacturing establishment or business whose materials and products were perishable or required immediate labor to prevent decay or damage. The posting of hour schedules was required, and for violation of any of its provisions the act fixed a fine of \$25 to \$50 for each offense.

1909
Manufacturing.

Session laws 1909, ch. 76. Jan. 1, 1910

In 1909 the law of 1887 was amended by reducing the weekly hours from 60 to 58. All other provisions of 1887 were repeated.

1915
Manufacturing, mercantile, etc.

Session laws 1915, ch. 350. Nov. 1, 1916

Under the provisions of a law passed by the legislature March 31, 1915, adopted by referendum vote September 11, 1916, and effective November 1, 1916, hours in manufacturing and mechanical establishments and in workshops, factories, and laundries are limited to 54 a week and 9 a day, except for the sole purpose of making 1 shorter day during the week.

For women employed in telephone exchanges having more than 3 operatives, in mercantile establishments, stores, restaurants, or telegraph offices, or by express or transportation companies, the law pro-

vides a maximum 54-hour week. This provision does not apply, however, between December 17 and December 24 and during the 8 days prior to Easter Sunday in millinery shops and stores. Nor does any provision of the act apply to employees engaged in public service in cases of extraordinary public requirement or of emergency in which there is danger to property, life, public safety, or public health.

With this exception the law forbids the employment of any woman in establishments in which as many as 3 women work, for more than 6 hours continuously without an interval of at least 1 hour, unless her employment ends for the day at 1.30, in which case she may work not more than 6½ hours continuously. Posting of hour schedules is required and the earlier exemption for manufacturing establishments dealing in perishable products is continued.

The penalty for violation of the act is for the first offense a fine of \$25 to \$50, for the second offense a fine of \$50 to \$200, and for the third and each subsequent offense a fine of \$250 to \$500.

1923
Manufacturing, mer-
cantile, etc.

Session laws 1923, ch. 197

In 1923 an amendment to the hour law, substituting 8 hours and 48 hours, respectively, for 9 and 54, wherever these occurred in the law, was proposed by a petition of the people. This proposal was defeated, however, by referendum vote on October 19, 1923.

1929
Manufacturing, mer-
cantile, etc.

Session laws 1929, ch. 179. July 13, 1929

By amendment of 1929 exemption from the prohibition of continuous employment for more than six hours was allowed any telephone exchange where the operator during the night is not required to operate continuously at the switchboard but is able to sleep the major part of the night. Telephone exchanges employing fewer than five female operators are exempted also from the posting requirement.

1931
Manufacturing, mer-
cantile, etc.

Public laws 1931, ch. 141. July 2, 1931

An amendment of 1931 removes laundries from the group of industries for which maximum daily as well as weekly hours are specified to the group for which only the week—limited to 54 hours—is regulated.

SEATING LAWS

1911
Mercantile, hotel, etc.

Session laws 1911, ch. 26. June 29, 1911

A law passed in 1911 requires mercantile establishments, stores, shops, hotels, restaurants, or other places where women are employed to provide chairs, stools, or other contrivances for the comfortable use of women employees, for the preservation of their health and for rest, when they are not actively employed in the discharge of their duties.

Violation constitutes a misdemeanor punishable by a fine of \$10 to \$100.

MARYLAND

HOURLY LAWS

1912
Manufacturing, mer-
cantile, etc.

Session laws 1912, ch. 79, secs. 14, 15, 18. May 1, 1912

Women's hours of work in Maryland were first regulated by law when an act was passed in 1912 that established a maximum 10-hour day and 60-hour week in manufacturing, mechanical, mercantile, printing, baking, and laundering establishments. Women employed in the canning or preserving or preparing for canning or preserving of perishable fruits and vegetables were exempt.

To meet exceptional seasonal demands in Allegany County, however, when the average day's work for the entire year was not longer than 9 hours, and when the entire work force was employed full time for the entire year, and where for at least 4 months a day of less than 9 hours had been in effect, the workers might be employed during a period of not more than 6 weeks immediately thereafter for as much as 12 hours in a calendar day.

The law provided further that, in establishments where 3 or more women were employed, not more than 6 hours of continuous work was permitted without an interval of at least half an hour, but this period might be extended to 6½ hours if at the end of that time the woman was excused for the rest of the day. Posting of the law and of hour schedules was required.

Violation of any of these provisions constituted a misdemeanor punishable, for the first offense, by a fine of not more than \$100; for the second or subsequent offense, by a fine of not more than \$1,000 or by imprisonment for not more than 1 year, or by both such penalties.

1916
Manufacturing, mer-
cantile, etc.

Session laws 1916, ch. 147. June 1, 1916

A 1916 amendment changes only the overtime provisions. It provides that in any retail mercantile establishment located outside of Baltimore women may work on Saturdays and on Christmas Eve and the 5 working days next preceding Christmas Eve as many as 12 hours a day if during each of these days they are given at least 2 rest intervals of not less than 1 hour each. This provision applies only to such mercantile establishments as have a working day of not more than 9 hours during the remainder of the calendar year.

NIGHT-WORK LAWS

1912
Manufacturing, mer-
cantile, etc.

Session laws 1912, ch. 79, secs. 14, 18. May 1, 1912

The 1912 law that regulates daily and weekly hours also limits to 8 hours work done between 10 o'clock at night and 6 o'clock in the morning in manufacturing, mechanical, mercantile, printing, baking, or laundering establishments. Women employed in the canning or

preserving or in the preparation for canning or preserving of perishable fruits or vegetables are not affected.

The penalties for violation are the same as those for violation of daily-hour regulations.

PROHIBITORY OR REGULATORY LAWS

1902
Mines. *Session laws 1902, ch. 124, sec. 202a, subsec. H, and sec. 205p. Mar. 24, 1902*

The mining law as revised in 1902 provided that no woman should be permitted to enter any mine to work therein. Any person violating the act was guilty of a misdemeanor and subject to a fine of not more than \$500 or imprisonment for not more than 6 months, or both.

1922
Mines. *Session laws 1922, ch. 307, secs. 178, 174. Oct. 1, 1922*

In this year the law was amended to read that women shall not be employed, permitted, or suffered to work in any capacity in, about, or in connection with any mine, excepting in mine offices. The penalty for violation now provided is a fine not exceeding \$200.

SEATING LAWS

1896
Mercantile. *Session laws 1896, ch. 147, sec. 151a. Apr. 2, 1896*

A law enacted in 1896 provides that in any retail, jobbing, or wholesale dry-goods store, notions, millinery, or any other business where women are employed for the purpose of serving the public as clerks or saleswomen a chair or stool must be provided for each woman in order that she may rest when not actively engaged in the performance of her duties. Violation constitutes a misdemeanor punishable for the first offense by a fine of not less than \$10 nor more than \$100. If the offense continues, the employer is subject to a fine at the rate of \$1 a day, daily, for every chair he fails to furnish.

1898
Manufacturing, mercantile. *Session laws 1898, ch. 123, secs. 505, 506. Mar. 24, 1898*

An act of 1898 required mercantile and manufacturing establishments in Baltimore to provide suitable seats for women employees and to permit their use to such extent as might be reasonable for the preservation of health. A fine of \$150 was provided for violation, which constituted a misdemeanor.

This provision is not repeated in the code of 1924.

MASSACHUSETTS

HOUR LAWS

1874
Manufacturing. *Session laws 1874, ch. 221. Oct. 1, 1874*

The first law in Massachusetts regulating women's hours was passed in 1874. It applied to manufacturing establishments and set limits of 10 hours daily and 60 hours weekly. Daily overtime was allowed when necessary to make repairs to prevent the stoppage of machinery, and daily hours could be adjusted so as to make 1 short day a week, but in no case were weekly hours to exceed 60. An employer "willfully" employing any women in violation of this act was subject for each offense to a fine of not more than \$50.

1879
Manufacturing. *Session laws 1879, ch. 207. May 2, 1879*

Five years later the law was amended by striking out the word "willfully," thereby making this law regulating women's hours the first in the country thus made enforceable.¹

1880
Manufacturing. *Session laws 1880, ch. 194. July 1, 1880*

The law was further amended in 1880 by increasing the penalty to not less than \$50 nor more than \$100 for each offense, and by adding provisions for posting hour schedules in the factories and for allowing more than 10 hours a day to be worked if necessary to make up time lost on some previous day of the same week because of the stopping of machinery upon which the woman was employed or was dependent for employment.

1883
Manufacturing, mercantile. *Session laws 1883, ch. 137. July 1, 1883*

Again amended in 1883, the law was made to apply to mechanical and mercantile as well as manufacturing establishments.

1884
Manufacturing. *Session laws, 1884, ch. 275. June 26, 1884*

An amendment less than a year later made the law no longer applicable to mercantile establishments.

1886
Manufacturing. *Session laws 1886, ch. 90. Apr. 21, 1886*

In addition to the 1880 provision for posting hour schedules, an amendment of 1886 required that the time of starting and stopping work and the time allowed for dinner should be posted. Forms for posting were to be furnished by the chief of the district police and approved by the attorney general.

1887
Manufacturing. *Session laws 1887, ch. 280. June 10, 1887*

Revision in 1887 changed the law to provide that the stopping of machinery for a shorter continuous time than 30 minutes should not

¹ Commons, John R., and Andrews, John B., Principles of Labor Legislation. Rev. ed., New York and London, Harper & Bros., 1927. p. 249.

authorize overtime, and that overtime should be authorized only after a written report of the day and hour of the stoppage was made to the authorities. Any person making a false report was subject to the same fine as for violation of the act.

Further amendment provided still more specific posting requirements and released any employer who complied with them from responsibility if a woman worked, without his orders, consent, or knowledge, during any part of the time allowed for meals.

1887
Factories, workshops.

Session laws 1887, chs. 215, 230. May 31, 1887

Another act of 1887 provided that women in factories or workshops should be given at least a half hour for meals, and that continuous employment should not exceed 6 hours. However, a woman might be employed for 6½ hours without a break if employment for the day ended not later than 1 p. m.; or for 7½ hours if employment ended for the day not later than 2 p. m., and if there was sufficient opportunity for eating lunch on duty. Operating the machine of another employee in addition to her own during that employee's lunch period was forbidden.

Violation of this act also was punishable by a fine of \$50 to \$100, but (ch. 330) an employer complying with the posting provisions was not to be held responsible for violation of the lunch-hour regulations when such violation was without his orders, consent, or knowledge.

These provisions applied to factories and workshops in which 5 or more children, young persons, and women were employed, excepting iron works, glass works, paper mills, letter-press printing establishments, print works, and bleaching or dyeing works. The chief of the district police might, with the approval of the governor, exempt other classes.

1892
Manufacturing.

Session laws 1892, ch. 357. July 1, 1892

In 1892 the hour law was amended by reducing weekly hours to 58. No other change was made.

1898
Manufacturing.

Session laws 1898, ch. 505. July 1, 1898

An act of 1898 provided that no deductions should be made in the wages of women employed in manufacturing or mechanical establishments for time during which machinery was stopped for repair, if permission to leave the mill was not given; and no women should be compelled to make up such lost time unless they were paid at their regular rates of wages, if they had been kept in the workrooms during the time of the breakdown. A fine of not more than \$20 for each offense was provided.

1900
Mercantile.

Session laws 1900, ch. 378. July 1, 1900

Except for the period from July 1, 1883, to June 26, 1884, the hours of women in mercantile establishments in Massachusetts were not regulated by law until the passage in 1900 of an act that established for stores a 58-hour week, excepting only retail shops during December of each year. The act to which this was an amendment (session laws 1894, ch. 508, sec. 78) provided for violation a fine not exceeding \$100.

1901
Mercantile.

Session laws 1901, ch. 119. Mar. 23, 1901

Posting requirements similar to those for manufacturing establishments were provided for mercantile establishments in 1901 and a penalty for violation of the mercantile law of \$50 to \$100 for each offense was named. The act defined mercantile establishments as "any premises used for the purposes of trade in the purchase or sale of any goods or merchandise, and any premises used for the purposes of a restaurant or for publicly providing and serving meals."

1904
Mercantile.

Session laws 1904, ch. 377. July 3, 1904

An amendment of this year struck out the December exemption, thus establishing in mercantile establishments a 58-hour weekly limit throughout the year.

1908
Manufacturing.

Session laws 1908, ch. 645. Jan. 1, 1910

Weekly hours in manufacturing and mechanical establishments were reduced, by an act of 1908, effective January 1, 1910, from 58 to 56. Daily hours remained at 10 and no other change was made in the earlier provisions, except to add that in establishments where employment is by seasons the weekly hours might exceed 56—but not 58—provided the average for the year should not exceed 56 a week, excluding Sundays and holidays.

1909
Manufacturing.

Session laws 1909, ch. 614, sec. 43. Oct. 1, 1909

A codification of the labor laws in 1909 included a provision that employment by any woman in more than one establishment should not exceed 58 hours a week.

1911
Mercantile.

Session laws 1911, ch. 313. Apr. 20, 1911

Weekly hours of women employed in workshops connected with mercantile stores (and under the same ownership), for making, repairing, and altering garments, were fixed in 1911 at 56, the standard already in force in manufacturing and mechanical establishments. Otherwise provisions of the mercantile and not the manufacturing law applied to these workers.

1911
Manufacturing.

Session laws 1911, ch. 424. Jan. 1, 1912

An act of 1911, effective January 1, 1912, reduced weekly hours in manufacturing and mechanical establishments from 56 to 54, but it retained the 10-hour day. In seasonal industries overtime might increase the hours to 58, as before, provided the average for the year was not more than 54 hours. No other changes were made, except that the provision of 1909 as to employment in more than 1 establishment was omitted.

1912
Mercantile.

Session laws 1912, ch. 452. Apr. 7, 1912

The word "making" was struck out of the amendment of the previous year dealing with workshops in mercantile establishments.

1912
Manufacturing.

Session laws 1912, ch. 477. May 22, 1912

A 1912 amendment to the law regulating women's hours in manufacturing plants dealt again with their employment in more than 1 establishment, now providing that total hours should not exceed 54.

It also struck out the provisions for apportionment of hours in order to make 1 short day in the week. All other earlier provisions were continued.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 531, secs. 1, 9, 20. Sept. 1, 1913

The child labor law was amended in 1913 to provide that girls under 21 (and boys under 18) should not be permitted to work more than 10 hours a day nor more than 54 hours, or 6 days, a week, in any factory, workshop, manufacturing, mechanical, or mercantile establishment, barber shop, bootblack's stand, public stable, garage, brick or lumber yard, telephone exchange, or telegraph or messenger office, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses. Penalties for violations were for the first offense a fine of \$10 to \$50, or imprisonment for not more than 30 days, or both, and for the second and subsequent offenses a fine of \$50 to \$200, or not more than 60 days in prison, or both.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 762. Oct. 1, 1913

Hour regulations for women were extended in 1913 to cover not only manufacturing, mechanical, and mercantile establishments, factories, and workshops, but telegraph offices, telephone exchanges, and express or transportation companies. The new law limited the week to 54 hours, which was no change for factory workers but was a reduction of 4 hours for mercantile employees. The 10-hour day also was new for mercantile establishments as well as for all industries covered by the act except manufacturing and mechanical establishments. The exception for seasonal industries remained the same, that is, hours might exceed 54 but not 58, providing the average for the year was not more than 54. As before, work on more than 1 job was not to exceed the 54-hour weekly limit. The provision for making up time lost on a previous day of the same week was unchanged. In cases of extraordinary emergency or public requirement, exemption from the law was allowed employers in public service or businesses in which shifts might be required, but no employment in excess of 10 hours a day and 54 hours a week was legalized until a report of the day and hour and duration of such overtime was sent to the board of labor and industries.

Provisions for posting were unaltered, except that the new State board of labor and industries was to furnish forms, and special requirements were fixed for employers in public service or other kinds of business in which shifts might be used.

1913
Restaurants, etc.

Session laws 1913, ch. 565. Mar. 22, 1913

Another act of 1913 provided that in towns of less than 4,500 population employers of women in a hotel or upon premises used for the temporary purpose of publicly providing and serving meals should be exempt from the posting requirements of the act of 1901, which did not specifically name hotels but did apply to "any premises used for the purposes of a restaurant or for publicly providing and serving meals."

1915
Manufacturing.

Session laws 1915, ch. 57. Apr. 11, 1915

An amendment of 1915 provided, in regard to making up time lost on account of stoppage of machinery, that such stoppage for the celebration of any holiday did not authorize overtime.

1916
Manufacturing.

Session laws 1916, ch. 222. June 15, 1916

Further amendment in 1916 gave power to the State board of labor and industries to determine what employments were seasonal and therefore subject to exemption. Since that time 5 industries have been declared seasonal—the packing of apples, in 1916; the manufacture of straw hats, in 1919; the sorting and packing of tobacco, in 1920; the canning of fresh mackerel, in 1923; and the screening of cranberries, in 1930.

1917
Factories, workshops.

Session laws 1917, ch. 110. Apr. 21, 1917

The 30-minute meal period, required since 1887 in factories and workshops, was extended to 45 minutes in 1917.

1917

Session laws 1917, ch. 342. May 26, 1917

The defense act of 1917 provided for the appointment by the State board of labor and industries, with the approval of the governor, of a special committee of 5 members to receive applications, hold hearings, and grant permits for the suspension of any labor law that interfered with the performance of work required by an emergency arising out of the war. Such permits were to be revocable at any time and in any case were to be void 60 days after the termination of the war. The act provided that the committee was to consist of the commissioner of labor as chairman, 2 representatives of employers of labor, and 2 representatives of wage earners.

1918
Elevators.

Session laws 1918, ch. 247. May 12, 1918

The law applying to factories, workshops, mercantile, manufacturing, or mechanical establishments was amended in 1918 to apply to women operating elevators in such establishments, or in any building occupied in whole or in part by such establishments, or in any office building.

1919
Manufacturing, mercantile, etc.

Session laws 1919, ch. 113. May 18, 1919

In 1919 maximum hours were reduced from 10 to 9 a day, and from 54 to 48 a week. No other provisions of the hour law were amended except that relating to seasonal employment, in which overtime that extended the hours to 52 a week, instead of to 58 as provided earlier, was allowed if the average for the year did not exceed 48, excluding Sundays and holidays. The board of labor and industries again was given power to determine what employments are seasonal. Employment in more than 1 plant is limited to a total of 48 hours in any 1 week.

1921
Manufacturing, mercantile, etc.

Session laws 1921, ch. 284. May 12, 1921

The coverage of the hour law was again extended in 1921 to include women employed in any laundry, hotel, manicuring or hairdressing establishment, motion-picture theater, or as elevator operators, or

switchboard operators in private exchanges. Hotel employees, however, not employed in a manufacturing, mercantile, or mechanical establishment connected with a hotel, are allowed to work for more than 9 but not for more than 10 hours in any 1 day if the weekly limit of 48 hours is not exceeded.

NIGHT-WORK LAWS

1890
Manufacturing.

Session laws 1890, ch. 181. July 1, 1891

The first law in Massachusetts prohibiting the employment of women at night was passed in 1890, but it was not effective until July 1, 1891. It applied to manufacturing establishments and prohibited work between the hours of 10 o'clock at night and 6 o'clock in the morning. The penalty for violation was a fine of \$20 to \$50 for each offense.

1907
Manufacturing.

Session laws 1907, ch. 257. Oct. 1, 1907

While the law of 1890 was amended slightly in wording in 1892 (session laws of 1892, ch. 83), its provisions were not altered until 1907, 16 years after it first became effective. The amended law of 1907 continued the 1890 provision for manufacturing establishments other than textile, but in textile mills women were prohibited from working between 6 p. m. and 6 a. m. The penalty of 1890 was repeated. This law is still in effect.

1913
Manufacturing, mercantile, etc.

Session laws 1913, ch. 851, secs. 1, 2, 20. Sept. 1, 1913

Girls under 21 were prohibited in 1913 from working after 6 in the evening in plants manufacturing textile goods, and between 10 at night and 5 in the morning in any factory, workshop, manufacturing, mechanical, or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses. The first offense was punishable by a fine of \$10 to \$50, or imprisonment of not more than 30 days, or both; second and subsequent offenses, by a fine of \$50 to \$200, or not more than 60 days' imprisonment, or both.

1917
Telephone.

Session laws 1917, ch. 294. June 23, 1917

Four years after the passage of the first law prohibiting the employment of girls under 21 in certain industries and occupations after 10 o'clock in the evening and before 5 o'clock in the morning, an amendment was added that allows them to work as operators in regular service telephone exchanges until but not after 11 o'clock at night.

PROHIBITORY OR REGULATORY LAWS

1911
Employment before and after childbirth.

Session laws 1911, ch. 229. Jan. 1, 1912

An act of 1911, which became effective January 1, 1912, provides that women shall not knowingly be employed in laboring in mercantile, manufacturing, or mechanical establishments within 2 weeks before or 4 weeks after childbirth. Violation is punishable by a fine or not more than \$100.

1912
Core making.

Session laws 1912, ch. 553. June 26, 1912

In 1912 the State board of health was authorized to investigate and make rules regulating the employment of women in core rooms, such rules to relate to the structure and location of the rooms, the emission of gases and fumes from ovens, and the size and weight that women should be allowed to work on or to lift. A copy of such rules was to be posted in every core room employing women, and for violation of any rule a fine of \$25 to \$500 was provided.

1912
Core making.

Board of health rules. Dec. 19, 1912

In accordance with the legislation of 1912 the board of health adopted rules, during the same year, that provided that core rooms where women work should be separated from the foundry and have separate entrances so that the women would not be exposed to the fumes and gases, nor have to pass through the foundry going and coming from work; that ovens in the core rooms should be so constructed, and mechanical devices used when necessary, as to carry off all fumes; that women should not carry cores from benches to ovens, nor lift weights of more than 40 pounds, this limit, however, to be subject to change by the State inspector of health if after personal examination of the women it seemed to him safe and proper to increase the maximum allowed.

In connection with these rules the board stated that "it does not seem necessary to prescribe any limit for the size and the weight which women shall work on, as such work does not seem injurious to a woman's health."

1913
Core making.

Session laws 1913, ch. 813. June 16, 1913

In 1913 the duties of the board of health in carrying out the law of 1912 were transferred to the newly created board of labor and industries and the industrial accident board, who were to act jointly.

1913
Lifting weights.

Session laws 1913, ch. 486. May 3, 1913

Legislation was passed in 1913 providing that boxes, baskets, and other receptacles not less than 2 feet wide, 2½ feet long, and 2 feet high, or of equivalent dimensions, which were to be moved by women in manufacturing or mechanical establishments, should be equipped with pulleys, casters, or some other mechanical device. For violation the act provided a fine of \$50 for every day's failure to provide the appliances specified.

1914
Lifting weights.

Session laws 1914, ch. 241. Apr. 24, 1914

An amendment of the following year struck out the dimensions, making the law apply to boxes, baskets, and other receptacles that with their contents weigh 75 pounds or more.

1915
Lifting weights.

Session laws 1915, ch. 37. Apr. 1, 1915

The wording of the law of 1913 was changed in 1915 by inserting the word "or" between the words "pulleys" and "casters" and striking out the phrase "or some other mechanical device."

*Adopted on this date. Exact date effective not known.

1916
Core making.

Session laws 1916, ch. 328. June 8, 1916

In 1916 the joint powers and duties of the two boards specified in the 1913 act. (ch. 813) were transferred to the State board of labor and industries.

1917
Core making.

Board of labor and industries. Rules and regulations relating to * * * foundries * * * 1917, secs. 23-30. Apr. 10, 1917

No change was made in the core-room rules of 1912 until 1917, when an investigation led to complete revision. The rules adopted in 1917 provide that (a) where rooms in which core ovens are located adjoin rooms in which the making of cores and baking of cores are simultaneous operations and where the process generates objectionable gases, smoke, and fumes in the room in which cores are made by women, the board at its discretion may require partitions between such rooms of concrete, hollow tile, brick, metal, or other material approved by it, such partitions to have only such openings as are required by the nature of the business; (b) all such openings must be vestibuled, with a revolving device or self-closing double doors, or any other self-closing device equally effective that meets the approval of the board and that will trap and exclude gases, fumes, and smoke from the core room; (c) women must not be permitted to lift any core or number of cores on 1 plate, the total cubical contents of which exceed 1 cubic foot, or the total weight of which, including plate, core box or boxes, exceeds 25 pounds, unless assisted by mechanical appliances that limit the physical effort to 25 pounds; and (d) women shall not be allowed to work on any core the total cubical contents of which exceeds 2 cubic feet or the total weight of which, including plate, core box or boxes, exceeds 60 pounds.

SEATING LAWS

1882
Manufacturing, mercantile.

Session laws 1882, ch. 150. May 22, 1882

The first seating law in Massachusetts, passed in 1882, required that suitable seats be provided for women employed in manufacturing, mechanical, or mercantile establishments and that the women be permitted to use the seats when they were not necessarily engaged in the active duties for which they were employed. Violation was subject to a fine of not less than \$10 nor more than \$30 for each offense.

1912
Manufacturing, mercantile.

Session laws 1912, ch. 90. Mar. 18, 1912

In 1912 the law was amended to require also that the use of the seats be allowed while the women are at work, "except in such cases and at such times as the work can not properly be performed in a sitting position." The penalty for violation has not been changed since 1882.

MICHIGAN

HOOR LAWS

1885
Manufacturing.

Session laws 1885, Act 33, secs. 4, 5, 6. Sept. 23, 1885

The first law in Michigan dealing with women's hours was passed in 1885 and provided an average 10-hour day and 60-hour week and at least one hour a day "in the labor period" for dinner. It applied to women in any factory, warehouse, workshop, or place where the manufacture of any kind of goods was carried on or where any goods were prepared for manufacturing. Any person violating the act was required to forfeit a penalty of \$50, and any directors of any corporation willfully neglecting or refusing to obey these provisions were each liable to the penalty. The act did not apply to any penal, reformatory, or benevolent institution in the State.

Amended in 1893 (session laws 1893, ch. 126) the law was made to apply only to girls under 21 years of age. The hours of women 21 and over were not regulated again by law until 1907.

1907
Manufacturing, mercantile.

Session laws 1907, Act 139, secs. 1, 2. Sept. 23, 1907

The act of 1907 once more provided a 10-hour day or 60-hour week for all women in manufacturing establishments and stores in the State. The daily limit, however, might be exceeded for the purpose of making a shorter workday on the last day of the week, and the weekly limit might be exceeded in manufacturing plants to make necessary repairs to machinery to avoid stoppage of the running of the establishment. Stores having 10 or fewer employees were exempt.

Violation constituted a misdemeanor, for which the penalty was a fine of \$5 to \$100, or imprisonment for 10 to 90 days, or both fine and imprisonment.

1909
Manufacturing, mercantile, etc.

Session laws 1909, Act 235, secs. 3, 4. June 2, 1909

A new law of 1909, repealing previous hour provisions, not only reduced the maximum hours but increased the number of industries covered. It applied to any factory, mill, warehouse, workshop, clothing, dressmaking, or millinery establishment, or any place where the manufacture of any kind of goods was carried on, or where any goods were prepared for manufacturing, or any laundry, store, shop, or any other mercantile establishment; and it provided an average of 9 hours a day or 54 hours a week, and not more than 10 hours in any 1 day. Women engaged in preserving perishable goods in fruit-and-vegetable-canning establishments were exempt. The minimum fine for violation was increased from \$5 to \$10. Posting of the act was required.

1915
Manufacturing, mercantile, etc.

Session laws 1915, Act 255, secs. 1, 2. May 17, 1915

A 1915 amendment added offices and restaurants to the industries affected by the law of 1909.

1919
Manufacturing, mer-
cantile, etc.

Session laws 1919, Act 341. Aug. 14, 1919

In 1919 the law was again amended, this time to include women employed in theaters, concert halls, music halls, or hotels, operating elevators, or on street or electric railways.

1923
Manufacturing, mer-
cantile, etc.

Session laws 1923, Act 206, secs. 1, 9. Aug. 30, 1923

Another amendment in 1923 added quarries to the list of industries and occupations covered by the hour law.

1927
Manufacturing, mer-
cantile, etc.

Session laws 1927, Act 21. Sept. 5, 1927

A 1927 amendment changed the exemption clause to apply to any person, corporation, or association engaged in preserving and shipping perishable goods in fruit-and-vegetable-canning or fruit-packing establishments.

Such employment, the amendment further provides, shall be approved by the commission or any duly authorized representative as not being injurious to the health of the person or persons so engaged.

1929
Manufacturing, mer-
cantile, etc.

Session laws 1929, Act 289. Aug. 28, 1929

In 1929 the law was extended to hospitals, but student and graduate nurses in hospitals and nurses in fraternal or charitable homes were made exempt.

PROHIBITORY OR REGULATORY LAWS

1905
Emery wheels or belts.

Session laws 1905, Act 172. Sept. 15, 1905

A law passed by the State of Michigan in 1905 prohibited women from operating or using wheels or emery belts of any description, whether leather, leather covered, felt, canvas, paper, or cotton, or wheels or belts rolled or coated with emery or corundum or cotton wheels used as buffs. The general law to which this section was an amendment exempted from its provisions grinding machines upon which water is used at the point of grinding contact, and solid emery wheels used in sawmills or planing mills or other woodworking establishments. Noncompliance with any provision of the law was a misdemeanor punishable by a fine of \$25 to \$100, or imprisonment for 30 to 90 days, or both.

1909
Emery wheels or belts.

Session laws 1909, Act 285, secs. 27, 31, 54. June 2, 1909

The revision and consolidation of the labor laws in 1909 repeats the provision of 1905 and changes the penalty for violation to a fine of \$10 to \$100, or imprisonment for 10 to 90 days, or both fine and imprisonment.

Because of ambiguous wording, however, this law has never been enforced. The act is a general one regulating in part the use of wheels and belts specified in section 27. No mention of women is made, however, until section 31, which states that "no female shall be employed in operating or using any of the wheels or belts specified in *this* section," but which does not define the wheels or belts.

1919
Any occupation.

Session laws 1919, Act 259. Aug. 14, 1919

An act of this year requiring equal pay for men and women provides that women shall not be given any task disproportionate to

their strength, nor employed in any place detrimental to their morals, health, or potential capacity for motherhood. The penalty for violation, which is a misdemeanor, is a maximum fine of \$100 or imprisonment for not more than 3 months, or both.

1923
Cleaning moving machinery, etc.

Session laws 1923, Act 206, sec. 11. Aug. 30, 1923

Though for 30 years girls under 21 years of age had not been allowed by law to clean machinery while in motion, the first prohibition affecting adult women was enacted in 1923. The amended law of that year specifies that women shall not be allowed to clean moving machinery, nor to be engaged in any hazardous employment or where health may be injured or morals depraved. Violation is subject to a fine of \$10 to \$100, or imprisonment for 10 to 90 days, or both fine and imprisonment. This law, however, was amended in 1929 (Act 102, sec. 11) to apply only to persons under 18 years of age.

SEATING LAWS

1885
Manufacturing, mercantile, etc.

Session laws 1885, Act 39, secs. 5, 6, 8. Sept. 28, 1885

The Michigan Legislature passed an act in 1885 stipulating that suitable seats be provided for the use of women employed in factories, warehouses, workshops, stores, or hotels and that the women be permitted to use the seats when not necessarily engaged in the active duties of their employment. Any person violating this provision was required to forfeit, for each offense, the sum of \$50.

1893
Any occupation.

Session laws 1893, Act 91. Aug. 23, 1893

In 1893 Michigan passed a new seating law requiring that all persons who employed women in stores, shops, offices, or manufactories, as clerks, assistants, operatives, or helpers in any business, trade, or occupation carried on or operated by them, should provide proper and suitable seats for all such employees and should permit the use of such seats, rests, or stools as might be necessary. Nor should they make any rules, regulations, or orders preventing the use of such stools or seats when the women were not actively engaged in their work.

Violation was punishable by a fine not to exceed \$25 and costs.

1909
Any occupation.

Session laws 1909, Act 285, secs. 11, 24, 54. June 2, 1909

The revised law of 1909, still in effect, made no essential change in the seating provisions of 1893. The penalty for noncompliance, however, was changed to \$10 to \$100, or imprisonment for 10 to 90 days, or both fine and imprisonment.

Another section of this act, which amended an earlier law relating only to minors, provides that women shall not be unnecessarily required in any employment to remain constantly standing.

EQUAL-PAY LAW

1919

Session laws 1919, Act 239. Aug. 14, 1919

In 1919 an act was passed making it unlawful for any person employing both males and females in the production of any article "to discriminate in any way in the payment of wages as between sex or to pay any female engaged in the manufacture or production of any

article of like value, workmanship, and production a less wage, by time or piecework, than is being paid to males similarly employed in such manufacture, production, or in any employment formerly performed by males: *Provided, however,* That no female shall be given any task disproportionate to her strength, nor shall she be employed in any place detrimental to her morals, her health, or her potential capacity for motherhood."

Violation of this act is a misdemeanor subject to a fine of not more than \$100 or imprisonment for not more than 3 months, or both.

MINNESOTA

HOURL LAWS

1858
Manufacturing.

Session laws 1857, ch. 35. Aug. 2, 1858

The first law relating to the working hours of women in Minnesota, and the second of its kind to be passed in any State, was enacted in 1858. It read that any owner of any manufactory, workshop, or other place used for mechanical or manufacturing purposes who compelled women to work longer than 10 hours a day was liable to a fine of \$10 to \$100.

An amending act of 1895 (ch. 49) made this a basic hour law applicable to all persons.

1909
Manufacturing, mercantile.

Session laws 1909, ch. 499. Apr. 21, 1909

It was not until 14 years later that another law was passed that fixed maximum hours for women. For all women in manufacturing, mechanical, and mercantile establishments the act of 1909 set a weekly limit of 58 hours. In addition, in manufacturing and mechanical establishments not more than 10 hours a day were permitted except to make 1 shorter workday a week or to make up for lost time of at least 30 minutes on a previous day of the same week if the loss was due to the stoppage of machinery. Such overtime, however, was not authorized until a written report of the day and hour of its occurrence and its duration was sent to the commissioner of labor. One hour was required for the noonday meal unless a shorter time was permitted by the commissioner of labor. In case women were required or permitted to work more than 1 hour after 6 p. m., the law provided that they should be allowed at least 20 minutes for lunch before beginning the overtime work. Posting of scheduled hours was obligatory and violation of the law was declared a misdemeanor for which the penalty was imprisonment for not more than 3 months, or a fine of not more than \$100. (Rev. laws 1905, sec. 4763.)

1913
Manufacturing, mercantile, etc.

Session laws 1913, ch. 531. Apr. 23, 1913

A new hour law in 1913, amending the act of 1909, affected industries only in first and second class cities. More industries were covered than in the earlier law, and in some industries hours were reduced. In mercantile establishments, restaurants, lunch rooms, or eating houses, or in kitchens operated in connection therewith, hours were fixed at 10 a day and 58 a week. In manufacturing and mechanical and in telephone or telegraph establishments daily hours were set at 9 and weekly hours at 54. Provision was made, however, for a different apportionment of daily hours in all these industries for the sole purpose of making a shorter workday on 1 day of the week. In retail mercantile establishments 11 hours were permitted on Saturdays. In no case, however, could the weekly limit be exceeded.

Women engaged in canning or otherwise preserving perishable fruit, grain, or vegetables were exempt from the law for 6 weeks each year. The overtime, posting, and penalty provisions of 1909 were repeated. Outside cities of the first and second class the law of 1909 continued to apply.

1919, 1920 *Minimum wage commission orders Nos. 10 and 11, Aug. 5, 1919; order No. 12, Jan. 1, 1921*
Any occupation.

In fixing minimum wages for women in Minnesota, the minimum wage commission in 2 orders of 1919 set a basic week of 48 hours for women in any occupation in the State. For telephone operators employed between 6 p. m. and 8 a. m., however, 12 hours on duty were to be construed as 8 hours if the operator was allowed to sleep. Time records and posting of orders were required in the act creating the minimum wage commission. (Session laws 1913, ch. 547.) Any violation of the act was a misdemeanor and subject to a fine for each offense of \$10 to \$50, or imprisonment for 10 to 60 days.

These regulations were repeated in minimum-wage order No. 12, effective January 1, 1921. In 1925 the State's attorney general ruled the minimum-wage law invalid as applied to adult women.

1923
All industries. *Session laws 1923, ch. 422. July 1, 1923*

An amendment in 1923 to the law of 1913 extended its application to practically all industries and occupations in the State. It provided a maximum 9½-hour day and 54-hour week for women in any business or service whatsoever but did not apply to women employed as domestics in the home, to persons engaged in the care of the sick or injured, in cases of emergency in which the safety, health, morals, or welfare of the public might otherwise be affected, in cases in which night employees might be at the place of employment for not more than 12 hours and have opportunity for at least 4 hours' sleep, or to telephone operators in municipalities of less than 1,500 inhabitants. Employment of a woman in more than one establishment in excess of 9½ hours a day or 54 a week was prohibited. The law required a minimum period of 60 minutes for regular meals, unless the State industrial commission should permit a shorter time. It required the posting of hour schedules and a copy of the act and also the keeping of time records. Failure to keep such records or falsification of any statements therein was declared a misdemeanor punishable for each offense by a fine of \$10 to \$25 or imprisonment for not more than 10 days. Violation of other provisions of the act was punishable by a fine of \$25 to \$100 for each offense and for each day of violation after notification by the industrial commission.

In a decision of June 25, 1926, the attorney general of Minnesota held that the law of 1923 had not been constitutionally enacted. Consequently, the laws of 1909 and 1913 again became operative. This ruling was reaffirmed November 28, 1931.

1927
Manufacturing. *Session laws 1927, ch. 349. Apr. 20, 1927*

Legislation of 1927, amending the hour laws of 1909, 1913, and 1923, increased the 1913 exemption for women engaged in preserving fruits, grains, or vegetables from 6 weeks to 75 days in any 1 year.

PROHIBITORY OR REGULATORY LAWS

1913
Oil or cleaning moving machinery.

Session laws 1913, ch. 316, secs. 9, 20. Oct. 1, 1913

According to the factory law of 1913 no woman shall be required or permitted to oil or clean moving machinery. The minimum penalty for violation, which is a misdemeanor, is a fine of \$25 or imprisonment for 15 days.

1919
Core making.

Session laws 1919, ch. 84, secs. 80, 21, 30. Jan. 1, 1920

According to a law effective in 1920 women employed in core-making rooms are not permitted to make or handle cores when the combined weight of the core, core box, and plate exceeds 25 pounds; nor are they to be employed in placing cores in ovens or in taking them out of ovens.

An employer violating these provisions 30 days after written notification by the commissioner of labor or his assistants is guilty of a misdemeanor and liable to a fine of not more than \$100 or imprisonment for not exceeding 90 days.

SEATING LAWS

1887
Mercantile, manufacturing.

Session laws 1887, ch. 175. Mar. 7, 1887

By legislative action of 1887 it became the duty of employers of women in any mercantile or manufacturing business or occupation to provide and maintain suitable seats for their women employees and to permit the use of these seats to such an extent as might be reasonable for the preservation of the health of the women.

1889
Mercantile, manufacturing, etc.

Session laws 1889, ch. 19. Mar. 19, 1889

An act of 1889 amended the earlier law to include hotels and restaurants and to specify that the seats should be provided and maintained in the room or place where the women were employed.

Anyone violating the law was declared guilty of a misdemeanor for each day of violation and punishable by a fine of \$10 to \$25, or imprisonment for 10 to 30 days, or both fine and imprisonment.

1905
Mercantile, manufacturing, etc.

Revised laws 1905, ch. 23, secs. 1502, 1503, 1524. Mar. 1, 1906

The revised law of 1905 provides for violation of the provision requiring seats for women a fine of at least \$25 or imprisonment for 15 days.

1919
All industries.

Session laws 1919, ch. 191, secs. 1, 26. Apr. 25, 1919

The amended law of 1919 requires the provision and maintenance of suitable seats, with proper backs where practicable, for the use of women in all places of employment, the use of such seats to be permitted to such extent as may be reasonable for the preservation of health. In factories seats must be supplied for all women whose work can be done in a sitting posture and their use at such work must be permitted. The commissioner of labor may determine when seats, with or without backs, are necessary and the number thereof. "All places of employment" as used here, the act says, shall mean any place, either inside or outside, where any business or industry is car-

ried 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 not domestic service nor agricultural labor.

Violation or failure to comply with the provisions of the act constitutes a misdemeanor punishable by a fine or imprisonment at the discretion of the court.

MISSISSIPPI

HOOR LAWS

1914

Laundry, mercantile, etc.

Session laws 1914, ch. 165. Mar. 27, 1914

The only legislation in Mississippi dealing with the hours of women exclusively was passed in 1914. This act makes it unlawful to employ women in any laundry, millinery, dressmaking store, office, mercantile establishment, theater, telegraph or telephone office, or "any other occupation not here enumerated" more than 10 hours a day or 60 hours a week, except in cases of emergency or where public necessity requires. Domestic servants are not covered by the law. Violation is subject to a fine of \$10 to \$50, or imprisonment for 5 to 30 days, or both fine and imprisonment, each day's violation constituting a separate offense.

1930

Laundry, mercantile, etc.

Code 1930, vol. 2, secs. 4653, 4655. Nov. 2, 1930

The 1930 code of Mississippi provides that any violator of the hour law is guilty of a misdemeanor and subject to a fine of not less than \$25 nor more than \$250 for each offense. Each day's violation constitutes a separate offense.

MISSOURI

HOURL LAWS

1909
Manufacturing, mer-
cantile, etc.

Session laws 1909, p. 618. Aug. 18, 1909

In 1909 Missouri passed its first legislation regulating women's hours of work. The law applied to cities of more than 5,000 inhabitants and provided a maximum week of 54 hours in any manufacturing establishment, laundry, or restaurant, or any mercantile establishment employing more than 3 females.

Posting of hour schedules was required, and for violation of the law, which was deemed a misdemeanor, a fine of \$50 to \$100 was provided.

1911
Manufacturing, mer-
cantile, etc.

Session laws 1911, p. 311. June 19, 1911

An act of 1911, repealing the earlier law, provided a maximum 9-hour day and 54-hour week, and applied to women in all manufacturing, mechanical, or mercantile establishments, laundries, and workshops in the State. The posting regulation of 1909 was omitted in 1911 and the minimum fine for noncompliance was reduced from \$50 to \$25. Each offense, however, was made subject to penalty.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, p. 400. June 23, 1913

In 1913 a new hour law was passed, repealing the act of 1911. There was no change in the daily or weekly hours, but the scope of the law was extended. It provided that no woman should be employed, permitted, or suffered to do work, manual or physical, in any manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, or any place of amusement, or to do any stenographic or clerical work of any character in any of the establishments or places of industry described, or by any express or transportation or public-utility business, or any common carrier or public institution, incorporated or unincorporated, for more than 9 hours a day or 54 hours a week. Telegraph and telephone companies were entirely exempted from the law, and plants canning or packing perishable farm products in rural communities or in cities of less than 10,000 inhabitants were exempted for not more than 90 days in any 1 year. The 1911 penalty for noncompliance was repeated.

1919
Manufacturing, mer-
cantile, etc.

Session laws 1919, p. 447. Aug. 7, 1919

A revision in 1919 exempts establishments in towns of 3,000 population or less and continues the exemption for canning and packing plants and for telephone companies, but not for telegraph companies. Otherwise the law of 1913 is unchanged.

NIGHT-WORK LAWS

1909
Manufacturing, mercantile, etc.

Session laws 1909, p. 412. Aug. 16, 1909

The law of 1909, regulating weekly hours of women, also provided that in cities of more than 5,000 inhabitants women should not be employed between 10 p. m. and 5 a. m. in manufacturing plants, laundries, or restaurants, nor in mercantile establishments employing more than 3 females. Women in restaurants might be employed after 10 p. m. but not for more than 9 hours in any 1 day.

The penalty for violation, a misdemeanor, was made punishable by a fine of \$50 to \$100.

The hour law of 1911, repealing the 1909 act, failed to include any reference to night work and no legal prohibition or regulation of night work now exists in Missouri.

PROHIBITORY OR REGULATORY LAWS

1881
Mines.

Session laws 1881, p. 165, secs. 6, 10. June 26, 1881

In 1881 women in Missouri first were prohibited from entering any mine to work.

Violation of this act constitutes a misdemeanor punishable by a fine, for the first offense of \$50 to \$200, and for the second offense of \$200 to \$500. Subsequent amendments and revisions of the mining law have made no changes in this provision.

1891
Cleaning moving machinery, etc.

Session laws 1891, p. 159, secs. 4, 22. June 22, 1891

In 1891 Missouri passed a law declaring that women should not be required to clean any part of the mill, gearing, or machinery in manufacturing, mechanical, and other establishments while it was in motion, nor to work between fixed or traversing parts of any machine in motion by the action of steam, water, or other mechanical power. Violation constituted a misdemeanor, punishable for the first offense by a fine of \$25 to \$200, and for each subsequent offense by a fine of \$100 to \$500, or, in default of payment, imprisonment until the fine and costs were paid.

1909
Cleaning moving machinery, etc.

Session laws 1909, p. 502. Aug. 16, 1909

A law passed in 1909 repeats the provision relative to cleaning moving machinery. The additional provision of 1891 was changed slightly to provide that no woman shall be required to work between the fixed and traversing parts or the traversing parts of any machine (except the machine being operated by her) while it is in motion by the action of steam, water, electricity, or other mechanical power.

1919
Employment before and after childbirth.

Session laws 1919, p. 442. Aug. 26, 1919

Legislation of 1919 provides that no woman shall be employed knowingly for 3 weeks before or 3 weeks after childbirth in the establishments covered by the hour law of the same year. Violation constitutes a misdemeanor punishable by a fine of \$25 to \$100.

SEATING LAWS

1885
Mercantile.

Session laws 1885, p. 150. June 23, 1885

In Missouri seats for women at work were required for the first time by law in 1885. This act required employers of women in any mercantile business or occupation to provide and maintain suitable seats and to permit their use to such extent as might be reasonable for the preservation of health. Violation of this provision was a misdemeanor punishable by a fine not exceeding \$25.

1891
Manufacturing, mechanical, etc.

Session laws 1891, p. 163, secs. 13, 22. June 23, 1891

An act of 1891, repealing earlier acts inconsistent with it, requires that seats be provided and conveniently located in manufacturing, mechanical, mercantile, and other establishments wherein women are employed, and that the use of these seats be allowed when the women's duties do not require them to be upon their feet. The penalty for noncompliance, which is a misdemeanor, is for the first offense a fine of \$25 to \$200, and for each subsequent offense a fine of \$100 to \$500, or imprisonment, in default of payment, until payment is made.

MONTANA

HOOR LAWS

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 108. Mar. 15, 1913

A law of Montana passed in 1913 set a maximum of 9 hours a day for women employed in any manufacturing, mechanical, or mercantile establishment, telephone exchange room, or office, telegraph office, laundry, hotel, or restaurant. On occasions of imminent danger to life or property, overtime, at extra compensation, was allowed. Ten hours a day was permitted in retail stores during the week immediately preceding Christmas Day.

Any violation of the law constituted a misdemeanor punishable for each offense by a fine of \$50 to \$200, or imprisonment for 10 to 60 days, or both fine and imprisonment.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 12. Apr. 1, 1917

One act of 1917, approved February 12, amended the 1913 law by reducing the hours to 8 a day. Telegraph offices and telephone exchange rooms or offices were omitted from the industries covered, and the provision for overtime with extra pay in emergencies also was omitted.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 70. Apr. 1, 1917

Another act of 1917, however, approved March 1, supersedes and repeals that approved February 12. This act establishes an 8-hour maximum day but otherwise duplicates the law of 1913, excepting that the provision for overtime, with extra compensation, is omitted.

SEATING LAWS

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 108. Mar. 15, 1913

Seating regulations in Montana, enacted in 1913, require the employer in any manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, or other establishment employing women to provide suitable seats and to permit them to be used when the women are not engaged in the active duties of their employment.

Violation constitutes a misdemeanor, and for every offense the punishment is a fine of \$50 to \$200, imprisonment for 10 to 60 days, or both fine and imprisonment.

EQUAL-PAY LAW

1919
All occupations.

Session laws 1919, ch. 117. Apr. 1, 1919

An act of 1919 declared it unlawful for any person, firm, State, county, municipal or school district, public or private corporation to employ women in any occupation or calling within the State "for salaries, wages, or compensation which are less than that paid to men for equivalent service or for the same amount or class of work or labor in the same industry, school, establishment, office, or place of any kind or description." Violation is a misdemeanor subject to a fine of \$25 to \$500 for each offense.

NEBRASKA

HOOR LAWS

1899
Manufacturing, mer-
cantile, etc.

Session laws 1899, ch. 107. July 1, 1899

The first hour law for women in Nebraska was enacted in 1899. It covered manufacturing, mechanical, and mercantile establishments, hotels, and restaurants, and set maximum hours of 10 a day and 60 a week. Posting of hour schedules was required, and for violation of its provisions the law fixed a fine of \$20 to \$50 for each offense.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 151. July 17, 1913

A new act of 1913 amended the earlier law by adding to the industries covered in 1899 laundries, offices, and public-service corporations, and by reducing the maximum hours from 10 a day, 60 a week, to 9 a day and 54 a week.

1915
Manufacturing, mer-
cantile, etc.

Session laws 1915, ch. 71. July 8, 1915

An amending act in 1915 limited the application of the hour law to metropolitan cities and cities of the first class having more than 5,000 and less than 100,000 population. Otherwise the 1913 provisions were unchanged.

1919
Manufacturing, mer-
cantile, etc.

Session laws 1919, ch. 190, title 4, art. 2. July 18, 1919

As revised again in 1919, the law states that the hour regulations shall apply in metropolitan cities and in "cities of the first class." No other changes in the law have been made.

NIGHT-WORK LAWS

1899
Manufacturing, mer-
cantile, etc.

Session laws 1899, ch. 107. July 1, 1899

The law of this year regulating hours of work also prohibited the employment of women in manufacturing, mechanical, and mercantile establishments, hotels, and restaurants between 10 p. m. and 6 a. m.

The penalty for violation of this provision was a fine of \$20 to \$50 for each offense.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 151. July 17, 1913

In 1913 the law was extended to include laundries and offices, in addition to manufacturing, mechanical, and mercantile establishments, hotels, and restaurants, already covered. In public-service corporations the law permitted the employment of women between 10 p. m. and 6 a. m., but in no case for more than 8 consecutive hours.

1915
Manufacturing, mer-
cantile, etc.

Session laws 1915, ch. 71. July 8, 1915

A 1915 amendment limited the application of the law to metropolitan cities and cities of the first class with a population of more than

5,000 and less than 100,000, and permitted the employment of women between 10 p. m. and 6 a. m. in public-service corporations without the 8-hour limitation of 1913.

1919
Manufacturing, mer-
cantile, etc.

Session laws 1919, ch. 190, title 1, art. 2. July 18, 1919

The revised act of 1919 made no change in the night-work regulations. The law now is applicable in metropolitan cities and "cities of the first class."

1931
Manufacturing, mer-
cantile, etc.

Session laws 1931, ch. 97. July 1, 1931

An amendment in 1931 changed the hours during which women are not to be employed from 10 p. m. and 6 a. m. to 12.30 a. m. and 6 a. m. Public-service corporations are again exempted.

SEATING LAWS

1883
Stores, offices, etc.

Session laws 1883, ch. 45. Apr. 29, 1883

As early as 1883 legislation in Nebraska required that a chair, stool, or seat be provided for every woman employed in stores, offices, or schools and that the use of such seats be allowed when the duties of the employee would permit. Failure to comply with this provision was punishable by a fine of \$10 to \$200.

1899
Manufacturing, mer-
cantile, etc.

Session laws 1899, ch. 107, sec. 3, 4. July 1, 1899

Without reference to the earlier law dealing with seats for women, an act was passed in 1899 requiring that suitable seats be provided for women and that their use be permitted in manufacturing, mechanical, and mercantile establishments, hotels, and restaurants. The penalty for noncompliance was a fine of \$20 to \$50 for each offense.

This provision does not appear in the revision of laws in 1919.

1913
Stores, factories, offices,
etc.

Session laws 1913, ch. 213. July 17, 1913

An amendment of 1913 made the 1883 act apply to factories as well as to stores, offices, or schools. Violation was subject to the same fine as in 1883.

1919
All occupations.

Session laws 1919, ch. 190, title 1, art. 2. July 18, 1919

A revision in 1919 of the 1913 act extended the requirement for seats to all employers of women in the State.

NEVADA

HOOR LAWS

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 14. Feb. 14, 1917

The first law in Nevada dealing with women's hours was passed in 1917. It set a maximum 8-hour day and 56-hour week for women employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant, or by any express or transportation company. Nurses, nurses in training in hospitals, and women employed in the harvesting, curing, canning, or drying of any variety of perishable fruits or vegetables were exempt.

Violation was a misdemeanor, the penalty being for the first offense a fine of \$25 to \$50, and for the second offense a fine of \$100 to \$250, or imprisonment for not more than 60 days, or both fine and imprisonment.

1923
Manufacturing, mer-
cantile, etc.

Session laws 1923, ch. 69. Mar. 5, 1923

An amendment in 1923 increased the penalty for the first offense to a fine of \$50 to \$100.

SEATING LAWS

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 14. Feb. 14, 1917

The 1917 law that regulates working hours also requires employers in any manufacturing or mercantile establishment, laundry, hotel, restaurant, or other establishment employing women to provide suitable seats for them and to permit them to use such seats when not engaged in the active duties of their employment. The penalty for noncompliance with this provision was the same as for violation of the hour regulation.

1923
Manufacturing, mer-
cantile, etc.

Session laws 1923, ch. 69. Mar. 5, 1923

The amendment of this year increasing the penalty for a first violation of the hour regulation applies also to the seating provision.

NEW HAMPSHIRE

HOOR LAWS

1847
All industries.

Session laws 1847, ch. 488. Sept. 25, 1847

The first effort in New Hampshire to regulate by law the length of the workday resulted in the passage of an act by the legislature in 1847. This law, the first of its kind in the country, declared that in all contracts for or relating to labor 10 hours of actual labor should be taken to be a day's work unless otherwise agreed "by the parties," and that no person should be required to work more than 10 hours "except in pursuance of an express contract requiring a greater time."

1887
Manufacturing.

Session laws 1887, ch. 25. Sept. 20, 1887

Not until 40 years later, in 1887, was a law enacted dealing with the hours of women exclusively. This law established a maximum 10-hour day and 60-hour week for women working in manufacturing or mechanical establishments. The daily limit could be exceeded, however, to make 1 shorter day in the week or to make repairs to prevent the interruption of the ordinary running of machinery, but in no case was the weekly limit to exceed 60 hours. Posting of hour schedules was required.

Any employer willfully violating any of these provisions was punishable by a fine of \$25 to \$50 for each offense. If any woman worked longer than the permitted time without the order, consent, or knowledge of her employer or his agent, and if hour schedules were posted in a conspicuous place, neither the employer nor his agent should be held responsible for such overtime employment.

1891
Manufacturing.

Session laws 1891, ch. 180, sec'd. 14, 15. Jan. 1, 1892

An amendment passed in 1891 added a provision that permitted the daily limit of 10 hours to be exceeded in order to make up time lost on some day in the same week in consequence of the stopping of machinery upon which the woman was dependent for employment. The section releasing the employer from responsibility in case a woman worked longer than the legal hours without his knowledge or consent was omitted in this revision. For willful violation the penalty provided in this year was a fine of not more than \$50 for each offense.

1905
Manufacturing.

Session laws 1905, ch. 108. May 15, 1905

In 1905 the law was amended to provide a 58-hour week in manufacturing and mechanical establishments during July and August. No other change was made.

1907
Manufacturing.

Session laws 1907, ch. 24. June 1, 1907

A law of 1907 amended the earlier acts by reducing the daily maximum to 9 hours and 40 minutes and the weekly maximum to 58 hours throughout the year. Otherwise the law was unaltered.

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 156. Jan. 1, 1913

While not specifically amending or repealing the earlier law, an act passed in 1913 covered the same industries—manufacturing and mechanical—and in addition it applied to women employed in mercantile establishments, laundries, restaurants, and confectionery stores, and by express or transportation companies. Maximum hours of 10¼ a day (to be worked between 6 a. m. and 8 p. m.) and 55 a week were provided, and employment on 1 night in the week after 8 o'clock was permitted if the weekly limit did not exceed 55 hours. An allowance of at least 1 hour for dinner and the posting of scheduled hours were requirements of the law.

A fine of \$50 to \$100 was provided as the penalty for violation, which was a misdemeanor.

1915
Manufacturing, mer-
cantile, etc.

Session laws 1915, ch. 164. Apr. 21, 1915

An amendment to the 1913 act passed in 1915 provided that work on 2 nights each week after 8 p. m. was permitted under the weekly schedule of 55 hours, and that in mercantile establishments at least an hour and a quarter must be allowed for dinner and, if employment continued after 8 p. m., for supper. This amendment of 1915 also provided that the act should not apply to mercantile establishments for a period of 7 days immediately preceding Christmas, but that the total number of hours for any regular employee should not exceed 55 per week for the full year. It also allowed employees in manufacturing establishments to work sufficient time beyond regular daily working hours to make up for time lost through accident in the plant, provided the hours of actual labor did not exceed 10¼ in any one day.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 196. Jan. 1, 1917

An act of 1917 amended and superseded the earlier law. It provides that no woman shall work more than 10¼ hours a day and 54 hours a week at manual or mechanical labor in any employment, except that household labor and nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, and farm labor are exempt. If work is done for more than one employer, total daily and weekly hours must not exceed those allowed in a single employment. Regular employees in mercantile establishments again are exempted from the law for 7 days immediately preceding Christmas, provided the total number of hours they are regularly employed shall not exceed 54 per week for the full year.

The act does not apply to labor performed entirely in the manufacture of munitions or supplies for the United States Government or for the government of the State of New Hampshire while the United States is at war with any other nation.

The earlier provisions relative to time allowance for meals and to making up time lost through accident were repealed. The posting and penalty provisions, however, have been retained, as has the provision allowing work 2 nights a week after 8 o'clock on the schedule of hours applicable to day work.

NIGHT-WORK LAWS

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 158. Jan. 1, 1914

The first regulation of night work in New Hampshire was contained in the law of 1913 regulating daily hours, effective January 1, 1914. This act applied to women employed in any manufacturing, mechanical, or mercantile establishment, laundry, restaurant, or confectionery store, or by any express or transportation company. It required that any work performed between the hours of 8 p. m. and 6 a. m., excepting on 1 night each week, should not exceed 8 hours a night and 48 hours a week. The penalty for violation, a misdemeanor, was a fine of \$50 to \$100.

1915
Mercantile.

Session laws 1915, ch. 164. Apr. 21, 1915

In 1915 the law was amended to exempt mercantile establishments for a period of 7 days immediately preceding Christmas, provided the total number of hours for any regular employee did not exceed the weekly limit for day work for the full year. In mercantile establishments the act also provided a supper allowance of 1½ hours if work was to be done after 8 o'clock at night, and permitted work 2 nights a week after 8 o'clock, on the weekly basis for day work. In manufacturing establishments sufficient extra time could be worked to make up time lost through accident, provided the hours of actual labor should not exceed 10¼ a day.

1917
Manufacturing, mer-
cantile, etc.

Session laws 1917, ch. 186. Jan. 1, 1918

An amendment of 1917 made the law applicable to women employed at manual or mechanical labor in any employment except household labor and nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, and farm labor. All provisions of earlier acts are repeated except those allowing time for meals and for making up time lost through accident.

Further amendment provides that the law shall not apply to labor performed entirely in the manufacture of munitions or supplies for the United States Government or for the government of the State of New Hampshire while the United States is at war with any other nation.

SEATING LAWS

1895
Manufacturing, mer-
cantile, etc.

Session laws 1895, ch. 16. Feb. 26, 1895

In 1895 New Hampshire passed the law, now in effect, requiring every employer of women in manufacturing, mechanical, or mercantile establishments to provide suitable seats for their use, and to permit the use of such seats when the women are not necessarily engaged in the active duties for which they are employed.

Violation is punishable by a fine of \$10 to \$30 for each offense.

NEW JERSEY

HOOR LAWS

1851
Manufacturing.

Session laws 1851, pp. 321-322. July 4, 1851

The first legislative attempt to regulate the length of the workday in New Jersey was made in 1851 through a law declaring that 10 hours should be considered a legal day's work in all cotton, woolen, silk, paper, glass, and flax factories, and iron and brass manufacturing.

1892
Manufacturing.

Session laws 1892, ch. 92. July 6, 1892

The first law regulating hours of women exclusively, however, was not enacted until 1892. That law provided that 55 hours should constitute a week's work in any factory, workshop, or establishment where the manufacture of any goods whatever was carried on, and that the periods of employment should run from 7 to 12 in the morning and from 1 to 6 in the afternoon of every workday except Saturday, when the working hours should be from 7 until 12 noon. The law did not apply to women engaged in preserving perishable goods in fruit-canning establishments nor to women in factories engaged in the manufacture of glass. A fine of \$100 for each offense was the penalty fixed for any violation of any provision of the law.

The law to which this act was a supplement was repealed in 1904.

1912
Manufacturing, mercantile, etc.

Session laws 1912, ch. 216. Oct. 1, 1912

In 1912, 8 years after the repeal of the 1892 law, a law was enacted that provided maximum hours for women in manufacturing or mercantile establishments, bakeries, laundries, or restaurants of 10 a day and 60 hours, 6 days, a week. Mercantile establishments for the 6 working days preceding December 25 were exempt, as were canneries engaged in packing a perishable product such as fruits or vegetables. Every employer was required to keep time records and to post an abstract of the law.

Penalties of \$25 to \$50 for the first offense and of \$50 to \$200 for the second offense were provided for the employment of any woman in violation of the act.

1920
Manufacturing, mercantile, etc.

Session laws 1920, ch. 230. Apr. 20, 1920

In 1920 the law of 1912 was amended to provide a penalty not only for the employment of women in violation of the act but for failure to observe the posting and time record provisions. A maximum fine of \$50 was set for the first offense and a maximum of \$200 for the second offense.

1921
Manufacturing, mercantile, etc.

Session laws 1921, ch. 124. Apr. 8, 1921

An amendment of the next year, 1921, continued the 10-hour day and 6-day week but reduced the weekly hours to 54. It adds an exemption for hotels and other establishments, where business is continuous and where hours of work do not exceed 8 a day, and continues the exemption for canneries but not that for mercantile establishments.

NIGHT-WORK LAWS

1892
Manufacturing.

Session laws 1892, ch. 92. July 6, 1892

The first night-work law in New Jersey was passed in 1892 and repealed in 1904. It prohibited employment at night by requiring that work should be done between 7 a. m. and 6 p. m., with an hour off, from 12 to 1, for lunch. Saturday hours were from 7 a. m. to 12 noon. The act applied to women in factories, workshops, or establishments where the manufacture of any goods whatsoever was carried on. Women engaged in preserving perishable goods in fruit canneries and women working in the manufacture of glass were exempt. Violation of the law was subject to a fine of \$100.

1923
Manufacturing, etc.

Session laws 1923, ch. 114. Dec. 31, 1924

After the repeal in 1904 of the 1892 law that restricted women's employment to daytime hours, New Jersey enacted no further legislation of this type until 1923. In that year a law was passed, to become effective December 31, 1924, that prohibited the employment of women between 10 p. m. and 6 a. m. in manufacturing establishments (except fruit and vegetable canneries), bakeries, and laundries. This act was passed as a supplement to the hour law of 1912, which provided penalties of \$25 to \$50 for a first violation of its provisions and of \$50 to \$200 for a second offense.

Employers, however, refused to comply with the law and were upheld by an opinion of the State's attorney general in their contention that the penalty provisions of 1912 did not apply to the supplementary act of 1923. Since 1929, however, the newly created bureau for women and children reports enforcement of the law.

PROHIBITORY OR REGULATORY LAWS

1885
Cleaning moving machinery.

Session laws 1885, ch. 162, sec. 4, 15. July 4, 1885

By a law of 1885 New Jersey decreed that no woman should be required to clean while it was in motion any part of mill gearing or machinery in any factory or workshop or to work between the fixed or traversing parts of any machine while in motion by the action of steam, water, or other mechanical power.

Willful violation by the employer was subject to a fine of \$50 for each offense; violation on the part of the employee also was punishable by a fine of \$50.

1887
Cleaning moving machinery.

Session laws 1887, ch. 177, sec. 3, 11. July 4, 1887

An amendment of 1887 altered the phraseology by substituting "shall clean" for "shall be required to clean," struck out the word "willful" in the penalty clause, and for violation of the law by an

employee set \$50 as the maximum fine. This law was repealed in 1904 and a new law was enacted that applied only to minors.

1917
Nitro and amido com-
pounds.

Department of Labor safety standards, 1917, p. 8¹

In 1917 the bureau of hygiene and sanitation of the New Jersey Department of Labor, as one of its regulations for the safety of employees, prohibited the employment of women in the manufacture of nitro and amido compounds except in the office, or works hospital, or welfare room or building.

1917
Lead corroding, etc.

Department of Labor safety standards, 1917, pp. 4, 14, 21¹

In the same year the bureau of hygiene and sanitation, in regulations dealing with lead corroding, lead oxidizing, paint grinding, and dry-color manufacturing, ruled that women shall not be permitted to handle any dry substance or dry compound containing lead, in any form, in excess of 2 per cent.

SEATING LAWS

1882
Mercantile.

Session laws 1882, ch. 159. Mar. 31, 1882

A law of 1882 required employers of women in any mercantile business or occupation to provide and maintain suitable seats for their use at or beside the counter or workbench where they were employed, and to permit the use of the seats to such extent as might be reasonable for the preservation of health.

Violation of this provision was a misdemeanor, punishable by a fine of not more than \$100.

This law was superseded by an act of 1909 and was definitely repealed April 3, 1928. (Session laws 1928, ch. 247.)

1884
Manufacturing, mer-
cantile.

Session laws 1884, ch. 119. Apr. 17, 1884

In 1884, two years after enactment of the law affecting mercantile establishments, an additional law was passed requiring that seats be provided for women employed in manufacturing, mechanical, or mercantile establishments and that the use of such seats be permitted when the women were not necessarily engaged in the active duties of their employment.

The penalty for violation was a fine of \$10 to \$25 for each offense.

1898
Manufacturing, mer-
cantile.

Session laws 1898, ch. 192. May 18, 1898

Fourteen years later the penalty for violation of the 1884 act was increased to \$50 for each offense, but 10 days' notice must be given and if noncompliance continues the penalty may be recovered in an action of debt. With this amendment the act of 1884 still holds.

1909
Mercantile.

Session laws 1909, ch. 147. Apr. 17, 1909

The law of 1909, still in effect, superseded the act of 1882. Though changed in phraseology the substance of this law differs little from that of 1882. It requires that employers of women engaged in the services and operations incident to any "commercial employment" shall provide and maintain seats of a suitable kind, conveniently

¹ Exact date effective not known.

situated, at or near the counter, workbench, or other place where work is ordinarily performed, for the use of such women. It also stipulates that employees shall be allowed free access to such seats at all times except when engaged in the discharge of duties that can not properly be performed in a sitting position. The commissioner of labor is authorized to enforce these provisions in "mercantile establishments" throughout the State.

The penalty, however, was changed to provide that an owner or manager failing to comply with the law within 10 days after notification is liable to a penalty of \$25 for each offense, and a failure to comply within the period of 10 days, with such repetition of the notice as may be necessary, "shall each constitute a separate offense."

NEW MEXICO

HOOR LAWS

1921
All industries.

Session laws 1921, ch. 130. June 10, 1921

The law in New Mexico fixing standard hours of work for women was enacted in 1921. It covers practically all industries, but exempts women in canneries or other plants preparing for use perishable goods, those engaged in interstate commerce whose hours are regulated by act of Congress, and those in telephone establishments employing 5 or fewer operators where the average number of calls per hour answered by one operator is not more than 230.

For the different industries affected different daily limits are set; but with the exception of telephone exchanges the law requires a maximum week of 56 hours. In cases of emergency overtime is allowed, but in no week of 7 days are more than 60 hours permitted, and all work in excess of 56 hours a week must be paid for at the rate of time and one-half.

In mechanical establishments, factories, laundries, hotels, restaurants, cafés or eating houses, and in places of amusement, the daily limit is 8 hours. Women employed in offices as stenographers, book-keepers, or in other clerical work and not required to do manual labor are exempt.

In mercantile establishments other than drug stores the usual daily maximum is 9 hours, with 11 hours allowed on Saturdays, or more in emergencies.

For women employed in any express or transportation or public-utility business or by any common carrier the daily limit is 9 hours. In telephone establishments or offices thereof work done between 7 a. m. and 9 p. m. must not exceed 8 hours a day or 48 hours a week, but between 9 p. m. and 7 a. m. working hours may run to 10 a night and 60 a week. Indefinite overtime is allowed in cases of extreme emergency, resulting from flood, fire, storm, epidemic of sickness, or other like cause.

Any violation of these provisions constitutes a misdemeanor punishable by a fine of \$100 to \$500 for each offense, while failure on the part of an employer to keep time records as the law requires, or any falsification of such records, is subject to a fine of \$25 to \$250 for each offense.

NIGHT-WORK LAWS

1921
Telephone.

Session laws 1921, ch. 130. June 10, 1921

For women in telephone establishments or offices working between 9 o'clock at night and 7 o'clock in the morning, the same act of 1921 fixes maximum hours of 10 a day and 60 a week. The penalty for violation and the exemptions allowed in the provision for day shifts apply here as well.

SEATING LAWS

1931
All industries.

Session laws 1931, ch. 109. June 12, 1931

In 1931, for the first time, the legislature of New Mexico passed a law requiring seats for women workers. The act provides that every employer owning or operating any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant or rooming house, theater or moving-picture show, barber shop, telegraph or telephone or other office, express or transportation company, the superintendent of any State institution, or any other establishment, institution, or enterprise where females are employed, shall furnish suitable seats, to be used when the women are not engaged in the active duties of their employment. A notice to this effect must be posted by the employer.

Any violation of the act is a misdemeanor, punishable by a fine of from \$50 to \$200. Each day's violation constitutes a separate offense.

NEW YORK

HOUR LAWS

1886
Manufacturing.

Session laws 1886, ch. 409. July 4, 1886

The first hour law for women in New York was passed in 1886. It applied only to women under 21 years of age in manufacturing establishments, limiting their hours to 60 a week and permitting overtime only when repairs were necessary. Posting of hour schedules was required and violations of the law were subject to a fine of \$50 to \$100, or, in default of fine, imprisonment from 30 to 90 days. Except in cities, establishments employing fewer than 5 persons were not affected.

1887
Manufacturing.

Session laws 1887, ch. 402, secs. 20, 21. May 25, 1887

An amendment in the following year changed the penalty for violation of the hour law to a fine of \$20 to \$100, or 30 to 90 days in prison, or both. Posting of a copy of the law in each workroom also was made obligatory.

1889
Manufacturing.

Session laws 1889, ch. 560. June 15, 1889

Revision in 1889 continued the 60-hour week and permitted overtime for repairs when necessary to avoid stoppage of the ordinary running of the establishment. Not more than 10 hours a day were allowed, however, unless to make a shorter workday of the last day of the week.

A manufacturing establishment was defined as any place where goods or products were manufactured, repaired, cleaned, or sorted, in whole or in part. As before, plants employing fewer than 5 "persons or children," except in cities, were not termed manufacturing establishments.

1890
Manufacturing.

Session laws 1890, ch. 393, sec. 1, 3. May 21, 1890

Further amendment in 1890 repeated the 60-hour week, continued to limit the day to 10 hours unless for the purpose of making 1 shorter day in the week, and prohibited employment more hours in any 1 week than would average 10 hours a day for the whole number of days worked during that week. The earlier provision allowing overtime for necessary repairs was omitted.

1892
Manufacturing.

Session laws 1892, ch. 673, sec. 1, ¶1, 21. May 18, 1892

Amendments in 1892 required that the factory inspector must be notified in writing of the daily-hour schedules if more than 10 hours were to be worked in order to make a shorter workday on the last day of the week. The act also required that such schedules should not be changed after the beginning of work on the first day of the week without the consent of the factory inspector, and that factories should keep records of the amount of overtime and the days on which and by whom it was worked.

Penalties for violation were changed to a fine of \$20 to \$50 for the first offense, a fine of not more than \$100 or imprisonment for not less than 10 days for the second offense, and a fine of not less than \$250 and imprisonment for not more than 30 days for the third offense.

Manufacturing establishments were defined as any mill, factory, or workshop where one or more persons were employed at labor.

1893
Manufacturing.

Session laws 1892, ch. 775, sec. 21. Mar. 22, 1893

In 1893 the penalty for a second violation of the law was changed to a fine of not less than \$50 nor more than \$100 or not more than 10 days' imprisonment.

1896
Mercantile.

Session laws 1896, ch. 334, secs. 1, 4, 11, 12. Sept. 1, 1896

The first law regulating the hours of women in mercantile establishments was passed in 1896. It applied to women under 21 years of age, and allowed not more than 60 hours weekly nor more than 10 hours daily unless to make 1 shorter workday in the week. The daily limitation did not apply to Saturday but total hours for the week were not to exceed 60. Posting of the law was required. The provisions of the act did not apply to the period from December 15 to January 1, nor in cities and incorporated villages having a population of less than 3,000.

Mercantile establishments were defined as any place where goods, wares, or merchandise were offered for sale.

Penalties for violation were a fine of \$20 to \$100 for the first offense, a fine of \$40 to \$200 or not more than 60 days in prison for the second offense, and a fine of \$200 to \$300 or not more than 90 days in prison, or both, for the third offense.

1896
Manufacturing.

Session laws 1896, ch. 391, sec. 21. Sept. 29, 1896

The minimum fines for first and second violations of the law regulating hours of girls in manufacturing establishments were increased in 1896 to \$30 and \$60, respectively, while for a third offense the penalty was changed to a fine of \$300 to \$500 and not more than 30 days' imprisonment.

1897
Manufacturing, mercantile.

Session laws 1897, ch. 415, secs. 2, 77, 78, 160, 161, June 1, 1897; ch. 416, sec. 364 1, May 13, 1897

The next year, punishment for violation, in the case both of the factory and of the mercantile act, was made for the first offense a fine of \$20 to \$100, for the second offense a fine of \$50 to \$200 or not more than 30 days in prison, or both, and for the third offense a fine of at least \$250, or not more than 60 days in prison, or both. Factories, according to this law, now included any mill, workshop, or other manufacturing or business establishment where 1 or more persons were employed at labor.

1899
Manufacturing.

Session laws 1899, ch. 192, sec. 77. Apr. 1, 1899

In 1899, for the first time, the law regulating hours in manufacturing establishments was made to apply to all women of any age "at labor" in any factory.

1901
Laundries.

Session laws 1901, ch. 477. Apr. 22, 1901

Legislation of 1901 defined a shop, room, or building where one or more persons were employed in doing public laundry work by way

Hours were limited to 9 daily and 54 weekly in cities of the second class and to 10 daily and 60 weekly elsewhere, excepting, as before, towns having under 3,000 population. In the case of daily hours, the day might be lengthened for the purpose of making 1 short day in the week. The restrictions did not apply to Saturdays, provided the weekly maximum of 54 or 60 hours was not exceeded; nor did they apply to the 5 days preceding December 25 in second-class cities and to the period between December 18 and December 24 elsewhere. The penalties for violation applicable in 1911 were still in force, as was the regulation of employment in 2 or more establishments. The posting provision was amended to require posting of a copy or abstract of the applicable provisions of the law in establishments in cities of the first and second class employing at least 3 persons.

1914
Mercantile.

Session laws 1914, ch. 321. Apr. 14, 1914

In 1914, a maximum of 9 hours daily and 54 hours weekly was made obligatory for women in mercantile establishments throughout the State, except towns of less than 3,000 population. Overtime was allowed as before only to make 1 shorter workday, and the Saturday exemption was omitted from the law. The law did not apply from December 18 to December 24, and, in accordance with a decision rendered by the attorney general May 5, 1914, it did not affect the hours of women employed in drug stores, whose hours were controlled by section 236 of the public-health law regulating hours of all classes of employees in drug stores. This opinion was reversed in 1918 by a judgment of the court of special sessions of New York City, which was later affirmed by the appellate division, first department of the supreme court, and by the court of appeals of New York. Thenceforth the mercantile law applied to all women employed in drug stores selling other merchandise besides drugs.

1915
Mercantile.

Session laws 1915, ch. 385. Apr. 23, 1915

The mercantile law was amended in 1915 by allowing exemption from the law for 2 days at a time during the year for the purpose of stock taking. This revision also provided for overtime on only 1 day each week for the purpose of making 1 or more shorter workdays in the week. The commissioner of labor was required to furnish printed forms for posting daily and weekly hours in mercantile establishments, and the hours so posted were not allowed to be changed after the beginning of work on the first day of the week without the consent of the commissioner of labor.

1917
Restaurants.

Session laws 1917, ch. 535. Oct. 1, 1917

A law passed in 1917 applies to women in restaurants in cities of the first and second class. Hours are limited to 9 daily, 54 weekly, and the week is restricted to 6 days. Exempted from the provisions of the law are women employed as singers and performers of any kind or as attendants in ladies' cloakrooms and parlors; women employed in or in connection with dining rooms and kitchens of hotels or in connection with lunch rooms or restaurants conducted by employers for the benefit of employees solely. Posting of scheduled hours is required, and violations of the law are subject to a fine of \$20 to \$50 for the first offense; a fine of \$50 to \$250, or not more than 30 days in prison, or both, for the second offense; and a fine of not

less than \$250, or more than 60 days in prison, or both, for the third offense.

1918
Messengers.

Session laws 1918, ch. 431. May 2, 1918

The employment of women over 21 years of age as messengers in the delivery and transmission or distribution of goods or messages for more than 6 days and 54 hours a week is prohibited by this act. Villages and cities under 3,000 population are exempt, posting of the law is required, and hours are not allowed to be changed after being posted for the week. Violations are punishable, for the first offense, by a fine of \$20 to \$50; for the second offense, by a fine of \$50 to \$250, or not more than 30 days in prison, or both; and for the third offense, by a fine of not less than \$250, or more than 60 days in prison, or both.

1919
Mercantile.

Session laws 1919, ch. 582. Sept. 1, 1919

The mercantile law was amended in this year to exempt from the 6-day-week provision women who are engaged or employed as writers or reporters in newspaper offices.

1919
Street railroads, etc.

Session laws 1919, ch. 583. May 12, 1919

In 1919, 6 days and 54 hours in any 1 week and 9 hours in any 1 day became the legal maximum hours for women over 21 years of age working in or in connection with the operation of any street, surface, electric, subway, or elevated railroad, or selling or accepting fares or admissions in any railroad station, car, or train of any such railroad. The law defined daily hours as the period between the time of reporting for duty at the barn, terminal, car, or station, and the time the employee was released for the day, and further specified that the hours be consecutive except that 1 hour be allowed for meals, unless the industrial commission permitted a shorter time. Posting of such a permit was required and provision made that it could be revoked at any time. Time records and posting of scheduled hours also were required as in the factory law.

Penalties provided for violations were for the first offense a fine of \$20 to \$50; for the second offense, a fine of \$50 to \$250, or not more than 30 days in prison, or both; and for the third offense a fine of not less than \$250, or more than 60 days in prison, or both.

The law did not apply to villages and cities of less than 3,000 population.

1919
Elevators.

Session laws 1919, ch. 544, secs. 176, 178, 179. Sept. 1, 1919

In the same year legislation was passed to prohibit the employment for more than 9 hours a day, 54 hours, 6 days a week, of women having the care, custody, management, or operation of any elevator—freight or passenger. At least 45 minutes were required for the noon-day meal unless the industrial commission should permit a shorter time, in which case the permit should be posted. Such permit was revocable at any time. If work was done after 7 p. m., at least 20 minutes should be allowed for a meal between 5 and 7 p. m. Posting of scheduled hours was required.

Penalties for violations of this law were fines of \$20 to \$50 for the first offense; \$50 to \$250 or not more than 30 days in prison, or both, for the second offense; and not less than \$250 or more than 60 days in prison, or both, for the third offense.

1920
Street railroads.

Session laws 1920, ch. 234. Apr. 21, 1920

Legislation of 1920 amended the law of 1919 to apply only to conductors and guards in the operation of any street, surface, electric, subway, or elevated railroad car or train. The definition of daily hours was amended by omitting the words "or station," and the clause regarding consecutive hours was omitted.

1921
Elevators.

Session laws 1921, ch. 50, secs. 183, 391. Mar. 9, 1921

For elevator operators, the labor law of 1921 continued the hour regulations of 1919 (sec. 183) but omitted reference to mealtime allowances and (sec. 391) made the law inapplicable in towns of under 3,000 population to mercantile establishments, business and telegraph offices, restaurants, hotels, apartment houses, and theaters or other places of amusement.

1921
Elevators.

Session laws 1921, ch. 50, sec. 391. Mar. 9, 1921

Through legislation of this year the law regulating hours of women elevator operators does not apply in towns under 3,000 population to mercantile establishments, business and telegraph offices, restaurants, hotels, apartment houses, theaters or other places of amusement, or bowling alleys.

1921
Mercantile.

Session laws 1921, ch. 50, sec. 2. Mar. 9, 1921

The definition of a mercantile establishment was amended in 1921 to read "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 establishments."

1921
Manufacturing.

Session laws 1921, ch. 50, secs. 3, 172-174. Mar. 9, 1921

Under the provisions of the labor law of 1921, 10 hours a day were allowed in manufacturing establishments only to make a shorter day or holiday 1 day a week and the canning exemption was permitted only for women over 18 years of age instead of for those 18 years and over as before. A factory was defined as a "mill, workshop, or other manufacturing establishment, and all buildings, sheds, structures, or other places used for or in connection therewith, where 1 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, except (a) dry-dock plants engaged in making repairs to ships, and (b) power houses, generating plants, and other structures owned or operated by a public service corporation, other than construction or repair shops, subject to the jurisdiction of the public service commission * * *"

1927
Manufacturing, mercantile.

Session laws 1927, ch. 453. Jan. 1, 1928

An amendatory act passed in 1927, to become effective January 1 of the following year, continued the 6-day week but introduced for women in both factories and mercantile establishments an 8-hour day and a 48-hour week. In establishments where a shorter workday is given once a week, however, women may work 9 hours a day and 49½ hours a week, provided they work not more than 9 hours on 5 days and 4½ hours on the sixth day. In addition, overtime is allowed to

the extent of 78 hours a year, though not more than 10 hours a day, excepting on 1 day a week in mercantile establishments, nor more than 54 hours or 6 days a week may be worked.¹ In the case of such overtime the amount to be required must be posted in advance and, if only some of the women are to be affected, their names also must be posted. Similar notice must be sent to the commissioner of labor. Mercantile employees between December 18 and 24, inclusive, are exempt from the law, the cannery exemption of 1913 still holds, and, as before, writers and reporters in newspaper offices are exempt from the 6-day week. There are no further changes in earlier provisions.

1928
Mercantile.

Session laws 1928, ch. 567. Mar. 24, 1928

Duly licensed pharmacists were exempted in 1928 from the provision limiting employment to 6 days a week.

1930
Manufacturing, mercantile, etc.

Session laws 1930, chs. 667, 668. Apr. 23, 1930

The overtime provision of the hour law was amended in 1930. Yearly overtime to the extent of 78 hours both in factories and in mercantile establishments was allowed, provided none of such overtime was added to the short day of not more than 4½ hours required under the weekly schedule of 49½ hours. The New York State Department of Labor interpreted the law as meaning that either the 48-hour or the 49½-hour week must be selected by the employer and used throughout the year, the 78 hours of overtime to be available only with the 49½-hour week having 1 day of not more than 4½ hours.

1931
Mercantile.

Session laws 1931, ch. 599. July 1, 1931

Again in 1931 the hour law was amended as to its provisions for overtime but only in relation to mercantile establishments. Under this amendment an employer is allowed 3 elections of schedule a year, choosing between (A) an 8-hour day, 48-hour week, and (B) a 9-hour day, 49½-hour week with 1 day of not more than 4½ hours. In no case is employment permitted after 10 p. m. For taking inventory 2 periods a year of 1 week each are allowed: Under (A) each period is limited to 6 hours, under (B) to 5 hours.

Under (A) additional overtime of not more than 10 hours in the calendar year is allowed provided weekly hours do not exceed 54 and daily hours 10 and that any woman so working overtime shall be allowed an equal amount of time off during the same week or within 7 days before or 7 days after the week in which she works overtime. Under (A) 10 hours are permitted on 1 day of the week in order to make 1 or more shorter workdays in that week.

Under (B) 25 hours of overtime may be worked during the calendar year provided hours do not exceed 10 daily, 54 weekly, and that in no case shall overtime be added to the short day of 4½ hours.

The exemptions and the posting requirements of the earlier law are continued, but a provision is added that no overtime shall be permitted until at least 4 hours after a copy of the notice to be posted has been delivered to the commissioner of labor.

¹The State's attorney general on July 2, 1928, interpreted this law to mean that the authorized regular workday for women was 8 hours and that all time worked in excess of 8 hours a day must be counted as overtime if more than 4½ hours were required on the short day. This opinion was overruled by the Supreme Court, 1929.

NIGHT-WORK LAWS

1889
Manufacturing.

Session laws 1889, ch. 569. June 15, 1889

Night work was first prohibited for women in manufacturing establishments in New York in 1889. This provision, which was part of the act specifying maximum hours, also applied to women under 21 years of age, and prohibited their employment between 9 p. m. and 6 a. m. Any violation of the law was a misdemeanor, punishable by a fine of \$20 to \$100, or imprisonment for 30 to 90 days, or both.

Manufacturing establishments were defined as any place where goods or products were manufactured, repaired, cleaned, or sorted in whole or in part, and no person or corporation employing fewer than 5 persons or children, excepting in cities, was deemed a manufacturing establishment.

1892
Manufacturing.

Session laws 1892, ch. 573, secs. 1, 7, 21. May 12, 1892

The penalties for violation of this law were changed in 1892 to a fine of \$20 to \$50 for the first offense; not more than \$100, or imprisonment for not less than 10 days, for the second offense; and not less than \$250 and not more than 30 days' imprisonment for the third offense. Manufacturing establishments were defined in this year as any mill, factory, or workshop where 1 or more persons were employed at labor.

1893
Manufacturing.

Session laws 1893, ch. 173, sec. 21. Mar. 22, 1893

Changes in the penalty provisions were made again in 1893. Fines required for the first offense remained the same, but a minimum fine of \$50 for the second offense was provided, the maximum fine of \$100 continuing, with the number of days' imprisonment now being not more than 10. For the third offense the penalty remained the same.

1896
Mercantile.

Session laws 1896, ch. 384, secs. 1, 4, 11, 12. Sept. 1, 1896

In 1896 legislation was first enacted prohibiting work in mercantile establishments between the hours of 10 p. m. and 7 a. m. This law, which affected only girls under 21 years of age in cities and incorporated villages with a population of 3,000 or more, did not apply on Saturdays, providing the total weekly hours did not exceed 60, nor did it apply between December 15 and the ensuing January 1. Violations were subject to penalties for the first offense of \$20 to \$100; for the second offense, of \$40 to \$200, or not more than 60 days in prison; for the third offense, of \$200 to \$300, or 90 days in prison, or both. The term "mercantile establishments" meant any places where goods, wares, or merchandise were offered for sale.

1896
Manufacturing.

Session laws 1896, ch. 391, sec. 21. Sept. 29, 1896

Again in 1896 the penalties for violations of the factory law were amended to provide for the first offense a fine of \$30 to \$100; for the second offense a fine of \$60 to \$200, or not more than 30 days' imprisonment; and for the third offense a fine of \$300 to \$500 and not more than 30 days' imprisonment.

1897
Manufacturing.

Session laws 1897, ch. 415, sec. 2, June 1, 1897; ch. 416, sec. 34 1, May 15, 1897

In the following year the minimum fines for first and second violations of the act were reduced to \$20 and \$50, respectively, and for the second offense both fine and imprisonment of 30 days could be im-

posed. For the third offense was provided a fine of not less than \$250, or imprisonment for not more than 60 days, or both.

Factories now included any mill, workshop, or other manufacturing or business establishment where 1 or more persons were employed at labor.

1897
Mercantile.

Session laws 1897, ch. 416, sec. 334 l. May 19, 1897.

The penalty provisions of the mercantile law also were changed in 1897 by providing for the second offense a fine of \$50 to \$200, or not more than 30 days in prison, or both; and for the third offense, a fine of not less than \$250, or more than 60 days in prison, or both. The fine for a first offense was not changed.

1899
Manufacturing.

Session laws 1899, ch. 222, sec. 77. Apr. 1, 1899.

Legislation of 1899 made the factory act applicable to minors under 18 and females instead of, as before, to women under 21 years of age and male minors under 18.

1901
Manufacturing.

Session laws 1901, ch. 477. Apr. 22, 1901.

A 1901 amendment altered the factory law only by providing that a shop, room, or building where one or more persons were employed in doing public laundry work by way of a trade for purposes of gain was a factory within the meaning of the labor law, and therefore subject to its provisions. The law, however, did not apply to women doing custom laundry work for their own families or family trade.

1907
Manufacturing.

Session laws 1907, ch. 506, sec. 384 l, June 15, 1907; ch. 507, Oct. 1, 1907.

The night-work provision was declared unconstitutional for women 21 and over by the lower court on June 14, 1907, and this opinion was later affirmed by the court of appeals. An amendment enacted the same year, effective October 1, changed the wording of the law, making it applicable to female minors under 21 and women, so that only the prohibition of night work for women 21 and over became void.

The maximum penalty for a first violation of the law was reduced from \$100 to \$50.

1907
Mercantile.

Session laws 1907, ch. 506, sec. 334 l. June 15, 1907.

The maximum fine for a first violation of the mercantile law also was reduced from \$100 to \$50.

1911
Manufacturing, mercantile.

Session laws 1911, ch. 749. Sept. 1, 1911.

The maximum fine for second violations of both the factory and the mercantile laws was increased in 1911 to \$250.

1913
Manufacturing.

Session laws 1913, ch. 465, May 9, 1913; ch. 529, May 15, 1913; ch. 85, July 1, 1913.

In 1913 the law regulating night work in factories was amended to prohibit the employment of women 21 years of age and over before 6 a. m. and after 10 p. m., instead of 9 p. m. as in the earlier act that was declared unconstitutional. The prohibition of work between 9 p. m. and 6 a. m. for girls under 21 continued.

The new law read that work at night was prohibited "in order to protect the health and morals of females employed in factories by providing an adequate period of rest at night."

[For the definition of factories of this year see the summary of hour provisions, p. 89.]

1913
Mercantile.

Session laws 1913, ch. 452. Oct. 1, 1913

Further legislation of this year prohibited the employment of women, regardless of age, in mercantile establishments between 6 p. m. and 7 a. m. in cities of the second class, and between 10 p. m. and 7 a. m. elsewhere except in towns of less than 3,000 population. It did not apply to Saturdays provided the total weekly hours did not exceed 54 in cities of the second class or 60 hours elsewhere. Nor did it apply to the 5 days preceding Christmas in cities of the second class, nor between December 18 and 24 elsewhere.

1914
Mercantile.

Session laws 1914, ch. 331. Apr. 14, 1914

Amended again in 1914 the law prohibited the employment between 10 p. m. and 7 a. m. of women in mercantile establishments anywhere in the State except in towns of under 3,000 population. The Saturday exemption was not continued, but exemption between December 18 and 24 still was allowed.

1915
Mercantile.

Session laws 1915, ch. 386. Apr. 26, 1915

The following year further exemption was made for 2 days each year for stock taking.

1917
Restaurants.

Session laws 1917, ch. 535. Oct. 1, 1917

In 1917 work between 10 p. m. and 6 a. m. was prohibited in cities of the first or second class for women working in or in connection with any restaurant. Exempted from the law were singers, performers; attendants in ladies' cloakrooms and parlors, and women employed in or in connection with dining rooms and kitchens of hotels or in or in connection with lunch rooms or restaurants conducted by employers solely for the benefit of their own employees.

Violations of this law were to be penalized for the first offense by a fine of \$20 to \$50; for the second offense by a fine of \$50 to \$250, or not more than 30 days in prison, or both; and for the third offense by a fine of not less than \$250 or more than 60 days in prison, or both.

1918
Messengers.

Session laws 1918, ch. 434. May 2, 1918

Although persons under 21 years of age, in cities of the first and second class, had been prohibited from work as messengers between the hours of 10 p. m. and 5 a. m. since 1910, it was not until 1918 that a law was passed which applied to women over 21. Excepting in towns under 3,000 population this law prohibited their work as messengers for a telegraph or messenger service between 10 p. m. and 7 a. m. Penalties for violations were the same as those in the restaurant act of the preceding year.

1919
Mercantile.

Session laws 1919, ch. 532. Sept. 1, 1919

An exemption from the provisions against night work in mercantile establishments was added in 1919 for women engaged or employed as writers or reporters in newspaper offices.

1919
Street railways.

Session laws 1919, ch. 533. May 12, 1919

In the same year women over 21 years of age were prohibited from working between 10 p. m. and 6 a. m. in or in connection with the

operation of any street, surface, electric, subway, or elevated railroad in towns of 3,000 population or more and from selling or accepting fares or admissions in any railroad station, car, or train of any such railroad. Penalties for violation were the same as for violation of the restaurant law of 1917 and the messenger law of 1918.

1919
Elevators.

Session laws 1919, ch. 544, secs. 176, 181. Sept. 1, 1919

By another act of 1919 women having the custody, management, or operation of a freight or passenger elevator were prohibited from working between 10 p. m. and 7 a. m., or between 10 p. m. and 6 a. m. if the elevator was used in connection with a business or industry in which the employment of women between 6 and 7 o'clock in the morning was not prohibited. Women over 21 years of age employed in the care or operation of an elevator in a hotel were exempted. Violations were subject to the same penalties as in the act of 1917 relating to restaurants.

1920
Street railways.

Session laws 1920, ch. 224. Apr. 21, 1920

The street-railway law was amended in 1920 to apply only to conductors and guards in the operation of any street, surface, electric, subway, or elevated car or train.

1921
Elevators.

Session laws 1921, ch. 50, sec. 391. Mar. 9, 1921

This act made the law prohibiting night work for women elevator operators no longer applicable to mercantile establishments, business and telegraph offices, restaurants, hotels, apartment houses, theaters or other places of public amusement, or bowling alleys, in towns of under 3,000 population.

1921
Mercantile.

Session laws 1921, ch. 50, sec. 2. Mar. 9, 1921

The only change of this year in the mercantile law was in the definition of "mercantile establishments," which is given in the summary of hour laws, p. 92.

1921
Manufacturing.

Session laws 1921, ch. 50, secs. 2, 172, Mar. 9, 1921; ch. 489, May 3, 1921

Although the general provisions of the factory law were not altered in the reenactment of 1921, the clause relating to the protection of health and morals was omitted and to the section defining a factory this clause was added: "Nor shall the provisions of this chapter [the labor law] prohibiting the employment of women over 21 as proof-readers at certain hours apply to newspaper-publishing establishments, linotypists, and monotypists."

[The definition of a "factory" will be found in the summary of hour laws, p. 92.]

1928
Mercantile.

Session laws 1928, ch. 557. Mar. 24, 1928

In 1928 duly licensed pharmacists were exempted from the prohibition against work between 10 p. m. and 7 a. m.

PROHIBITORY OR REGULATORY LAWS

1887
Cleaning moving machinery.

Session laws 1887, ch. 462, secs. 11, 20. May 25, 1887

In 1887 legislation was enacted prohibiting girls under 21 from cleaning machinery while in motion. Violation was declared a misdemeanor subject to a fine of \$20 to \$100, or 30 to 90 days' imprisonment, or both.

1892
Cleaning moving ma-
chinery.

Session laws 1892, ch. 673, secs. 8, 21. May 13, 1892

Five years later the penalty for violation was increased to a fine of \$20 to \$50 for the first offense; not more than \$100, or not less than 10 days in prison, for the second offense; and not less than \$250, and not more than 30 days in prison, for the third offense.

1893
Cleaning moving ma-
chinery.

Session laws 1893, ch. 173, sec. 21. Mar. 22, 1893

In 1893 the penalty for a second violation was changed to a fine of \$50 to \$100 or not more than 10 days in prison.

1896
Cleaning moving ma-
chinery.

Session laws 1896, ch. 991, sec. 21. Sept. 29, 1896

Again in 1896 the penalties for violations were increased, this time to provide for the first offense a fine of \$30 to \$100; for the second offense, \$60 to \$200 or not more than 30 days in prison; and for the third offense, \$300 to \$500 and not more than 30 days in prison.

1896
Mercantile basements.

Session laws 1896, ch. 334, secs. 7, 9, 11, 12. Sept. 1, 1896

In 1896 a law was enacted prohibiting the employment of women in the basements of mercantile establishments unless permission was first secured from the board of health or the town commissioners. These officials were forbidden to grant such a permit unless the basement was sufficiently lighted, ventilated, and in all respects in the sanitary condition necessary for the health of the employees. The law was not applicable in towns of under 3,000 population. Violations were punishable for a first offense by a fine of \$20 to \$100; for a second offense by a fine of \$40 to \$200, or not more than 60 days in prison; and for a third offense by a fine of \$200 to \$300, or not more than 90 days in prison, or both.

1897
Mercantile basements.

Session laws 1897, ch. 415, secs. 160, 171, June 1, 1897; ch. 416, sec. 384 I, May 13, 1897

The content of this law was not changed in 1897 but the penalty clause was amended to provide, for a second offense, a fine of \$50 to \$200, or not more than 30 days in prison, or both; and for a third offense, not less than \$250, or more than 60 days in prison, or both. The penalty for a first violation was unchanged.

1897
Cleaning moving ma-
chinery.

Session laws 1897, ch. 415, sec. 31, June 1, 1897; ch. 416, sec. 384 I, May 13, 1897

Changed again in 1897 the law prohibiting the cleaning of moving machinery reduced the minimum fines for first and second offenses to \$20 and \$50, respectively, and for a third offense fixed a fine of not less than \$250, or not more than 60 days in prison, or both.

1899
Emery wheels, etc.

Session laws 1899, ch. 375. Apr. 23, 1899

In 1899 women in factories were forbidden to operate or use any emery, corundum, stone, or emery polishing or buffing wheel. The fine provided for each violation was \$50.

1903
Emery wheels, etc.

Session laws 1903, ch. 561. May 12, 1903

The law of 1899 was amended in 1903 to cover the operation or use of any emery, tripoli, rouge, corundum, stone, carborundum, or any abrasive or emery polishing or buffing wheel, where articles of the baser metals or of iridium are manufactured.

1906
 Mines and quarries.

Session laws 1906, ch. 375, sec. 153. Oct. 1, 1906

An act of 1906 provided that women should not be employed in or in connection with any mine or quarry. Violation was punishable by a fine of not less than \$50, or not less than 30 days in prison. (Session laws 1897, ch. 416, sec. 384 g.)

1907
 Cleaning moving machinery; mercantile basements.

Session laws 1907, ch. 506, sec. 384 l. June 15, 1907

In this year the maximum fine for first violations of the law prohibiting the cleaning of moving machinery and of that regulating employment in basements was reduced to \$50.

1908
 Mercantile basements.

Session laws 1908, ch. 520, sec. 111. June 16, 1908

An amendment of 1908 provided that in cities of the first class permission to employ women in the basements of mercantile establishments must be obtained from the commissioner of labor. In other cities and towns and villages permits must be secured from the board or department of health or the health commissioner, as provided in 1896.

1909
 Emery wheels, etc.

Session laws 1909, ch. 36, sec. 98, ch. 88, sec. 1275. Mar. 12, 1909

Penalties for violations of the law relating to emery wheels were increased in 1909 to provide a fine of \$20 to \$50 for the first offense; \$50 to \$200, or not more than 80 days in prison, or both, for the second offense; and not less than \$250, or more than 60 days in prison, or both, for the third offense.

1911
 Cleaning moving machinery; mercantile basements; emery wheels, etc.

Session laws 1911, ch. 749. Sept. 1, 1911

Legislation of 1911 increased from \$200 to \$250 the maximum fine for second violations of the laws dealing with moving machinery, basement employment, and emery wheels.

1912
 Employment after childbirth.

Session laws 1912, ch. 331. Apr. 15, 1912

Legislation of 1912 made it unlawful for any person in authority in any factory, mercantile establishment, mill, or workshop to employ knowingly or permit a woman to be employed within 4 weeks after she has given birth to a child. The penalty for a first violation is \$20 to \$50; for a second violation \$50 to \$250, or not more than 30 days in prison, or both; and for a third violation, not less than \$250, or more than 60 days in prison, or both.

1913
 Mercantile basements.

Session laws 1913, ch. 145, sec. 711. Mar. 23, 1913

The provisions of the law regulating employment in basements were unchanged in 1913 except that in second as well as first class cities permission for women to work in basements must be obtained from the commissioner of labor instead of the health authorities as elsewhere.

1913
 Core making.

Session laws 1913, ch. 464. Oct. 1, 1913

An amendment of 1913 to the labor law prohibits the employment of women in brass, iron, or steel foundries at or in connection with the making of cores where the oven in which the cores are baked is in

operation in the same room in which the cores are made. A partition separating the oven from the space where the cores are made is not sufficient unless it extends from the floor to the ceiling, and is so constructed and arranged, and any openings in it are so protected, that the gases and fumes from the core oven will not enter the room in which the women work. The industrial board is empowered to make rules and regulations as to the construction, equipment, maintenance, and operation of core rooms and the size and weight of cores that may be handled by women, so as to protect their health and safety. The penalties provided for violations of this law are for the first offense, a fine of \$20 to \$50; for the second offense, \$50 to \$250, or not more than 30 days in prison, or both; and for the third offense, not less than \$250, or 60 days in prison, or both.

1915
Core making.

Industrial board rules Nos. 552-555. Apr. 15, 1915

Rules adopted by the industrial board, effective April 15, 1915, provide that—

(a) Where rooms in which core ovens are located adjoin rooms where cores are made by women and where the making of cores and the baking of cores are simultaneous operations, the partition between the rooms must be constructed of concrete, hollow tile, brick, metal, or wood covered with metal or other material approved by the commissioner of labor, and there must be in the partition only such openings as are required by the nature of the business;

(b) All openings in partitions between the core oven room and the room in which women work must be vestibuled with a revolving device or self-closing double doors, or any other self-closing device equally effective, and approved by the commissioner of labor. Such device must be kept in such condition that gases, fumes, and smoke shall be effectually trapped;

(c) Women shall not be allowed to handle cores with a temperature of more than 110° F.;

(d) Women shall not be permitted to make or handle cores when the combined weight of core, core box, and plate at which they are working exceeds 25 pounds.

Legislation, effective May 22, 1915 (session laws 1915, ch. 674, sec. 51a), transferred the powers of the industrial board to the newly established industrial commission and continued in force all existing rules and regulations of the board. Reorganization in 1921 (session laws 1921, ch. 50, sec. 12) again provided an industrial board as a continuation of the industrial commission.

1918
Messengers.

Session laws 1918, ch. 434. May 2, 1918

A law passed in 1918 prohibits the employment of girls under 21 years of age as messengers for telegraph or messenger companies in the distribution, transmission, or delivery of goods or messages. Towns of less than 3,000 population are exempted. Penalties for violations are for the first offense \$20 to \$50; for the second offense \$50 to \$250, or not more than 30 days in prison, or both; for the third offense not less than \$250, or more than 60 days in prison, or both.

1919
Street railroads.

Session laws 1919, ch. 533. May 13, 1919

In 1919 girls under 21 were prohibited employment in or in connection with the operation of street, surface, electric, subway, or elevated

railroads, or to sell or accept fares or admissions in any railroad station, car, or train of any such railroad. Violations are subject to the same penalties as are violations of the law prohibiting messenger work. This law also does not apply in towns of under 3,000 population.

1920
Street railroads.

Session laws 1920, ch. 234. Apr. 21, 1920

The amended law of this year prohibits the employment of women under 21 only as conductors and guards on street, surface, electric, subway, or elevated railroads.

1921
Mines and quarries.

Session laws 1921, ch. 50, sec. 146(5); ch. 68, sec. 1675. Mar. 9, 1921

The penalties for violations of the law prohibiting women's employment in mines and quarries were changed in 1921 to provide for the first offense a fine of \$20 to \$50; for the second offense \$50 to \$250, or not more than 30 days in prison, or both; and for the third offense not less than \$250, or more than 60 days in prison, or both.

1921
Mercantile basements.

Session laws 1921, ch. 50, sec. 323. Mar. 9, 1921

The only change in the law for mercantile basements for this year required that all permits be issued by the labor commissioner.

1921
Emery wheels, etc.

Session laws 1921, ch. 648. May 6, 1921

An amendment of 1921 to the act of 1903 forbidding women to operate emery wheels, etc., allows women over 21 years of age to operate such wheels for wet grinding under conditions specified by the industrial board.

1921
Employment after childbirth.

Session laws 1921, ch. 50, sec. 148. Mar. 9, 1921

Revision in 1921 of the 1912 act prohibiting employment for four weeks after childbirth omitted the words "mill or workshop." The law does not apply in mercantile establishments in towns of under 3,000 population.

1924
Mercantile basements.

Session laws 1924, ch. 460, sec. 331. Apr. 25, 1924

In 1924 the law regulating basement employment in mercantile establishments was extended to apply to restaurants.

SEATING LAWS

1881
Manufacturing, mercantile.

Session laws 1881, chs. 298, 676, sec. 15. May 18, 1881

In 1881 employers of women in any mercantile or manufacturing business or occupation were required by law to provide and maintain suitable seats for the use of women employees and to permit these seats to be used to such extent as might be reasonable for the preservation of health. Violation was a misdemeanor, and therefore subject to a fine of not more than \$500, or by imprisonment for not more than one year, or both.

1896
Mercantile.

Session laws 1896, ch. 384, secs. 5, 11, 12. Sept. 1, 1896

Legislation of 1896 regulating the hours of employment of women in mercantile establishments also required that such establishments should provide seats to the number of at least 1 to every 3 women employed; that there must be provided and maintained chairs, stools, or

other suitable seats for use at reasonable times to such extent as might be required for the preservation of health, and that the use of such seats be permitted either in front of or behind the counter, table, desk, or fixture where the woman was principally engaged. The law applied only in towns of at least 3,000 population. Violations were punishable for the first offense by a fine of \$20 to \$100; for the second offense, \$40 to \$200, or not more than 60 days in prison; for the third offense, \$200 to \$300, or not more than 90 days in prison, or both.

1897
Mercantile. *Session laws 1897, ch. 415, secs. 169, 170, June 1, 1897; ch. 416, sec. 364 J, May 13, 1897*

The content of the seating law of 1896 was not changed in the revision of 1897, but violation was declared a misdemeanor for which the penalty was the same as in 1881.

1897
Manufacturing. *Session laws 1897, ch. 415, sec. 171, June 1, 1897; ch. 416, sec. 334 J, June 8, 1897*

The law of 1881 requiring seats in factories and mercantile establishments was reenacted in 1897 but made to apply only to factories, since an additional law had been passed in 1896 affecting mercantile establishments.

1900
Manufacturing, hotels,
etc. *Session laws 1900, ch. 533. Apr. 19, 1900*

In 1900 the law of 1897 applying to manufacturing establishments was amended to cover not only women in factories but waitresses in hotels or restaurants.

1909
Mercantile. *Session laws 1909, ch. 86, sec. 1275. Mar. 12, 1909*

Penalties for violation, as far as they concerned the mercantile law, were changed in 1909 to provide for the first offense, a fine of \$20 to \$50; for the second offense, \$50 to \$200, or not more than 30 days in prison, or both; for the third offense, not less than \$250, or more than 60 days in prison, or both.

1911
Mercantile. *Session laws 1911, ch. 746. Sept. 1, 1911*

Two years later the maximum fine for second violations of this law was increased from \$200 to \$250.

1913
Manufacturing. *Session laws 1913, ch. 349, Apr. 22, 1913; ch. 371, Oct. 1, 1913*

In 1913 the law requiring seats for women employed in factories and as waitresses in hotels and restaurants was amended to require that seats with proper backs, where practicable, be provided for all women engaged in work that could properly be performed in a sitting posture. The industrial board was empowered to determine when seats, with or without backs, are necessary, and also the number to be provided. For violations the same penalties became applicable as for violations of the mercantile law.

1919
Elevator operators. *Session laws 1919, ch. 544, sec. 177. Sept. 1, 1919*

The same act of 1919 regulating working hours of elevator operators requires also that suitable seats be provided and maintained for women having the care, custody, management, or operation of any freight or passenger elevator, and that they be allowed to use the seats at such time and to such extent as may be necessary for the preservation of health. Violations are subject to fines for the first offense of \$20 to \$50; for the second offense, of \$50 to \$250, or not

more than 30 days in prison, or both; for the third offense, of not less than \$250, or not more than 60 days in prison, or both. (Session laws 1913, ch. 349.)

1921
Manufacturing, mer-
cantile, etc.

Session laws 1921, ch. 59, secs. 150, 391. Mar. 9, 1921

An act of 1921 consolidated the seating laws of previous years applying to factories, mercantile establishments, elevator operators, and waitresses in hotels and restaurants, but made no changes in their provisions, which, like other provisions of the labor law, do not affect mercantile establishments, business offices, telegraph offices, restaurants, hotels, apartment houses, theaters, or other places of public amusement, or bowling alleys, in towns of under 8,000 population.

NORTH CAROLINA

HOOR LAWS

1915
Manufacturing.

Session laws 1915, ch. 743. Mar. 8, 1915

A law passed in 1915 by the legislature of North Carolina provides a maximum week of 60 hours for women in all factories and manufacturing establishments in the State and a 60-hour week for men also except in case of a written contract and payment of extra compensation. An 11-hour day, however, is the maximum allowed for both men and women. The act does not apply to engineers, firemen, superintendents, overseers, section and yard hands, office men, watchmen, or repairers of breakdowns.

Any employer knowingly or willfully violating this law is guilty of a misdemeanor and punishable in the discretion of the court, provided that for a second conviction within 12 months there shall be a fine of not less than \$500 or imprisonment for not less than 90 days.

1931
Manufacturing.

Session laws 1931, ch. 269. May 31, 1931

An act of 1931 supersedes that of 1915 and applies only to women. It covers factories, manufacturing establishments, and mills, and continues the 11-hour day but reduces the maximum weekly hours to 55. It exempts women employed in seasonal industries in the process of conditioning and of preserving perishable or semiperishable commodities, and women engaged in agricultural work. Any employer violating the act is guilty of a misdemeanor and subject to a fine of not more than \$50 or imprisonment of not more than 30 days. Each day's violation constitutes a separate offense.

SEATING LAWS

1909
Mercantile, manufacturing, etc.

Session laws 1909, ch. 857. June 1, 1909

Seats for women workers in North Carolina are required by a law of 1909. This act provides that employers of women in stores, shops, offices, or manufacturing establishments, as clerks, operatives, or helpers in any business, trade, or occupation, must procure and provide proper and suitable seats and permit the use of such seats, rests, or stools as may be necessary when the women are not actively employed or engaged in their work.

Violations are punishable by fines of \$25 to \$100.

NORTH DAKOTA

HOOR LAWS

1863
Manufacturing.

Session laws (Dakota) 1862-63, ch. 49. Jan. 6, 1863

The law of the Territory of Dakota relating to women's hours of work was enacted in 1863, was adopted by North Dakota when it became a State in 1889, and was retained unaltered until 1919.

This act provided that employers in manufactories, workshops, or other places used for mechanical or manufacturing purposes who compelled any woman to work longer than 10 hours a day were guilty of a misdemeanor and punishable by a fine of not more than \$100 nor less than \$10.

1917
Public welfare commission.

Session laws 1917, ch. 181. July 1, 1917

An act of 1917 created a commission, known as the public welfare commission, that was required to investigate the economic, moral, and social conditions of women in factories, hotels, restaurants, stores, laundries, and other industrial establishments in the State; to make a report to the governor and the next legislative assembly; and to recommend legislation for improvement of such conditions.

1919
Manufacturing, mercantile, etc.

Session laws 1919, ch. 176. July 1, 1919

The hour law passed in 1919, that repealed the early act, provided that women should not be employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, or telephone or telegraph establishment or office, or in any express or transportation company more than 8½ hours a day or 6 days, 48 hours, a week. Women working in rural telephone exchanges and women working in villages or towns of less than 500 population were not covered. Violation was punishable by a fine of \$25 to \$200.

1919
All industries.

Session laws 1919, ch. 174. July 1, 1919

Another act of 1919 repealed the public welfare commission act of 1917 and empowered the newly created workmen's compensation bureau (session laws 1919, ch. 162), after certain specified procedure, to issue orders concerning hours and conditions of labor of women in any occupation except agricultural or domestic service, such orders to have the force of law. It does not, however, permit increasing the hours beyond the limits fixed in the law of this same year relating specifically to hours of work. Posting of the orders is required.

Any violation of the act is a misdemeanor, punishable by a fine of \$25 to \$100, or imprisonment for 10 days to 3 months, or both such fine and imprisonment.

The workmen's compensation bureau, through its minimum wage department, issued its first orders in 1920, under the authority of the act of 1919. Order No. 1 required employers of women to keep certain records containing personal information concerning each woman, and

order No. 2 (see p. 111) set up a sanitary code. All other orders dealt in part with hours of employment.

1920
All industries.

Minimum wage department order No. 3. Aug. 16, 1920

Order No. 3 provided that no woman should be employed on 2 successive days, except in emergency cases and the bureau was to be judge of the emergency, without an interval of at least 9 hours' rest, and that in any town of over 500 population employment by more than 1 employer should not exceed the legal limits of 8½ hours a day or 48 hours, 6 days, a week.

1920
Public housekeeping.

Minimum wage department order No. 5. Aug. 16, 1920

Order No. 5 provided that women should not be employed in any public-housekeeping occupation in towns of less than 500 population for more than 9 hours a day, 58 hours a week, or 28 days a month; nor should they be employed in any such establishment in the State for more than 5 hours continuously without a rest period of at least 45 minutes. In case of emergency, however, any of these regulations might be suspended or modified by permission of the workmen's compensation bureau.

"Public-housekeeping occupation," according to definition of the order, included the work of waitresses in restaurants, hotel dining rooms, and boarding houses, all attendants employed at ice-cream and light-lunch stands, steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served, the work of chambermaids in hotels, lodging houses, boarding houses, and hospitals, the work of janitresses and car cleaners, the kitchen workers in hotels and restaurants and hospitals, and the work of cigar-stand girls and elevator operators.

1920
Personal service.

Minimum wage department order No. 6. Aug. 16, 1920

Order No. 6, applying to personal-service establishments not covered by the law of 1919, required that women in such work should not be employed more than 9 hours a day, 58 hours a week, 28 days a month, nor for more than 5 hours without a rest period of at least 45 minutes. The provision made for emergencies in order No. 5 was not included here.

"Personal-service occupation" the order defined as manicuring, hairdressing, barbering, and other work of like nature, and the work of ticket sellers and ushers in theaters.

1920
Office.

Minimum wage department order No. 7. Aug. 16, 1920

This order affected another large group of women workers to whom the 1919 legislation did not apply, i. e., those in offices, including stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' and dentists' offices, and all kinds of clerical workers. The provisions fixed the maximum hours at 8½ a day and 48 a week, and ordered a 6-day week and at least 45 minutes of rest after 5 hours of continuous work.

1920
Manufacturing.

Minimum wage department order No. 8. Aug. 16, 1920

This order provided, as the law of 1919 did not, for an 8½-hour day and a 48-hour, 6-day week in manufacturing establishments in towns of less than 500 population. It also provided, for all manu-

facturing establishments throughout the State, not more than 6 hours of continuous employment without at least 45 minutes' rest.

Manufacturing was defined as all processes in the production of commodities, including work performed in dressmaking shops and wholesale millinery houses, in the workrooms of retail millinery shops, and in the drapery and furniture-covering workshops, the garment-alteration, art-needlework, fur-garment-making, and millinery workrooms in mercantile stores, in the candy-making departments of retail candy stores and of restaurants, in bakery and biscuit-manufacturing establishments, in candy-manufacturing and in book-binding and job-press-feeding establishments.

1920
Laundries.

Minimum wage department order No. 9. Aug. 15, 1920

Order No. 9 applied to women in laundries and provided for those in towns of less than 500 population an 8½-hour day and a 48-hour, 6-day week; in other words, the same standards fixed by law for the rest of the State. It also provided that in no laundry in North Dakota should women be employed continuously for more than 5 hours without a rest period of at least 45 minutes, except on 1 day a week.

A laundry was defined as a place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or association. Laundry work, the order said, should include all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable and cleanable materials. The work performed in laundry departments in hotels, hospitals, and factories was to be considered as laundry work.

1920
Student nurses.

Minimum wage department order No. 10. Aug. 16, 1920

Order No. 10 provided that women being trained or employed as students in the profession of nursing or caring for the sick, disabled, or invalid in any hospital, sanitarium, or other like place should not be required to be on duty more than 52 hours in any 1 week, exclusive of class hours. Furthermore, a 12-hour free period at least once a week between the hours of 7 a. m. and 11 p. m. was required for each student nurse. In cases of emergency these regulations might be temporarily suspended or modified by permission of the bureau.

1920
Mercantile.

Minimum wage department order No. 11. Aug. 16, 1920

Mercantile occupations were affected by order No. 11. This term covered employment in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, the wrapping employees, the auditing or checking force, the shippers in the mail-order department, the receiving, marking, and stock-room employees, and sheet-music saleswomen and demonstrators. The order provided 8½ hours a day and 48 hours, 6 days, a week for women in mercantile establishments in towns under 500 population, and stipulated that in no mercantile establishment in the State should women be employed more than 6 hours continuously without a rest period of at least 45 minutes.

1920
Telephones.

Minimum wage department order No. 12. Aug. 16, 1920

Order No. 12 provided that no woman should be employed in any telephone establishment in any town in North Dakota with a popula-

tion of under 500, nor in any rural telephone exchange, for more than 10 hours a day, between 7 a. m. and 10 p. m., or 63 hours a week, or 28 days a month; that no woman in any telephone establishment in the State should be employed for more than 6 hours of labor between 7.30 a. m. and 8.30 p. m. without a rest period of at least 45 minutes; and that no woman, except in rural telephone exchanges, should work more than 8 consecutive days without 1 day off. In cases where a telephone operator was not required to be on duty continuously, the workmen's compensation bureau might grant a special license fixing hours different from those required by the order, if satisfactory to both employer and employee. Also in cases of emergency any regulations of this order might be temporarily modified or suspended by permission of the bureau.

As soon as this first group of orders of the minimum wage department became effective, an injunction was asked against enforcement of the laundry and telephone orders (Nos. 9 and 12). It was granted by the district court on the ground that these orders were unlawfully passed. Although no action was brought against the remaining orders, which were to become effective at the same time, no attempt was made to enforce them, and in effect they too were suspended about the 1st of September, 1920, as a result of the injunction.

Early in 1922, however, new orders were issued for 5 of the 8 occupational groups covered by the orders of 1920.

1922

Public housekeeping.*Minimum wage department order No. 1. Apr. 4, 1922*

Order No. 1 of 1922 repeats the provisions of the earlier order relating to public-housekeeping occupations that the maximum working time in towns of less than 500 population should be 9 hours a day, 58 hours a week, 28 days a month, and it reduces from 5 to 4 the number of hours allowed without a rest period. Under the terms of the new order, where meals are furnished on the premises, a 30-minute meal period must be allowed, and where it is necessary for employees to leave the premises for meals 60 minutes must be allowed. Posting of scheduled hours of women working part time is required. The emergency provision of 1920 is repeated. The work of cigar-stand girls is no longer considered a public-housekeeping occupation, but in other respects the term public housekeeping is interpreted as it was in 1920.

1922

Manufacturing.*Minimum wage department order No. 2. Apr. 4, 1922*

Whereas the 1920 ruling affected only towns of under 500 population, the manufacturing order of 1922 applies to the whole State. This order does not fix daily or weekly hours, but reduces the stretch of continuous work from 6 to 5½ hours, and instead of the 45-minute rest period of 1920 requires a minimum allowance of 30 minutes for the noon meal. A provision, new with respect to manufacturing establishments, permits these regulations to be temporarily suspended or modified by permission of the workmen's compensation bureau in cases of emergency. Manufacturing occupations are defined as in the order of 1920.

1922

Mercantile.*Minimum wage department order No. 3. Apr. 4, 1922*

The order of 1922 relating to mercantile establishments permits maximum hours in towns of less than 500 population of 9 a day and

54 a week instead of the 8½-hour day and the 48-hour, 6-day week of 1920. It also allows temporary suspension or modification of this provision in cases of emergency and by permission of the workmen's compensation bureau. No limit is set, as it was in the order of 1920, to the number of hours of continuous labor. The work of cigar-stand girls is added to the 1920 definition of mercantile occupations.

1922
Laundries.

Minimum wage department order No. 4. Apr. 4, 1922

Unlike the 1920 order for laundries, that of 1922 applies to the whole State and does not fix hour limits. The permitted stretch of continuous work is the same as in 1920 but the 45-minute rest period is no longer specified, the 1922 order requiring that no woman in any laundry establishment in North Dakota shall be employed for more than 5 hours of continuous labor without a rest period, the minimum allowance for the noon meal to be 30 minutes. Similar provision is made for cases of emergency as in the orders dealing with manufacturing and mercantile occupations. The 1920 definition of laundries and laundry work is repeated.

1922
Telephone.

Minimum wage department order No. 5. Apr. 4, 1922

Order No. 5, 1922, provides that in all telephone exchanges in the State adequate time and provision at seasonable hours must be allowed for meals. In towns of less than 500 population and in rural telephone exchanges, the order provides that the arrangement of the operators' schedules, the maximum number of hours a day, and the maximum number of days a month shall be arrived at by mutual agreement between employer and employees, such agreement to be made known to the workmen's compensation bureau. Where agreement can not be reached the matter must be referred to the minimum wage department of the bureau for adjustment. No provision of the 1920 order is repeated except that for temporary suspension or modification of the regulations, by permission of the bureau, in cases of emergency.

1923
Manufacturing, mercantile, etc.

Session laws 1923, ch. 345. July 1, 1923

In 1923 an amendment to the hour law provided that the law shall not apply in a case of emergency, at which time women may be employed 10 hours a day and 7 days a week, but not over 48 hours a week. An emergency is defined as existing in the case of sickness of more than one woman employee, in which event a doctor's certificate must be furnished; the protection of human life; banquets, conventions, celebrations; sessions of the State legislature; or where a woman is employed as reporter in any of the district courts of the State. In cases of emergency, this law required, the proper authorities must be notified at once of reasons for and probable duration of such emergency, and permission must be obtained from such authorities as soon as possible.

1925
Manufacturing, mercantile, etc.

Session laws 1925, ch. 229. July 1, 1925

The hour law was again amended and reenacted in 1925. A slight change in wording and punctuation placed women in offices under the provisions of the law, the 1925 act reading "telephone or telegraph establishment, or an office." To earlier exemptions was added

exemption for employees in small telephone exchanges where the workmen's compensation bureau, after a hearing, decided that work was so light that it did not justify the application of the law, in which case the bureau was required to make rules and regulations appropriate to such small exchanges. The amended law specified that in cases of emergency notification in writing or by telegraph should be sent to the workmen's compensation bureau, which should determine the duration of the emergency. Other minor changes in wording did not alter the meaning of the law, but it was amended further by reducing to \$100 the maximum fine for noncompliance.

1927
Manufacturing, mercantile, etc.

Session laws 1927, ch. 112. July 1, 1927

Further amendment and reenactment in 1927 restores the 1919 wording, "telephone or telegraph establishment or office," thus removing general office employees from the application of the law. The amended law also adds small telegraph offices to the earlier exemption for employees in small telephone exchanges and omits the provision requiring that the workmen's compensation bureau be notified in case of an emergency.

NIGHT-WORK LAWS

1920
Elevator operators.

Minimum wage department order No. 5. Aug. 16, 1920

Order No. 5, 1920, dealing with public-housekeeping occupations, prohibited the employment of women as elevator operators between 11 p. m. and 7 a. m., except in a case of emergency, when this regulation might be temporarily suspended or modified by permission of the workmen's compensation bureau. For violation of this, as of all provisions of the orders of the minimum wage department, the penalty is that named in the act of 1919. (Session laws 1919, ch. 174.)

1920
Mercantile.

Minimum wage department order No. 11. Aug. 16, 1920

This order, affecting mercantile occupations, prohibited the employment of women after 6.30 p. m. [NOTE.—For the definition of mercantile occupations as given in this order see the summary of daily and weekly hour provisions, p. 107.]

1922
Public housekeeping.

Minimum wage department order No. 1. Apr. 4, 1922

The public-housekeeping order of 1922 forbids the employment of women in all such occupations between 1 a. m. and 5 a. m. and repeats the prohibition of 1920 concerning elevator operators and night work. The emergency clause of the 1920 public-housekeeping order also is repeated here. [NOTE.—The definition of public-housekeeping occupations will be found in the summary of the daily and weekly hour provisions of this order, pp. 106, 108.]

1922
Mercantile.

Minimum wage department order No. 3. Apr. 4, 1922

The 1922 mercantile order changes from 6.30 to 9 the hour after which women may not work at night. It also adds a provision that makes possible, in cases of emergency, temporary suspension or modification of this regulation by permission of the workmen's compensation bureau. Employment at cigar stands is interpreted here as a mercantile occupation.

1922
Mercantile.

Minimum wage department, amendment to order No. 3. July 31, 1922¹

Later in the same year permission was granted mercantile establishments to employ women until 10 o'clock on Saturday nights during April, May, August, September, and October. No printed order was issued, but a resolution to this effect was adopted at a meeting of the board of the workmen's compensation bureau on July 31, 1922.

1922
Laundries.

Minimum wage department order No. 4. Apr. 4, 1922

Order No. 4 of 1922 provides that women shall not be employed in laundries before 6 o'clock in the morning. The emergency provision of the mercantile order of 1922 is repeated in this order affecting laundries.

PROHIBITORY OR REGULATORY LAWS

1920
Messengers.

Minimum wage department order No. 3. Aug. 16, 1920

The 1920 order covering personal-service occupations prohibited the employment of women as messengers in the telegraph, telephone, or public-messenger service. Violation was subject to the penalty provided in the act of 1919 (session laws 1919, ch. 174).

This order, like all others of the minimum wage department, was suspended about the 1st of September, 1920. (See p. 108, par. 2.)

SEATING LAWS

1920
All Industries.

Minimum wage department order No. 2. Aug. 16, 1920

Order No. 2 of the minimum wage department established a sanitary code that included the requirement that in all places of employment employers of women should provide and maintain suitable seats, with proper backs where practicable, for the use of such employees, and should permit their use to such extent as might be reasonable for the preservation of health. The order specified that where three or fewer women were employed the workmen's compensation bureau could, upon application and showing, release the applicant from compliance with the order. Like other orders this was suspended in 1920.

1922
Mercantile.

Minimum wage department order No. 3. Apr. 4, 1922

Order No. 3 of 1922 applies to mercantile occupations and includes a requirement for seats similar to that in the order of 1920, such seats to be placed either behind the counter or in the store. The mercantile group is defined in this order as it was in order No. 11, 1920, with the addition of cigar-stand girls.

In cases of emergency any regulation included in this order can be temporarily suspended or modified by permission of the workmen's compensation bureau.

¹ Adopted on this date. Probably effective immediately.

OHIO

HOURLAWS

1852
Manufacturing.

Session laws 1852, v. 50, p. 187. May 1, 1852

The first law in the United States limiting women's (but not men's) hours of work was passed in Ohio in 1852. It provided that any person who compelled a woman to work more than 10 hours a day in a manufactory, workshop, or other place used for mechanical or manufacturing purposes should be fined not less than \$5 nor more than \$50. This law was repealed in 1879, the repeal becoming effective January 1, 1880.

1911
Manufacturing, etc.

Session laws 1911, v. 102, pp. 488-489. Sept. 28, 1911

Thirty-two years after the repeal of the act of 1852 another law was passed, prohibiting the employment of women more than 10 hours daily or 54 hours weekly in or in connection with any factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, or restaurant, or in the distribution or transmission of messages. Canneries or establishments engaged in preparing perishable goods for use were exempted.

A half hour for meal time if a lunch room was provided, or 1 hour, with permission to leave the establishment, if there was no lunch room in the building, was required in the industries covered by the hour provision and also in business offices, bakeries, and mercantile or other establishments.

The penalty for violation of these provisions was a fine of \$25 to \$200.

1913
Mercantile.

Session laws 1913, v. 103, p. 555. Aug. 7, 1913

In 1913 the hour law of 1911 was amended to include mercantile establishments in any city.

1917
Manufacturing, mercantile, etc.

Session laws 1917, v. 107, p. 149. June 27, 1917

Hours were reduced in 1917 through an amendment requiring that women shall not be employed more than 9 hours a day or 50 hours, 6 days, a week, except in mercantile establishments, where 10 hours may be worked on Saturday. This law applies to the same industries specified in the earlier acts. It exempts canneries and establishments engaged in preparing for use perishable goods during the canning season. The penalty provision of 1911 still applies.

1919
Street railways, etc.

Session laws 1919, v. 108, pt. 1, pp. 540-541. Sept. 4, 1919

An act of 1919 amended the hour law to apply to women employed in or on any interurban or street railway car, or as ticket sellers or elevator operators.

NIGHT-WORK LAWS

1919
Ticket selling.

Session laws 1919, v. 108, pt. 1, p. 541. Sept. 4, 1919

A law passed in 1919 prohibiting the employment of women in certain occupations also prohibited their employment as ticket sellers between 10 p. m. and 6 a. m.

PROHIBITORY OR REGULATORY LAWS

1909
Emery wheels.

Session laws 1909, v. 100, p. 63. June 22, 1909

A law of 1909 amending previous laws relative to emery wheels or belts was the first to prohibit the employment of women in Ohio in operating, assisting to operate, or using emery wheels or belts rolled or coated with emery or corundum or cotton wheels used as buffs. The penalty for violation was \$50 to \$200 for each offense.

1911
Emery wheels.

Session laws 1911, v. 108, p. 427. Sept. 7, 1911

An amendment in 1911 raised the penalty for violation of the law relating to emery wheels to not less than \$100 nor more than \$300.

1917, 1924
Core making.

Industrial commission. Foundry code, rules Nos. 34-37, Jan. 14, 1918; specific requirements in foundries, rules Nos. 45-48, Jan. 1, 1924

In 1917 the Ohio industrial commission, created in 1913 (session laws 1913, vol. 103, p. 95) with power to prescribe standard conditions of labor for employees in the State, adopted four rules relating to the employment of women in core rooms. These rules provided that—

(a) Where rooms in which core ovens are located adjoin rooms where cores are made by women and where the making of cores and baking of cores are simultaneous operations, the partitions between such rooms must be constructed of concrete, hollow tile, brick, metal, or wood covered with metal, or other material approved by the industrial commission, and there must be in such partition only such openings as are required by the nature of the business;

(b) All such openings must be vestibuled with a revolving device or self-closing double doors or any other self-closing device equally effective and approved by the commission, such device to be kept in such condition that gases, fumes, and smoke shall be effectually trapped;

(c) No woman employed in a core-making room shall be permitted to handle cores that have a temperature of more than 110° F., nor (d) to make or handle cores when the combined weight of the core, core box, and plate exceeds 15 pounds.

Any violation of the act empowering the industrial commission to issue such rules and regulations is subject to a fine of \$50 to \$1,000 for the first offense and \$100 to \$5,000 for subsequent offenses. Each day's violation constitutes a separate offense.

1919
Miscellaneous.

Session laws 1919, v. 108, pt. 1, p. 541. Sept. 4, 1919

A law enacted in 1919 forbids the employment of women as crossing watchmen, section hands, express drivers, molders, bell hops, taxi drivers,¹ jitney drivers, gas or electric meter readers, workers in blast furnaces, smelters, mines, quarries, except in the offices thereof, shoe-shining parlors, bowling alleys, pool rooms, bar rooms, and saloons or

¹ On Mar. 2, 1928, a county court of Ohio declared unconstitutional the prohibition against taxi driving.

public drinking places that cater to male customers exclusively and in which substitutes for intoxicating liquors are sold or advertised for sale, in delivery service on wagons or automobiles, in operating freight or baggage elevators, in baggage handling, freight handling, and trucking of any kind, or in employments requiring frequent or repeated lifting of weights over 25 pounds. The penalty for violation is \$25 to \$200.

1931 *Industrial commission. Specific safety requirements . . . in*
Core making. *foundries, secs. 81-84. May 1, 1931*

In the revised regulations of 1931 relating to the employment of women in foundries the maximum weight of any object to be lifted is specified as 25 pounds unless mechanical means are used by which the physical effort involved is limited to that weight. Partitions of "fire resistive material" are specified between rooms in which core ovens are located and rooms where cores are made by females and where the making and baking of cores are simultaneous operations, and the process generates injurious gases, fumes, smoke, or excessive heat. Other provisions of 1916 are repeated.

SEATING LAWS

1885
Manufacturing, mercantile.

Session laws 1885, v. 82, pp. 181-182. Apr. 16, 1885

Under this law every person or corporation employing women in any manufacturing, mechanical, or mercantile establishment was required to provide seats for them when they were not necessarily engaged in the active duties for which they were employed. The penalty provided for violation was a fine of \$10 to \$25.

1889
Manufacturing, mercantile.

Session laws 1889, v. 82, p. 62. Mar. 1, 1889

An amendment four years later added that use of the seats should be permitted at all times when it would not actually and necessarily interfere with the proper discharge of the duties of the employees.

1898
Manufacturing, mercantile.

Session laws 1898, v. 83, pp. 35-36. Mar. 9, 1898

The seating law was amended again in 1898 by requiring a seat for the use of each woman employee and that such seat be constructed or adjusted where practicable so as to be a fixture and not obstruct the employee when she was engaged in duties preventing the use of the seat. The penalty of 1885 remained unchanged.

1911
Manufacturing, mercantile, etc.

Session laws 1911, v. 102, pp. 428-429. Sept. 16, 1911

An act of 1911 repeals and amends earlier provisions requiring seats for women. This act applies to any factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment, and requires a suitable seat for each woman, to be constructed, where practicable, with an automatic back support and to be so adjusted as to be a fixture. Other provisions, as to permission to use the seats and the time when they may be used, are the same as before. The penalty for violation, however, was increased to not less than \$25 nor more than \$200.

OKLAHOMA

HOUR LAWS

1890
Manufacturing. *Statutes 1890, ch. 25, sec. 2556. Dec. 24, 1890*
The first legislative assembly of the Territory of Oklahoma in 1890 passed a law establishing a 10-hour day in all manufactories, workshops, or other places used for mechanical or manufacturing purposes. Any owner who compelled employment for longer hours was deemed guilty of a misdemeanor, and upon conviction was to be fined not more than \$100 and not less than \$10. This act was repealed by the passage of the child labor law in 1909. (Session laws 1909, ch. 39.)

1908
Manufacturing. *Session laws 1907-1908, ch. 53. May 22, 1908*
An act of 1908 required the posting of hour schedules for women in manufacturing establishments, factories, or workshops. Violation was a misdemeanor punishable by a fine of \$10 to \$100 for each offense. Manufacturing establishments, factories, or workshops were defined as any place where goods or products were manufactured, repaired, cleaned, or sorted in whole or in part for sale or for wages.

1909
Manufacturing. *Session laws 1909, ch. 39, sec. 12. June 7, 1909*
An amendment to the 1908 act changed the penalty for failure to post hour schedules to \$10 to \$50, or imprisonment for 10 to 30 days, or both fine and imprisonment.

1915
Manufacturing, mercantile, etc. *Session laws 1915, ch. 148. Mar. 13, 1915*
Following the repeal in 1909 of the statute of 1890, women's hours in Oklahoma were not regulated again by law until 1915. The act of that year fixed a maximum 9-hour day and covered women employed in any manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel or restaurant, office building, warehouse, telephone establishment, office, printing establishment, or bookbinding, or any theater, show house, or place of amusement. In cases of great disaster, calamity, or epidemic, telephone establishments might employ their operators, with their consent, a greater number of hours, but not less than double the regular compensation must be paid. And in cases of emergency women in hotels or restaurants might be employed a maximum of 10 hours a day if they consented to do so, provided they were paid not less than double compensation for such extra time. The law did not apply to towns or cities with a population of less than 5,000, nor to registered pharmacists, stenographers, or nurses.

Violation of the law constituted a misdemeanor for which the penalty was a fine of \$50 to \$200, or imprisonment for 5 to 30 days, or both fine and imprisonment.

1919
Manufacturing, mercantile, etc.

Session laws 1919, ch. 163. Apr. 5, 1919

As amended in 1919 the provision for a 9-hour day is repeated and a weekly limit of 54 hours is added. The law applies to the same industries as does the act of 1915 and, in addition, to telegraph establishments and to "any other establishment employing any female." Overtime provisions are the same. Stenographers are no longer exempted, but in addition to registered pharmacists and nurses, excluded in 1915, women engaged in agricultural or domestic service now are exempt. The act applies, as did the earlier one, to towns and cities having a population of 5,000 or more and also to establishments employing 5 or more females located outside the incorporated limits of any city or within the limits of any city, town, or village of less than 5,000 population.

PROHIBITORY OR REGULATORY LAWS

1907
Mines.

Constitution 1907, art. 23, sec. 4. Nov. 16, 1907

The constitution adopted by the State of Oklahoma when it was admitted to the Union in 1907 contains a provision that women shall not be employed under ground in the operation of mines.

1909
Mines, quarries.

Session laws 1909, ch. 32. June 7, 1909

In 1909 a law was enacted prohibiting the employment of women under ground in any mine or quarry and carrying a penalty for violation of a fine of \$10 to \$50, or imprisonment for 10 to 30 days, or both fine and imprisonment.

1929
Mines.

Session laws 1929, ch. 48, secs. 1, 22, 25. Feb. 15, 1929

That part of the 1909 law as to mines was superseded in 1929 by a provision in the mining law prohibiting the employment of women and girls under ground or in the operation of any mines in the State except in a clerical capacity "on top of the ground." "Mines" are defined as any mines in the State wherein lead, zinc, or other metals are sought or produced. The penalty for violation of the law, a misdemeanor, is not to exceed \$500.

SEATING LAWS

1908
Mercantile, etc.

Session laws 1907-1908, ch. 53, secs. 71, 72. May 23, 1908

In 1908 a law was passed requiring that chairs, stools, or other contrivances be provided for the "comfortable use" of women employees in any mercantile establishment, store, shop, hotel, restaurant, or other place where women were employed as clerks, and that their use be permitted for the preservation of the health of the women and their rest when not actually employed in the discharge of their duties. Violation was a misdemeanor, for which the penalty was a fine of \$10 to \$100 for each offense.

1910
Mercantile, etc.

Revised laws 1910, secs. 3740, 3743. Feb. 25, 1911

The penalty for violation of the seating law was changed in 1910 to a fine of \$10 to \$50, or imprisonment for 10 to 30 days, or both fine and imprisonment.

1915
Manufacturing, mer-
cantile, etc.

Session laws 1915, ch. 148, secs. 3, 4. Mar. 13, 1915

An additional and more inclusive seating regulation was enacted in 1915 as part of the law of that year relating to hours of work. This act requires every employer in any manufacturing, mechanical, or mercantile establishment, workshop, laundry, printing office, dress-making or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment employing women to provide suitable seats for all such employees and to permit their use when the women are not engaged in the active performance of their duties.

Violation of this provision is a misdemeanor punishable by a fine of from \$50 to \$200, or imprisonment for 5 to 30 days, or both fine and imprisonment.

OREGON

HOOR LAWS

1903
Manufacturing, etc.

Session laws 1903, p. 148. May 21, 1903

State regulation of the working hours of women in Oregon began in 1903, when a law was passed providing that women in mechanical establishments, factories, and laundries should not be employed more than 10 hours a day. Any employer violating this provision was guilty of a misdemeanor and subject to a fine of not less than \$10 nor more than \$25 for each offense.

1907
Manufacturing, mercantile, etc.

Session laws 1907, ch. 200. May 24, 1907

An amendment of 1907 extended the 10-hour day to women in mercantile establishments, hotels, and restaurants, in addition to those in manufacturing, mechanical, and laundry establishments already covered in 1903, providing, however, that women in retail stores might be employed 12 hours a day for 1 week immediately preceding Christmas. The fine for violation was raised to \$25 to \$100 for each offense.

1909
Manufacturing, mercantile, etc.

Session laws 1909, ch. 158. May 21, 1909

The law was amended again in 1909 to provide, in addition to a 10-hour day, a weekly limit of 60 hours not only for women in manufacturing, mechanical, and mercantile establishments, laundries, hotels, and restaurants, but, for the first time, for women in telegraph or telephone establishments or offices or employed by express or transportation companies.

1913
Industrial welfare commission.

Session laws 1913, ch. 69. June 2, 1913

In 1913 the Oregon Legislature created an industrial welfare commission, empowering it to investigate women's wages, hours, and conditions of labor and, in accordance with certain designated procedure, to issue orders fixing standards of employment, such orders to have the force of law but in no case to authorize longer daily or weekly hours than those set by law. The commission is charged with the enforcement of its orders, copies of which employers are required to post in conspicuous places. Any person violating any provision of the act is subject to a fine of \$25 to \$100, or imprisonment for 10 days to 3 months, or both.

1913
Manufacturing.

Industrial welfare commission order No. 2. Nov. 19, 1913

The first order of the industrial welfare commission relating to women's hours of work applied to women in manufacturing establishments in the city of Portland. It limited their hours to 9 a day, 54 a week, and provided that no employer should permit a noon lunch period of less than 45 minutes.

1913
Mercantile.

Industrial welfare commission order No. 2. Nov. 23, 1913

The next order of the commission affected women in mercantile establishments in Portland and set maximum hours of work at 8½ a day and 50 a week.

1913
Offices.

Industrial welfare commission order No. 4. Feb. 2, 1914

Order No. 4 fixed 51 hours as the maximum week to be worked by experienced women employed in offices or at office work in the city of Portland, but did not define the term "experienced women." Under this ruling office workers included stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, and all kinds of clerical workers.

1913
All industries.

Industrial welfare commission order No. 5. Feb. 7, 1914

To regulate the industries in Portland not covered by existing orders and all industries in the State at large, the industrial welfare commission in another order, effective early in 1914, fixed a maximum week of 54 hours. This order was later rescinded by separate orders for special industries.

1915
All industries.

Session laws 1915, ch. 35. May 21, 1915

In 1915 the legislature amended the section of the 1913 act stipulating that hours authorized by the industrial welfare commission should never exceed those already fixed by law. The amendment provided that in cases of emergency arising in the conduct of any industry overtime might be permitted under conditions and rules that the commission, after investigation, should determine and prescribe by order and that should apply equally to all employers in the industry.

1916, 1918
Mercantile.

Industrial welfare commission orders Nos. 7, 8, Sept. 1, 1916; orders Nos. 25, 26, June 12, 1918

New regulations for mercantile employment were issued by the industrial welfare commission in 1916 in separate orders for Portland and the State at large. For Portland the hour provisions of order No. 3, 1913 (8½ hours a day, 50 hours a week), were retained, with an added requirement for a 6-day week. For the State at large the daily limit was 9 hours and the weekly limit 54 hours (as in order No. 5) and 6 days. Both orders limited the period of continuous labor to 6 hours, to be followed by a rest period of at least 45 minutes.

The term "mercantile occupation" the commission interpreted as including the work of those women employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and including the sales force, the wrapping employees, the auditing or check-inspection force, the shoppers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, and pianists who were sheet-music demonstrators.

These orders rescinded Nos. 3 and 5 and their provisions were repeated in the superseding orders of 1918 (Nos. 25 and 26), except that the 1918 orders did not include as a mercantile occupation the work of pianists who were sheet-music demonstrators.

1916, 1918
Manufacturing.

Industrial welfare commission orders Nos. 9, 10, Sept. 1, 1916; order No. 27, June 12, 1918

In Portland and in the State at large manufacturing occupations also were the subject of separate orders in 1916. These orders speci-

fied uniform regulations for a 9-hour day, a 54-hour 6-day week, and not more than 6 hours of continuous labor without a rest period of at least 45 minutes. The last 2 provisions were new, although order No. 2 (1913) for Portland had required a noon lunch period of at least 45 minutes; and while the 54-hour week was the earlier maximum for manufactories in the whole State, the 9-hour day, already effective in Portland through order No. 2, was a new regulation in 1916 for manufacturing establishments outside of Portland. Woolen mills throughout the State were exempted from the daily-hour limit, and fruit and vegetable drying, canning, preserving, and packing establishments were excluded from all provisions of both orders.

The term "manufacturing occupation" was defined as all processes in the production of commodities, including the work performed in dressmaking shops and wholesale millinery houses, in the workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, the garment-alteration, art-needlework, fur-garment-making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores, and in restaurants.

These orders, which replaced No. 2 (1913) and No. 5 (1914), were rescinded in 1918 by No. 27, which repeated all the provisions as given here.

1916, 1918
Personal service.

Industrial welfare commission orders Nos. 11, 12, Sept. 1, 1916; order No. 13, June 12, 1918

Two more orders of 1916 for Portland and the State at large affected women employed in personal-service establishments. They provided a 9-hour day and a 54-hour 6-day week, and prohibited more than 6 hours of continuous labor between the hours of 7 a. m. and 8.30 p. m. without a rest period of at least 45 minutes. With the exception of the 54-hour maximum week, which had been in effect since order No. 5, 1914, all these provisions were new in 1916. Personal service was defined as manicuring, hairdressing, barbering, and other work of like nature; and the work of ushers in theaters.

These orders rescinded order No. 5 (1914) and were themselves replaced in 1918 by No. 28. No change was made in the provisions in 1918, but to the occupations covered was added the work of pianists who were sheet-music demonstrators, formerly classed as a mercantile occupation.

1916, 1918
Laundries.

Industrial welfare commission orders Nos. 13, 14, Sept. 1, 1916; order No. 23, June 12, 1918

The first orders dealing specifically with the hours of women in laundries were issued by the commission in 1916, rescinding the general order No. 5, 1914. These orders, one applying to Portland and one to the State at large, set maximum hours of 9 a day, of 54 a week (as in order No. 5), and of 6 days a week. They also provided for not more than 6 hours of continuous labor without a rest period of at least 45 minutes. Laundries were defined as places where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or association, and laundry work was interpreted as all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable and cleanable materials, including the work in laundry departments in hotels and factories.

These provisions were repeated in order No. 29 of 1918.

1916, 1918
Telephone and telegraph. *Industrial welfare commission orders Nos. 15, 16, Sept. 1, 1918; orders Nos. 30, 31, June 18, 1918*

Among other orders of the commission effective on the same date and rescinding general order No. 5, of 1913, with its single requirement for a maximum week of 54 hours, were two relating to telephone and telegraph establishments. No. 15 applied to the city of Portland only, and provided 9 hours a day, 54 hours a week, and, for telephone establishments, 6 days a week. From this last provision, exchanges employing fewer than 10 operators might be exempted by the industrial welfare commission upon application and showing. For women employed in telegraph establishments for 7 consecutive days, 1 day of not more than 6 hours was required, and in both telephone and telegraph establishments not more than 6 hours of continuous work between 7 a. m. and 8.30 p. m. was allowed without a rest period of at least 45 minutes.

For the State at large, order No. 16 provided maximum hours of 9 a day and 54 a week and made the same requirement regarding continuous work as was made for the city of Portland. Employment in telephone establishments for 14 consecutive days without 1 full day of rest and 1 day of not more than 6 hours' work was not allowed. Exchanges employing fewer than 10 operators might be exempted by the commission upon application and showing, and rural exchanges of limited service, not demanding the uninterrupted attention of an operator, might be granted a special license to employ operators for daily hours different from those required by this order, such hours to be satisfactory to employer and employee and approved by the commission. In telegraph establishments this order provided, as did No. 15, that no woman should be employed for 7 consecutive days without allowing 1 day of not more than 6 hours.

These provisions were repeated in the 1918 orders, Nos. 30 and 31.

1916, 1918
Office. *Industrial welfare commission orders Nos. 17, 18, Sept. 1, 1916; orders Nos. 32, 33, June 18, 1918*

Office workers were again covered by orders of the industrial welfare commission in 1916, but this time all such women were included, regardless of experience. Orders Nos. 17 and 18 provided 51 hours a week for offices in Portland and, as in order No. 5 (1914), 54 a week outside of Portland, but for the entire State there were provided a 6-day week and a maximum of 6 hours' continuous work between 7 a. m. and 8.30 p. m. without a rest period of at least 45 minutes. Office workers were defined as they were in order No. 4 (1914), with the addition of attendants in physicians' and dentists' offices.

These orders rescinded Nos. 4 and 5, of 1914, and their provisions were repeated in orders Nos. 32 and 33.

1916, 1918
Public housekeeping. *Industrial welfare commission orders Nos. 19, 20, Sept. 1, 1916; order No. 34, June 18, 1918*

A day not to exceed 9 hours, a week not to exceed 54 hours (as in order No. 5, 1914), and not more than 6 hours of continuous work between 7 a. m. and 8.30 p. m. without a rest period of at least 45 minutes, were decreed by the industrial welfare commission in 1916 for women employed in public-housekeeping establishments in the State.

In public-housekeeping occupations the commission included the work of waitresses in restaurants, hotel dining rooms, and boarding houses, all attendants employed at ice-cream and light-lunch stands, and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; also the work of chambermaids in hotels, lodging houses, and boarding houses, and the work of janitresses, of car cleaners, and of kitchen workers in hotels and restaurants. A retail candy department conducted in connection with an ice-cream, soft-drink, or light-lunch counter, or with a restaurant, also was included.

These orders rescinded No. 5 of 1914, and their provisions were repeated in No. 34 of 1918.

1916, 1918, 1931 *Industrial welfare commission order No. 33, Sept. 1, 1916; order No. 36, June 12, 1918*¹
All Industries.

Among other orders of 1916 the commission issued special regulations providing that no woman in Oregon should be employed on 2 successive days without an interval of 9 hours' rest; also that no woman should accept employment from more than 1 employer in the same day for more time than would make the combined hours of work equal 9 in a day. This order provided further that in a case of business emergency the commission, upon application and showing, would issue a special license governing the emergency for the employment of women beyond the legal hours, on condition that they be paid at the rate of time and one-half for such overtime. Any person granted an overtime license was required to furnish the commission by the fifth day of the following month a verified written statement of the daily time, regular rate, and overtime wage of each woman who worked overtime the preceding month, together with the name and address of each such employee.

These provisions are repeated in the rescinding order, No. 36.

1917
Manufacturing, mercantile, etc.

Session laws 1917, ch. 163. May 20, 1917

In 1917 the legislature repealed the acts of 1913 and 1915 in so far as they conferred authority upon the industrial welfare commission to regulate the hours of work of women engaged in harvesting, packing, curing, canning, or drying of any variety of perishable fruit, vegetables, or fish; and it also amended the law of 1903 as amended in 1907 and 1909 by excluding such workers from its provisions, at the same time providing, however, that women employed in canneries, driers, or packing plants shall be paid one and one-half times the regular rate for any work that they do in excess of 10 hours.

1919, 1931
Mercantile.

*Industrial welfare commission orders Nos. 37, 38. Oct. 14, 1919*¹

New orders in 1919, superseding those of 1916 and 1918, prescribe identical hour regulations for mercantile establishments in Portland and in the State at large. The daily limit is set at 9 hours, an increase of 40 minutes for establishments in Portland, but the weekly limit is reduced to 48 hours for all mercantile establishments, a decrease of 2 hours for Portland and of 6 hours for the rest of the State. The earlier provision for a 45-minute rest period after 6 hours of continuous labor still holds, and the definition of mercantile occupations

¹ Restated in 1931 by newly created State Welfare Commission.

remains the same except for the addition of the work of demonstrators.

1919, 1931
Manufacturing.

Industrial welfare commission order No. 39. Oct. 14, 1919¹

The latest manufacturing order was issued in 1919, reducing weekly hours from 54 to 48 but retaining the 9-hour day and the 6-day week and all other provisions of 1916 and 1918 except that woolen mills are no longer permitted to employ women more than 9 hours a day.

1919, 1931
Personal service.

Industrial welfare commission order No. 40. October 14, 1919¹

In this year weekly hours of women in personal-service work were reduced from 54 to 48. All other provisions of order No. 28 of 1918 remain unaltered, except that the work of pianists who are sheet-music demonstrators is no longer covered by the definition of personal-service occupations.

1919, 1931
Laundries.

Industrial welfare commission order No. 41. Oct. 14, 1919¹

Hour regulations in laundries, in effect since 1916, were revised in 1919 by reducing the weekly hours from 54 to 48. No other changes were effected by this order, which replaces No. 29.

1918, 1931
Telephone and telegraph.

Industrial welfare commission orders Nos. 42, 43. Oct. 14, 1919¹

All earlier regulations of hours in telephone and telegraph establishments in Portland and in the State at large, with one important exception, are repeated in two orders issued in 1919. The exception exists in the reduction of weekly hours from 54 to 48. The daily maximum is unaltered.

1919, 1931
Offices.

Industrial welfare commission order No. 44. Oct. 14, 1919¹

Hours of work in offices throughout the State were fixed in 1919 at 48 a week, this being a reduction of 3 hours in Portland and of 6 hours elsewhere in the State. All other provisions of 1916 and 1918 are repeated.

1919, 1931
Public housekeeping.

Industrial welfare commission order No. 45. October 14, 1919¹

The 1919 public-housekeeping order substitutes 48 hours for the weekly limit of 54, but retains the 9-hour daily limit. To the definition of public-housekeeping occupations is added the work of elevator operators between the hours of 7 a. m. and 11 p. m. No further change was made by this order, which rescinded No. 34 of 1918.

1920, 1931
Student nurses.

Industrial welfare commission order No. 48. July 1, 1920²

Since 1920 the industrial welfare commission has limited the working hours of student nurses in hospitals, sanitariums, and the like to 56 hours a week.

1931
State welfare commission.

Session laws 1931, ch. 394. June 5, 1931

The industrial welfare commission and the board of inspectors of child labor were superseded in 1931 by a body composed of three members to be known as the State welfare commission. The commissioner of labor is designated as the secretary and executive officer of the commission.

¹Restated in 1931 by newly created State Welfare Commission.

NIGHT-WORK LAWS

Although Oregon has no specific legislation regarding night work, such regulations have been included in the orders of the industrial welfare commission. The penalty for violation of these, as of other orders, is that provided in the act of 1913 creating the commission.

1913, 1916, 1918,
1919, 1931
Mercantile. *Industrial welfare commission order No. 3, Nov. 23, 1913; order No. 7, Sept. 1, 1916; order No. 26, June 12, 1918; order No. 31, Oct. 14, 1919¹*

Night work was first prohibited in Oregon in 1913 by the industrial welfare commission in order No. 3, which provided that women should not be employed in mercantile establishments in Portland after 6 p. m. This provision was repeated in subsequent orders of 1916, 1918, and 1919, also applying to Portland mercantile establishments but excluding cigar stands in hotels and confectionery stores. [NOTE.—For the definitions of mercantile occupations, which varied slightly in the three years, see pp. 119, 122–123.]

1913
Mercantile, manufacturing, laundry. *Industrial welfare commission order No. 5, Feb. 7, 1914*

Early in 1914, through order No. 5, an 8.30 p. m. dismissal hour went into effect for women in mercantile establishments outside of Portland and in manufacturing and laundry establishments throughout the State. Telephone and telegraph companies, confectionery establishments, restaurants, and hotels, however, were exempt. This order was superseded in later years by separate orders for each of the industries covered here.

1916, 1918, 1919,
1931
Mercantile. *Industrial welfare commission order No. 6, Sept. 1, 1916; order No. 26, June 12, 1918; order No. 38, Oct. 14, 1919¹*

The first of the several orders that replaced No. 5 applied to mercantile establishments outside of Portland. It repeated the 8.30 p. m. dismissal requirement and, like the corresponding orders for Portland, did not apply to cigar stands in hotels and confectionery stores. Later orders of 1918 and 1919 superseded that of 1916 but did not change its provisions. [NOTE.—For variations in the definition of mercantile occupations see orders Nos. 8, 26, and 38.]

1916, 1918, 1919,
1931
Manufacturing. *Industrial welfare commission orders Nos. 9, 10, Sept. 1, 1916; order No. 27, June 12, 1918; order No. 39, Oct. 14, 1919¹*

Manufacturing establishments in Portland and the State at large were covered in 1916 by orders Nos. 9 and 10, which replaced No. 5 and repeated its provision that women shall not work after 8.30 p. m. in manufacturing occupations. Establishments drying, canning, preserving, and packing fruit and vegetables were excluded. These orders were superseded in 1918 by No. 27, and in 1919 by No. 39, but no change was made in the night-work provision.

[NOTE.—The definition of manufacturing occupations will be found in the discussion of the hour regulations of orders Nos. 9 and 10.]

1916, 1918, 1919,
1931
Laundries. *Industrial welfare commission orders Nos. 13, 14, Sept. 1, 1916; order No. 29, June 12, 1918; order No. 41, Oct. 14, 1919¹*

The provision of order No. 5 that women in Oregon laundries shall not work after 8.30 p. m. was repeated in superseding orders of 1916,

¹ Restated in 1931 by newly created State Welfare Commission.

1918, and 1919. [NOTE.—For the definition of laundries and laundry work see the discussion of the hour regulations of orders Nos. 13 and 14.]

1918, 1931
Elevator operators.

Industrial welfare commission order No. 45. Oct. 14, 1919¹

The public-housekeeping order of 1919 forbids the employment of women as elevator operators between 11 p. m. and 7 a. m.

PROHIBITORY OR REGULATORY LAWS

1919, 1931
Messenger service.

Industrial welfare commission orders Nos. 40, 42, 43. Oct. 14, 1919¹

Not until 1919 did the State of Oregon forbid the employment of women in any occupation. In that year three orders were issued by the industrial welfare commission decreeing that women shall not be employed as messengers in the telegraph, telephone, or public-messenger service. These orders cover respectively personal-service occupations and telephone and telegraph occupations in Portland and in the State at large.

SEATING LAWS

1903
Manufacturing, mercantile, etc.

Session laws 1903, p. 143. Feb. 19, 1903

The same law that first placed a limit on the number of hours women might work in mechanical establishments, factories, and laundries provided also that in those industries and in hotels, restaurants, and mercantile and other establishments employing women suitable seats should be provided and their use permitted when the women were not engaged in the active duties of their employment. Violation of this provision was a misdemeanor, the penalty being a fine of \$10 to \$25 for each offense.

1907
Manufacturing, mercantile, etc.

Session laws 1907, ch. 200. May 24, 1907

An amendment of 1907 substituted "manufacturing establishment" for "factory" but otherwise altered only the penalty clause, the fine being made \$25 to \$100 for each offense.

1916, 1931
Any occupation.

Industrial welfare commission order No. 23. Sept. 1, 1918¹

In 1916 an order of the industrial welfare commission, setting up a sanitary code applying to all occupations of women, required that employers provide tables and benches constructed so as to give the greatest possible comfort and convenience, considering the requirements of the work, and also convenient and comfortable seats where the nature of the work permits employees to sit while working. Where there are fewer than four women employed, however, the commission may upon application and showing release the applicant from compliance with the regulations.

1922, 1931
Fruit and vegetable packing, etc.

Industrial welfare commission order No. 47, amended. May 31, 1923¹

The seating provision of order No. 22 is repeated in this order affecting women employed in the packing, drying, preserving, or canning of any variety of perishable fruit or vegetable, with the added requirement that an individual seat shall be furnished to any employee who asks for it.

¹ Restated in 1931 by newly created State Welfare Commission.

PENNSYLVANIA

HOOR LAWS

1848
Textile manufacturing,
etc.

Session laws 1848, Act 227. Mar. 23, 1848

The earliest hour law in Pennsylvania, and the second in any State, was enacted in 1848. It applied to men and women workers alike and provided that 10 hours a day should be considered a legal day's work in cotton, woolen, silk, paper, bagging, and flax factories and that no person should be holden or required to work more than 10 hours on any secular day or 60 hours in any secular week.

1889
Manufacturing, mer-
cantile.

Session laws 1889, Act 235, secs. 3, 4, 7, 16. May 20, 1889

An act of 1889 included provisions for posting women's hour schedules in factories, manufacturing, and mercantile establishments employing 10 or more women and children. Violation was a misdemeanor, punishable by a fine of not more than \$500.

1893
Manufacturing, mer-
cantile, etc.

Session laws 1893, Act 244, secs. 3, 4, 7, 16. June 3, 1893

As amended in 1893 the posting requirement of 1889 applied also to renovating works and laundries. Places employing fewer than 5 persons were not considered factories, manufacturing or mercantile establishments. The penalty for violation was not changed.

1897
Manufacturing, mer-
cantile, etc.

Session laws 1897, Act 25. Apr. 29, 1897

No law regulating women's hours, exclusive of men's, was passed until 1897, when more than 12 hours a day or 60 hours a week were prohibited for adult women in manufacturing and mercantile establishments, laundries, workshops, renovating works, or printing offices. Posting of daily hours was required and any person violating the law was guilty of a misdemeanor and subject to a fine of not more than \$500.

Although certain sections of this law were repealed specifically by the act of 1913, the act itself was not declared obsolete until 1929. (Session laws 1929, Act 90.)

1901
Bakery, etc.

Session laws 1901, Act 37, secs. 1, 11. Apr. 4, 1901

The provisions of 1897 were reenacted in 1901 (Act 206), and another law of that year provided the same hours of 12 a day and 60 a week for women employed in any biscuit, bread, pie, or cake bakery, pretzel or macaroni establishment. Violation of this act also was a misdemeanor, but with penalties of \$20 to \$50 for the first offense, \$50 to \$100 or imprisonment for not more than 10 days for the second offense, and not less than \$250 and imprisonment for not more than 30 days for the third offense.

1905
Any establishment.

Session laws 1905, Act 226, secs. 3, 10, 25. May 2, 1905

A new act of 1905 extended the hour regulations to cover any establishment, which meant, according to the act, any place other than where domestic, coal-mining, or farm labor was employed. Hours were unchanged and again posting was required. Violation was a misdemeanor as before, punishable now, however, by a fine of \$25 to \$500, or imprisonment for 10 to 60 days, for every violation.

1913
Any establishment.

Session laws 1913, Act 466, secs. 1, 3, 6, 7, 13, 28. Nov. 1, 1913

In 1913 hours were reduced to 10 a day and 54 a week, and a new requirement of a 6-day week was made. Daily overtime is allowed in certain circumstances, but in no case may the hours exceed 54 weekly. During weeks in which a legal holiday occurs and is observed, overtime may be worked on 3 days, but for not more than 2 hours on any 1 day. Overtime is allowed also to the extent of 2 hours a day to make up time lost in the same week due to alterations, repairs, or accidents to machinery or plant upon which a woman is employed or dependent for employment. But no stoppage of less than 30 consecutive minutes justifies such overtime, nor is it legal unless reported in writing to the commissioner of labor and industry. If any woman works in more than 1 establishment in any week or day, her aggregate hours must not exceed the weekly or daily limits of the law.

The law, which applies to women in "any establishment," defined as any place where work is done for compensation of any sort, except work in private homes and farming, also expressly exempts from the foregoing provisions nurses in hospitals and women engaged in the canning of fruit and vegetable products.

The following provisions apply in "any establishment": 45 minutes must be allowed every woman worker for a midday meal or a rest period, unless the day's work is of less than 8 hours' duration, when this interval may be reduced to not less than 30 minutes. Work for more than 6 hours continuously is not permitted.

Violation of any provision of the law is a misdemeanor and penalties may be imposed separately for violation of each provision. Noncompliance with provisions regarding hours and rest intervals is punishable for a first offense by a fine of \$10 to \$50, for a second or subsequent offense by a fine of \$25 to \$200 or imprisonment for not more than 60 days, or both. The offender is subject to like penalties for each day's violation after notification.

For violation of the posting requirement the penalty provision is different only in that the minimum fines are \$25 and \$50. For each day's violation after a reasonable time has elapsed for compliance with the law, like penalties may be imposed.

1913
Industrial board.

Session laws 1913, Act 267, secs. 13-16. June 2, 1913

Another act of 1913 created an industrial board within the State department of labor and industry, with power to make rules and regulations on all matters and subjects to which the power and authority of the department extends. Any violation of the act or rule of the board is a misdemeanor, for which the penalty is a fine of not more than \$100 or imprisonment for not more than 1 month, or both.

1915
Any establishment.

Session laws 1915, Act 387. June 1, 1915

An amendment in 1915 to the hour law of 1913 provides that, at the discretion of the industrial board of the department of labor and industries, the 1 day's holiday each week may be divided into 2 days of 12 hours each for women employees in hotels, boarding houses, and charitable, educational, and religious institutions.

1916
Hotels.

Industrial board rule W-1. Apr. 15, 1916

In 1916 the industrial board ruled in regard to the day of rest in hotels and institutions that—(a) Short-term hotels employing women might subdivide the day of rest, giving 2 half days each calendar week; (b) Hotels and institutions employing not more than 10 women might treat the day of rest in any of the following ways:

- (1) Give 1 complete day of 24 hours in each calendar week;
 - (2) Give 24 hours' consecutive rest, beginning at any hour in the 1 day to continue until a corresponding hour on the following day;
 - (3) Give complete day off on Sunday 1 week and complete day off on week day the next week (variation under plan of day in each week);
 - (4) Give alternate Sunday off, with one-half day week, totaling two full days in each fortnight;
 - (5) When it worked no injustice to the employees, give 2 half holidays a week, defining half day as 5 hours' consecutive service;
- (c) Hotels employing more than 10 women might treat the day of rest as provided under either Nos. 1 or 2 for hotels employing 10 or fewer women.

1917
Industrial board.

Session laws 1917, ch. 264. July 5, 1917

The hour law was amended again in 1917 by giving power to the industrial board to modify any provisions of the law whenever in the opinion of the board such modification is warranted and justified and will not result in or tend to the injury of the health and welfare of the public or of the women affected. This is not to be construed, however, as authorizing the board or the commissioner of labor and industry to increase the maximum hours of work per week.

1917
Hotels.

Industrial board rule W-3. Aug. 30, 1917

The industrial board ruled in 1917 that short-term hotels, operating approximately 4 months in the year, might employ women 7 days a week if for only 7 hours a day. Otherwise the provisions of the hour law must be observed.

1917
Any establishment.

Industrial board rule W-5. Dec. 23, 1917

Another ruling of 1917 provided that in the application of the hour law the permission for overtime during weeks in which legal holidays occur might be interpreted as applying to a week composed of 7 consecutive days, but not exceeding 54 hours.

This rule was reissued, unnumbered, in 1925, as an interpretation of the hour law.

1921, 1925
Telephone.

Industrial board rule W-22, July 14, 1921; rule W-16, June 23, 1925

A ruling of the industrial board, first adopted in 1921, exempts from the application of the hour law women working in telephone

exchanges in private homes where they are members of the family, employed with no definite hours of work, and where the peg count shows an average of at least 6 hours of rest during the night. This ruling was reaffirmed in 1925 and still is effective.

1921
Hotels. *Industrial board rule W-1 (b), amended. Feb. 24, 1921*

An amendment to section (b) of rule W-1 of 1916 provided that in larger hotels and institutions the same permission should be granted to single departments in which not more than 10 women were employed and where the work was specialized and not interchangeable with that of other departments. Laundry workers were excepted, however.

1923
Department of labor and industry. *Session laws 1923, ch. 274, secs. 1705, 1714. June 15, 1923*

This act transferred to the department of labor and industry the power to make rules and regulations for carrying into effect the labor laws of the State. The industrial board must approve all rules and regulations promulgated by the department of labor and industry.

1926
Hotels. *Department of labor and industry interpretation. Jan. 14, 1927*

The provisions of rules W-1, 1916, and W-3, 1917, were revised in 1926 and issued as interpretations of the hour law, no longer as numbered rules. The amendment of 1921 and section (a) of 1916 were dropped, section (c) and Nos. 1 to 4 of section (b) were repeated, and for (b) 5 of 1916 and rule W-3 of 1917 the following was substituted:

5. The day of rest may be divided on the basis of 2 days of not more than 5 hours each, provided that—

(a) Under such circumstances the day shall be computed from midnight to midnight.

(b) On each of the other 5 days of the week not more than 8 hours' work is permitted.

(c) Nine and one-half of the 12 hours of rest on each of the 2 days of rest must be consecutive.

1929
Department of labor and industry. *Session laws 1929, Act 450. Sept. 1, 1929*

This act, amending that of 1913 (Act 267), provides that any violation of rules and regulations of the department of labor and industry shall be punished by a fine of not more than \$100 and costs, and, upon nonpayment, imprisonment for not more than one month.

1929
Any establishment. *Session laws 1929, Act 256, sec. B. Sept. 1, 1929*

Amendments in 1929 to the hour law of 1913 require any person violating any provision of the law to pay the costs of prosecution in addition to the fine imposed. Upon nonpayment of fine and costs for a first violation of the hour provisions, the offender is liable to imprisonment for not more than 10 days; upon nonpayment of fine and costs for a first violation of the posting provision, to imprisonment for not more than 20 days.

NIGHT-WORK LAWS

1918
Manufacturing.

Session laws 1918, Act 466, secs. 4, 5, 13. Nov. 1, 1918

Night work was first prohibited in Pennsylvania in 1918. With the exception of managers, superintendents, or persons doing clerical or stenographic work, women employed in manufacturing establishments are forbidden to work between 10 p. m. and 6 a. m. The law also prohibits girls under 21 years of age from working in any establishment (private homes and farming excluded) between 9 p. m. and 6 a. m. Telephone operators over 18 are exempt. The same penalties applied for violation of these provisions as for violation of the hour regulations.

Since 1918 the industrial board and the department of labor and industry have interpreted the law as covering women in bakeshops (rule W-10, 1918); as exempting as clerical workers (a) women recorders, slip makers, and weighers, provided they are not assigned to nonclerical duties (1918), and (b) women proof readers in newspaper establishments (1926); and as covering women in laundries (1927).¹

1929
Manufacturing.

Session laws 1929, Act 253, sec. 15. Sept. 1, 1929

In 1929 the penalties were made the same as those of the 1929 hour law.

PROHIBITORY OR REGULATORY LAWS

1885
Coal mines.

Session laws 1885, Acts 165, 169, 170. June 30, 1885

Three mining laws were enacted by the Pennsylvania Legislature in 1885:

Act No. 165, applying to coal mines in general, prohibited the employment of women in or about any coal mine or any manufactories of coal, except in an office or in performance of clerical work. The penalty for violation was a fine of \$100 to \$500 or imprisonment for not more than 6 months, or both.

Act No. 169 applied specifically to bituminous mines, and said that women should not be employed or permitted to be in any bituminous mine or in or about the outside structure of any bituminous mine or colliery for the purpose of employment, except in an office or in clerical work. The act applied to mines employing 10 or more men, and provided for its violation, which was a misdemeanor, a fine of \$200 to \$500 or, in default of payment of fine in 10 days, not more than 6 months' imprisonment.

Act No. 170 applied to anthracite mines, and except for the penalty its provisions were identical with those of Act No. 169 for bituminous mines. In this case violation was a misdemeanor subject to a fine of not more than \$50, or imprisonment for not more than 3 months, or both. This act applied to mines employing at least 10 persons.

1891
Anthracite mines.

Session laws 1891, Act 177, arts. 1, 9, 11. June 2, 1891

The maximum fine for violation of the anthracite act was increased in 1891 to \$500. No other change affecting women was made.

¹ The 1927 interpretation was withdrawn following the decision rendered Feb. 2, 1928, by the attorney general of the Commonwealth, to the effect that laundries are not manufacturing establishments and therefore are not affected by the night-work law.

1893
Bituminous mines. *Session laws 1893, Act 48, art. 17, sec. 1, and art. 21. May 15, 1893*

The penalty for violation of the bituminous act of 1885 was changed in 1893 to a fine of not more than \$500, or imprisonment for not more than 6 months, or both. The law now provided that women should not be employed or permitted in the workings of any bituminous mine for the purpose of employment or for any other purpose.

1903
Coal mines. *Session laws 1903, Act 226. May 13, 1903*

In 1903 a new law was passed, covering both bituminous and anthracite mines and repeating the provisions of the earlier laws as they affect women.

1911
Bituminous mines. *Session laws 1911, p. 807, art. 13, sec. 1; p. 830, art. 26; p. 832, art. 28. June 9, 1911*

Regulations for bituminous mines were again amended in 1911, prohibiting women from working in or about any mine and decreasing the penalty for violation to a fine of not more than \$200, or imprisonment for not more than 3 months, or both.

1915, 1929
Core making. *Industrial board regulations for foundries, sec. 9, Nov. 1, 1915; department of labor and industry regulations for foundries, rule 8, Aug. 16, 1929*

Regulations concerning women workers in core rooms were adopted by the industrial board in 1915 and are still effective. They provide (a) that where rooms in which core ovens are located adjoin rooms where cores are made by women, and where the making and baking of cores are simultaneous operations, the partitions between the rooms must be of concrete, hollow tile, brick, metal, or other material approved by the board, and there must be only such openings as are required by the nature of the business; (b) that all such openings must be vestibuled with a revolving device, self-locking double doors, or any other self-closing device equally effective and approved by the board, such device to be kept in condition to effectually trap gases, fumes, and smoke; (c) that women must not be allowed to handle cores having a temperature of more than 110° F. nor (d) to make or handle cores when the combined weight of the core, core box, and plate exceeds 15 pounds.

These regulations were reissued in 1929.

1917
Lead corroding. *Industrial board regulations for lead corroding and oxidizing, sec. 2. Aug. 1, 1917*

Standards established by the board in 1917 for lead corroding and lead oxidizing included a prohibition against the handling by women of any dry substance or dry compound containing lead in any form in excess of 2 per cent.

1917, 1925
Explosives. *Industrial board rule W-1 (b), (c), Oct. 27, 1917; department of labor and industry rule W-2 (3), (4), Mar. 24, 1925*

In the same year the industrial board ruled that women should not be permitted to handle nitrators in the manufacture of nitroglycerine, nor should they be required or allowed to lift heavy weights in explosive plants.

This ruling was reaffirmed March 24, 1925, and reissued as rule W-2 (3), (4).

1918
Acetylene welding. *Industrial board rule W-14. Oct. 11, 1918*

This rule says that women shall not do acetylene welding.

1918, 1925 *Industrial board rule W-15, Nov. 8, 1918; department of labor and industry rule W-8, Mar. 24, 1925*
 Tracks, trucking.

Women also were prohibited in 1918 from working on tracks and at trucking for railroads.

This rule was reissued March 24, 1925, as rule W-8.

1918, 1925 *Industrial board rule W-17, Nov. 8, 1918; department of labor and industry rule W-4, Mar. 24, 1925*
 Lead corroding.

Also in 1918 the industrial board ruled (a) that women may be employed in the setting up of blue beds in the corroding stacks of the Old Dutch process, provided that only such buckles or lead plates are used as have not been previously corroded; (b) that they shall not be employed in the taking down of beds after the process of corroding has been completed.

This appears, reaffirmed March 24, 1925, as rule W-9.

1918, 1925 *Industrial board rule W-7, July 19, 1918; department of labor and industry rule W-3, Mar. 24, 1925*
 Testing and reading meters.

Another ruling of the industrial board in 1918 prohibited the employment of women at testing or reading electric or gas meters.

This rule was reissued March 24, 1925, as rule W-3.

1918, 1925 *Industrial board rule W-8, Aug. 9, 1918; department of labor and industry rule W-4, Mar. 24, 1925*
 Messengers, train crews.

Another ruling of 1918 forbids the employment of women as messengers for railroad corporations in calling train crews.

This was reaffirmed March 24, 1925, and renumbered rule W-4.

1918, 1925 *Industrial board rule W-9, Sept. 13, 1918; department of labor and industry rule W-5, Mar. 24, 1925*
 Cranes.

Except by permission of the board and after inspection by a qualified representative of the department of labor and industry, women are not allowed to operate cranes.

This rule was reaffirmed March 24, 1925. It now appears as rule W-5.

1925 *Department of labor and industry rule W-7. Apr. 23, 1925*
 Welding or burning.

Electric welding or burning was added in 1925 to the 1918 rule prohibiting the employment of women at acetylene welding.

1926 *Department of labor and industry regulations for manufacture of nitro and amido compounds, sec. 8 (4). Sept. 5, 1926*
 Nitro and amido compounds.

In 1926 the department of labor and industry forbade the employment of women in the manufacture of nitro and amido compounds, except in the office, works hospital, welfare room or building, or in the laboratories.

1929 *Department of labor and industry rule W-7. Dec. 20, 1929*
 Welding or burning.

Rule W-7 was revised in 1929 to prohibit the employment of women in the occupations of electric, acetylene, oxyhydrogen, or other forms of welding and cutting except in the operations of bench welding, machine welding, welding in the manufacture of radio tubes, and such other operations as the industrial board may prescribe.

It is further required that women working at these occupations shall wear such protective clothing as may be prescribed and that they shall not be required or permitted to handle cylinders containing gases used in connection with welding and cutting operations, or to lift any material weighing more than 15 pounds.

SEATING LAWS

1887
Manufacturing, mer-
cantile.

Session laws 1887, Act 7. Mar. 28, 1887

The earliest seating law in Pennsylvania, passed in 1887, required employers of women in manufacturing, mechanical, or mercantile establishments to provide suitable seats and to permit their use when the women were not necessarily engaged in the active duties for which they were employed. For violation the penalty for each offense was a fine of \$25 to \$50 and costs, or imprisonment in default of payment of fine.

1897
Manufacturing, mer-
cantile, etc.

Session laws 1897, Act 26, secs. 4, 14. Apr. 29, 1897

Revision in 1897 extended the requirements of the earlier law to laundries, workshops, renovating works, or printing offices, in addition to manufacturing, mechanical, and mercantile establishments.

Violation was a misdemeanor, the penalty being increased to a fine of not more than \$500.

1905
Any establishment.

Session laws 1905, Act 226, secs. 7, 25. May 2, 1905

A new act in 1905 applied the provisions of 1887 to women employed in any establishment. Violation, which is a misdemeanor, is subject to a fine of \$25 to \$500, or imprisonment for 10 to 60 days, for each offense.

1913
Any establishment.

Session laws 1913, Act 466, secs. 8, 18. Nov. 1, 1913

The law of 1913, still effective, requires at least 1 seat for every 3 women and that all the seats, during work hours, shall be conveniently accessible to the workers.

The penalty now provided for noncompliance, which is a misdemeanor, is for the first offense a fine of \$25 to \$50 and for the second or subsequent offense a fine of \$50 to \$200, or imprisonment for not more than 60 days, or both fine and imprisonment.

1915
Canneries.

Industrial board safety standards No. 11, canneries. Apr. 15, 1915

Safety standards for canneries issued by the industrial board in 1915 restate the provision of the 1913 law requiring that at least 1 seat shall be provided for every 3 females employed or permitted to work in canneries and that all such seats shall, during working hours, be conveniently accessible to the workers. This rule was omitted from the revised regulations for canneries, though the requirement for seats still holds.

1918, 1925
Elevators.

Industrial board rule W-11, Oct. 11, 1918; department of labor and industry rule W-6, Mar. 24, 1925

In 1918 the industrial board ruled that seats must be provided for women operators in elevators wherever possible.

This was reaffirmed March 24, 1925, with "wherever possible" omitted. It now appears as rule W-6 of the department of labor and industry.

1929
Any establishment.

Session laws 1929, Act 256. Sept. 1, 1929

The act of 1913 was amended in 1929 to require, in cases of violation, payment of the costs of prosecution in addition to the fine, and to require, upon nonpayment of fine and costs for a first violation, imprisonment for not more than 20 days.

RHODE ISLAND

HOUR LAWS

1885
Manufacturing.

Session laws 1885, ch. 519, secs. 1, 2. Jan. 1, 1886

Rhode Island's first hour law for women was enacted in 1885. It applied to factories, and provided a 10-hour day, allowing longer hours to be worked when necessary to make repairs to prevent interruption of the ordinary running of the machinery, when a different apportionment of hours was made for the sole purpose of making a shorter day's work on 1 day in the week, or to make up time lost on a previous day of the same week because of the stopping of machinery upon which a worker was employed or dependent for employment. In no case, however, were the hours to exceed 60 a week.

The posting of hour schedules was required, and every person willfully violating the law was punishable by a fine of not more than \$20 for each offense.

1902
Manufacturing.

Session laws 1902, ch. 994, secs. 1, 22. Apr. 4, 1902

In 1902 the law was amended to include mechanical as well as manufacturing establishments and to reduce the weekly maximum from 60 to 58 hours. Other provisions of the earlier law were repeated.

1909
Manufacturing.

Session laws 1909, ch. 324. Jan. 3, 1910

Further amendment in 1909 reduced the weekly limit to 56 hours.

1913
Manufacturing, mercantile, etc.

Session laws 1913, ch. 912, secs. 1, 22, 23. July 1, 1913

An act of 1913 still further amended the law regulating the hours of working women by extending the coverage to include business or mercantile establishments, by lowering the weekly maximum to 54 hours, and by providing that in no case shall daily hours exceed 10. The posting and penalty provisions of the earlier laws were repeated.

An amendment in 1915 (session laws, 1915, ch. 1218), and again in 1928 (session laws, 1928, ch. 1231), clarified the law but did not change its content.

1929
Manufacturing, mercantile, etc.

Session laws 1929, ch. 1318. Mar. 29, 1929

In 1929 an amendment was added exempting from the law women working by shifts during different periods or parts of the day in the employ of a public utility. A public utility is defined (general laws, 1923, ch. 253, sec. 2) as any railroad, street railway, or common carrier, or any plant or equipment for the conveyance of telegraph or telephone messages, or for the production, transmission, delivery, or furnishing of gas, electricity, water, light, heat, or power, either directly or indirectly, to or for the public. Public water works and water service owned and furnished by any city or town, however, are not included in this definition of a public utility.

SEATING LAWS

1894
Manufacturing, mer-
cantile.

Session laws 1894, ch. 1276, secs. 8, 12. June 1, 1894

An act of 1894, still effective, requires every manufacturing, mercantile, or mechanical establishment to provide for women employees seats conveniently located and to permit the use of the seats when the duties of the women do not require standing.

Anyone knowingly violating this act is guilty of a misdemeanor and is punishable by a fine of not more than \$500.

SOUTH CAROLINA

HOURL LAWS

1911
Mercantile.

Session laws 1911, Act 83, p. 142. Feb. 23, 1911

South Carolina enacted a law in 1907 (session laws 1907, Act. 233) fixing hours of men and women employees in cotton and woolen factories at 10 a day and 60 a week,¹ but it was not until 1911 that an hour law affecting women exclusively was passed. The act of that year, still effective, applies only to mercantile establishments and fixes maximum hours of 12 a day and 60 a week.

Violation is a misdemeanor, subject to a fine of \$10 to \$40 or imprisonment for 10 to 30 days.

NIGHT-WORK LAWS

1911
Mercantile.

Session laws 1911, Act 83, p. 142. Feb. 23, 1911

The law of 1911 establishing maximum hours for women in mercantile establishments provided also that they should not be required to work after 10 o'clock at night.

Violation of this provision also is a misdemeanor punishable by a fine of \$10 to \$40 or imprisonment for 10 to 30 days.

1914
Mercantile.

Session laws 1914, Act 252, p. 430. Mar. 11, 1914

An amendment of 1914 strikes out the word "required" and substitutes the word "allowed."

SEATING LAWS

1899
Mercantile.

Session laws 1899, Act 71, p. 100. Mar. 26, 1899

A law passed in 1899, and still effective, requires that in mercantile establishments, or any place where goods or wares or merchandise are offered for sale, chairs, stools, or other suitable seats shall be provided, one for every three women employed, and their use shall be permitted in front of or behind the counters or other fixtures where the women are principally employed, to such extent as may be requisite for the preservation of the women's health.

Noncompliance with this act constitutes a misdemeanor punishable by a fine of \$20 to \$100 for each offense.

¹ Weekly hours were reduced to 55 in 1922.

SOUTH DAKOTA

HOOR LAWS

1863
Manufacturing.

Session laws (Dakota) 1863-65, ch. 49. Jan. 6, 1863

As in the case of North Dakota, the laws of the Territory of Dakota were adopted by the State of South Dakota when the territory was divided and organized as two separate States in 1889. The act declaring the laws of Dakota Territory in force in South Dakota was approved February 6, 1890. (Session laws 1890, ch. 105.) The law relating to women's hours of work, enacted in 1863, therefore became effective in South Dakota. This law provided that any employer or his agent in any manufactory, workshop, or other place used for mechanical or manufacturing purposes who compelled a woman to labor more than 10 hours in any day was guilty of a misdemeanor and subject to a fine of \$10 to \$100.

1913
All industries.

Session laws 1913, ch. 240, sec. 1. Mar. 5, 1913

Amended for the first time in 1913, the scope of the law was extended to cover all women at work except those employed as farm laborers, domestic servants, and in the care of livestock. This law provides that unless a shorter time be agreed upon the standard day's work for women shall not exceed 10 hours, and that any employer or other person having control who compels a woman to labor beyond 10 hours a day is guilty of a misdemeanor and punishable by a fine not exceeding \$100 or by imprisonment for not more than 30 days, or by both such fine and imprisonment.

1923
All industries.

Session laws 1923, ch. 303, sec. 1. Mar. 15, 1923

In 1923 a weekly maximum of 54 hours was added. Exemption is allowed for 5 days prior to Christmas, when employment may exceed 10 but not 12 hours a day, and complete exemption from the law for telephone and telegraph operators is added to that of 1913 for farm laborers, domestic servants, and women engaged in the care of livestock. In cities having a population of 3,000 or less the standard day may by agreement be made not to exceed 10 hours.

The penalty provision of 1913 still holds.

SEATING LAWS

1913
Mercantile, manufacturing, etc.

Session laws 1913, ch. 240, secs. 8, 9. Mar. 3, 1913

The law of 1913 regulating hours of work contains also a section requiring employers of women in any mercantile, manufacturing, hotel, or restaurant business to provide suitable seats for women employees in the rooms where they work and to permit such use of these seats as may be necessary for the preservation of health.

Violation of this provision constitutes a misdemeanor, for which the penalty is a fine of \$10 to \$100, or imprisonment for not more than 30 days, or both such fine and imprisonment.

TENNESSEE

HOOR LAWS

1907
Manufacturing.

Session laws 1907, ch. 308. Jan. 1, 1908

In 1907 the legislature of Tennessee passed a law providing that, beginning January 1, 1908, women in manufacturing establishments should not work more than 62 hours a week; that on January 1, 1909, the maximum should be reduced to 61 hours; and that on January 1, 1910, there should be a further reduction to 60 hours.

Any violation was a misdemeanor and punishable by a fine of \$25 to \$100 for each offense.

1913
Manufacturing.

Session laws 1913, ch. 12. Jan. 1, 1914

A law enacted in 1913 provided maximum hours for women in factories and workshops of 58 a week and 10½ a day, the latter, however, being permitted only for the purpose of making one short day in the week. Records of time worked were required, as was the posting of hour schedules.

For violation the same penalty was provided as in 1907.

1915
Manufacturing, mercantile, etc.

Session laws 1915, chs. 144 and 176. May 17, 1915

Amendatory acts of 1915 reduced the weekly limit to 57 hours and defined "workshops and factories" as including manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph and telephone offices, department stores, or any kind of an establishment wherein labor is employed or machinery is used, excluding only domestic service, agricultural pursuits, and fruit and vegetable canning factories. Other provisions of 1913 are unchanged.

SEATING LAWS

1905
Stores, etc.

Session laws 1905, ch. 771. Mar. 31, 1905

By an act of 1905, proprietors of retail, jobbing, or wholesale dry-goods stores, or dealers in notions, millinery, or other business employing women in the capacity of clerks or salesladies were required to provide a chair or stool for each woman and permit its use when the employee was not actively engaged in the duties of her employment.

Violation of the act was a misdemeanor, punishable for the first offense by a fine of \$10 to \$100. For continued noncompliance the offender was required to pay a fine of \$1 daily for every chair he failed to furnish, and any effort to prevent the women using the seats was subject to a fine of \$10 to \$100 for every violation.

1913
Manufacturing, mercantile.

Session laws 1913, ch. 45. Apr. 10, 1913

A 1913 amendment specifies that a suitable seat shall be provided for each woman employee in any factory, mercantile establishment, mill, or workshop, that when practicable these seats shall be made permanent fixtures, and that their use shall be permitted whenever it will not interfere with the proper discharge of duties.

Any person violating the act is guilty of a misdemeanor and subject to a fine of \$10 to \$100 for each violation.

TEXAS

HOOR LAWS

1913
Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 175. Oct. 1, 1913

Working hours of women in Texas were first regulated by law in 1913. The act of that year covered any manufacturing or mercantile institution engaged in the manufacture of clothing, shirts, overalls, jumpers, or ladies' garments, or any mercantile establishment or workshop or printing office, dressmaking or millinery establishment, hotel, restaurant, or theater, or telegraph or telephone office or establishment.

Maximum hours were fixed at 54 a week and 10 a day, provided that in time of great disaster, calamity, or epidemic telephone operators could be required to work longer hours in any 1 day with their consent and at double their ordinary compensation for overtime. The act exempted stenographers and registered pharmacists and did not apply to cities having a population of 5,000 or less. For women in laundries maximum hours of 11 a day and 54 a week were set, and for employment in excess of 10 hours a day one and one-half times the regular rate of pay was required.

Violation of any of these provisions was a misdemeanor punishable by a fine of \$50 to \$200, or imprisonment for 5 to 30 days, or both.

1915
Manufacturing, mer-
cantile, etc.

Session laws 1915, ch. 56. July 19, 1915

A new hour law enacted in 1915, superseding the act of 1913, continues the 54-hour week but reduces daily hours to 9. It applies to women employed in any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater or moving-picture show, barber shop, telegraph, telephone, or other office, express or transportation company, or any State institution, or any other establishment, institution, or enterprise where women are employed. Exception is made of mercantile establishments and telegraph and telephone companies in rural districts and in cities or towns of less than 3,000 inhabitants. Stenographers and pharmacists, also, are exempt as before. In cases of extraordinary emergencies, such as great public calamities or the protection of human life or property, longer hours may be worked with the consent of the women, but for such overtime not less than double time must be paid. As in the earlier act, women in laundries may work 11 hours a day, though not more than 54 hours a week, but for overtime beyond 9 hours they must be paid double their regular rate. Women employed in factories engaged in the manufacture of cotton, woolen, or worsted goods or articles of merchandise manufactured out of cotton goods may work as long as 10 hours a day and 60 hours a week. For all time over 9 hours a day they must be paid double their regular rate.

Violation of any provision of the law is punishable by a fine of \$50 to \$200, each day and each woman required or permitted to work more than the time provided in the act constituting a separate offense.

1929
Manufacturing, mercantile, etc.

Session laws 1929 (first called session), chs. 86-87. Aug. 19, 1929

An amendment of 1929 added to the groups previously exempt from the provisions of the hour law superintendents, matrons and nurses, and attendants employed by, in, and about such orphans' homes as are charitable institutions not run for profit and not operated by the State.

SEATING LAWS

1913
Manufacturing, mercantile, etc.

Session laws 1913, ch. 175, secs. 2, 3. Oct. 1, 1913

The law of 1913 regulating women's hours required that suitable seats be provided for women employees in any manufacturing, mechanical, or mercantile establishment, workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment. The use of these seats was to be permitted when the women were not engaged in the duties of their employment. The law exempted women employed as registered pharmacists or stenographers and did not apply to cities having a population of 5,000 or less.

Violation constituted a misdemeanor, for which the penalty was a fine of \$50 to \$200, or imprisonment for 5 to 30 days, or both.

1915
Manufacturing, mercantile, etc.

Session laws 1915, ch. 56. July 19, 1915

The legislative act of 1915 relating to seats covers any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater or moving-picture show, barber shop, telegraph, telephone, or other office, express or transportation company, any State institution, or any other establishment, institution, or enterprise where women are employed. Employers in such establishments are required to furnish suitable seats to be used when the women are not engaged in the active duties of their employment, and they also are required to post notices stating that the use of such seats is permitted.

As in 1913, the law exempts pharmacists and stenographers, and it further exempts telegraph and telephone companies and mercantile establishments in rural districts and in cities and towns of less than 3,000 inhabitants.

Violation constitutes a misdemeanor, the penalty for which is a fine of \$50 to \$200, each day of noncompliance to be considered a separate offense.

1929
Manufacturing, mercantile, etc.

Session laws 1929 (first called session), chs. 86-87. Aug. 19, 1929

In 1929 the law was amended to exempt superintendents, matrons and nurses, and attendants employed by, in, and about such orphans' homes as are charitable institutions not run for profit and not operated by the State.

UTAH

HOUR LAWS

1911
Manufacturing, mercantile, etc.

Session laws 1911, ch. 133. May 8, 1911

The Utah Legislature passed a law in 1911 providing a 9-hour day and a 54-hour week for women employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telephone or telegraph establishment, hospital, or office, or by any express or transportation company. Exception was made of cases of emergency in hospitals and of cases of emergency where life or property is in imminent danger or where materials are liable to spoil by enforcement of the act.

Violation was a misdemeanor, subject to a fine of \$25 to \$100.

1919
Manufacturing, mercantile, etc.

Session laws 1919, ch. 70. May 12, 1919

An amendment in 1919 reduced the hours to 48 a week and to 8 a day to be worked in not more than 2 working periods and within 12 consecutive hours. The coverage of the law is the same as in 1911, but exemption now is allowed in cases of emergency where life or property is in imminent danger, to persons or corporations engaged in the packing or canning of perishable fruits or vegetables, and to manufacturers of containers of such during the packing season. The penalty for noncompliance is the same as that provided in 1911.

PROHIBITORY OR REGULATORY LAWS

1896
Mines, etc.

Session laws 1896, ch. 23. June 1, 1896

In 1896 Utah made it unlawful for women to be employed to work in any mine or smelter in the State.

Violation of this act is a misdemeanor punishable by a fine of any sum less than \$300, or imprisonment for not more than 6 months, or both.

SEATING LAWS

1897
Stores, etc.

Session laws 1897, ch. 11. Feb. 21, 1897

A law of 1897 requires stores, shops, hotels, restaurants, or other places where women are employed as clerks or help to provide chairs, stools, or other contrivances where the women may rest when they are not engaged in the discharge of their duties.

Violation is a misdemeanor subject to a fine of any sum less than \$300, or imprisonment not exceeding 6 months, or both.

VERMONT

HOOR LAWS

1912
Manufacturing.

Session laws 1912, Act 85. Apr. 1, 1912

In 1912 Vermont enacted a law requiring that no woman in manufacturing and mechanical establishments should be employed more than 11 hours a day or 58 hours a week, except to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which she worked or was dependent for work. No stoppage, however, of less than 30 consecutive minutes justified overtime employment. Posting of hour schedules was required, and the penalty for violation of the act was a fine of \$50 to \$100.

1917
Manufacturing, etc.

Session laws 1917, Act 177, June 1, 1917; General laws 1917, sec. 5843, Feb. 1, 1918

A law enacted in 1917 superseded that of 1912. It reduced the maximum hours to 10½ daily and 56 weekly, and covered mines and quarries as well as manufacturing and mechanical establishments. The provisions regarding overtime and the posting of hours were repeated, but the section including the penalty for violation was repealed. A general penalty clause appearing in the code of the same year, however, prescribes for violation of these provisions a fine of \$5 to \$200 for each offense, and for subsequent convictions either such fine or imprisonment for not more than 6 months.

1917
Manufacturing, etc.

Session laws 1917, Act 178. Apr. 12, 1917

Soon after the United States entered the World War, Vermont passed a law giving power to the commissioner of industries to suspend, with the approval of the governor, the operation of the law relating to the hours of employment of women during such time as the country was at war.

1919
Manufacturing.

Session laws 1919, Act 169. June 1, 1919

In 1919 a law was passed authorizing the suspension of the hour law by the commissioner of industries, with the approval of the governor, for a period not exceeding two months in any one year in the case of a manufacturing establishment or business the materials or products of which are perishable and require immediate labor thereon to prevent decay or damage.

PROHIBITORY OR REGULATORY LAWS

1912
Employment before and
after childbirth.

Session laws 1912, Act 85. Apr. 1, 1912

The law of 1912 regulating women's hours provided also that no woman should knowingly be employed in laboring in a manufacturing or mechanical establishment within two weeks before or four weeks after childbirth. The penalty of violation was a fine of \$50 to \$100.

1917
Employment before and
after childbirth.

*Session laws 1917, Act 177, June 1, 1917; General laws 1917,
sec. 5843, Feb. 1, 1918*

In 1917 the industries in which the employment of women is forbidden for 2 weeks before and 4 weeks after childbirth were increased—mills, canneries, workshops, and factories being included, in addition to manufacturing and mechanical establishments. The penalty clause of the act of 1912 was repealed, but a penalty is provided in the code of 1917, according to which each offense is punishable by a fine of \$5 to \$200 and subsequent convictions either by such fine or by imprisonment for not more than 6 months.

SEATING LAWS

1915
Mercantile, etc.

Session laws 1915, Act 239, June 1, 1915

The first law in Vermont requiring seats for adult working women was passed in 1915 and is in effect still. According to this law, mercantile establishments, stores, shops, hotels, restaurants, or other places where women are employed as clerks or help are required to provide chairs, stools, or other contrivances for the comfortable use of such employees, for the preservation of their health, and for rest when they are not actively employed in the discharge of their duties.

The penalty for violation is a fine of \$10 to \$100.

VIRGINIA

HOUR LAWS

1890
Manufacturing.

Session laws 1890-96, ch. 123. Mar. 4, 1890

The working hours of women operatives in factories or manufacturing establishments in Virginia were first limited in 1890 to 10 hours a day. The law provided that all contracts for longer hours of work should be void and that any person who contracted with any woman to work longer hours was guilty of a misdemeanor and should be fined not less than \$5 nor more than \$20.

1912
Manufacturing, mercantile.

Session laws 1912, ch. 245. June 12, 1912

It was not until 22 years later, in 1912, that the hour law was amended. This amendment did not change the provision for a 10-hour day, but it extended the scope of the law to cover operatives not only in factories and manufacturing establishments but in workshops and mercantile establishments. Provision was made, however, that the act should not apply to women whose full time was employed as bookkeepers, stenographers, cashiers, or office assistants; to persons employed in factories engaged exclusively in packing fruits or vegetables between July 1 and November 1 of each year; to mercantile establishments in towns of less than 2,000 inhabitants or in country districts; nor to mercantile establishments on Saturdays. The 1890 penalty for violation was continued.

1914
Manufacturing, mercantile, etc.

Session laws 1914, ch. 158. June 23, 1914

Further amendments in 1914 made the law applicable to laundries and added exemption for canning factories and fish-packing establishments in country sections. The Saturday exemption for mercantile establishments was omitted.

1918
Manufacturing, mercantile, etc.

Session laws 1918, chs. 214, 414. June 20, 1918

Revised further in 1918, the law retained all the 1914 provisions except that dealing with exemption for seasonal industries, which was changed to apply at all times to all factories engaged exclusively in packing fruits or vegetables. Further amendment, to terminate February 1, 1920, authorized the commissioner of labor to grant a permit to leaf-tobacco prizeries in towns and cities of less than 30,000 population to employ women for more than 10 hours a day where it seemed to the commissioner that such action was necessary to provide for an emergency and where such additional time was voluntary on the part of the employees. Requirement was made that permits state the time and conditions of employment and that overtime be paid for at the rate of time and a half.

1926
Manufacturing, mer-
cantile, etc.

Session laws 1926, ch. 538. June 21, 1926

Amendments of 1926 added restaurants to the industries covered by the hour regulations; required, for the first time, posting of the law and of hour schedules; and revised the penalty clause to provide for violation, which is a misdemeanor, a fine of \$10 to \$25 for the first offense, and \$25 to \$50 for subsequent offenses. All other provisions of the earlier law have been retained.

PROHIBITORY OR REGULATORY LAWS

1912
Mining.

Session laws 1912, ch. 173, sec. 15. June 23, 1912

By an act of 1912 Virginia prohibits the employment of women in coal mines. Any operator, agent, or mine foreman who knowingly violates this provision is subject to a fine of \$10 to \$500 or imprisonment for 10 to 90 days.

SEATING LAWS

1898
Manufacturing, mer-
cantile, etc.

Session laws 1897-98, ch. 53. Jan. 12, 1898

In 1898 all persons in Virginia employing women in stores, shops, offices, or manufactories as clerks, operatives, or helpers in any business, trade, or occupation were required by law to provide suitable seats for these employees and to permit the use of such seats, rests, or stools.

Violation of this act was a misdemeanor to be fined not more than \$25 with costs.

1910
Mercantile.

Session laws 1910, ch. 128. June 15, 1910

By an amendment of 1910 the law was made to apply only to mercantile establishments and to require that chairs, stools, or other suitable seats should be maintained to the number of at least 1 seat for every 3 women employed. Such seats were to be conveniently placed and their use was to be allowed at such times and to such extent as might be necessary for the preservation of health.

The penalty provision of 1898 was repeated.

1922
Manufacturing, mer-
cantile, etc.

Session laws 1922, ch. 373, sec. 1307. June 21, 1922

An act of 1922 amended the seating law to cover, besides mercantile establishments, factories, shops, mills, laundries, and manufacturing establishments, excepting, however, fruit and vegetable canning factories. It provides further that in any manufacturing establishment where the nature of the work requires the women to stand it shall be deemed sufficient compliance with the law if suitable rest rooms are provided that may be used at all reasonable times. Other provisions of 1910 are retained.

WASHINGTON

HOURL LAWS

1901
Mechanical, mercantile, etc.

Session laws 1901, ch. 88. June 12, 1901

The first law in Washington dealing with women's hours of labor was passed in 1901. It provided a maximum 10-hour day in mechanical or mercantile establishments, laundries, hotels, or restaurants.

The penalty for violation was a fine for each offense of not less than \$10 nor more than \$25.

1911
Mechanical, mercantile, etc.

Session laws 1911, ch. 57. June 7, 1911

A law enacted in 1911 covers the same industries as the earlier law and provides a maximum of 8 hours a day, but it exempts from its provisions women employed in harvesting, packing, curing, canning, or drying any variety of perishable fruits or vegetables or in canning fish or shell fish. Posting of the act is required and any violation of the law is punishable by a fine of \$10 to \$100 for each offense.

1913
Industrial welfare commission.

Session laws 1913, ch. 174. June 12, 1913

In 1913 an act was passed declaring unlawful the employment of women in any industry or occupation under conditions of labor detrimental to their health or morals, and creating a commission to be known as the industrial welfare commission to establish proper standards of work. This commission was empowered to issue, after specified procedure, obligatory orders fixing, in addition to minimum wages, standard conditions of labor for women. Posting of the orders is required and violation of any order or of any provision of the act is a misdemeanor punishable by a fine of \$25 to \$100.

1914-15
Mercantile, telephone, etc. *Industrial welfare commission order No. 1, June 27, 1914; order No. 7, Sept. 7, 1914; order No. 10, Feb. 20, 1915*

The first order issued by the industrial welfare commission under authority of the act of 1913 related to mercantile occupations and included a provision that not less than 1 hour for noonday luncheon should be allowed women employees in any mercantile establishment.

A like provision was included in 2 other early orders, Nos. 7 and 10, applying to women in telegraph and telephone occupations and in office employment.

As defined in order No. 10, office employment included stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, and clerical office work of any kind.

1915
Telephone.

Session laws 1915, ch. 68. June 9, 1915

A special law passed in 1915, neither amending nor repealing any earlier act, authorized the industrial welfare commission to establish standard conditions of labor for women employed in the telephone

industry in rural communities and in cities of less than 3,000 population. This followed protest on the part of small telephone companies against the minimum wage set by the commission in order No. 7, which protest the commission was unable to meet because, in the opinion of the attorney general of the State, it had no authority under the act of 1913 to exempt any group of employers from its orders.

1915
Telephones.

Industrial welfare commission orders Nos. 14, 15, 16. 1915¹

Following the passage of the special act of 1915, women employed in the telephone industry in rural communities and in cities of less than 3,000 population were the subject of three orders of the industrial welfare commission issued in the same year. In class B exchanges the day's work was limited to 9 hours, while night operators, furnished with suitable sleeping accommodations, might work 10 hours. In classes C and D, 10 hours was the limit for day work and 14 hours for night work. Orders for these two classes also provided that, unless arrangement was made for the preparation of warm meals at the exchanges, operators should be relieved of duty for a suitable length of time during meal hours and on Sundays. These orders amended No. 7 of 1914.

1917
Telephone, telegraph.

Session laws 1917, ch. 29. June 6, 1917

This act amended that of 1915 by making it apply to the telegraph as well as the telephone industry in the localities named.

1918
All industries.

Industrial welfare commission order No. 23. Nov. 19, 1918

Recommendations of a war emergency conference of representatives of employers and employees in the different occupations, trades, and industries throughout the State resulted in the issuance by the industrial welfare commission in the fall of 1918 of an order to cover all industries during the period of the war. Among other things this order declared that employers offering less than full-time employment to women should post in conspicuous places proper schedules of hours to be observed, for such period of time in advance as the industrial welfare commission should determine, not later than noon of the preceding day; and that women should not be employed for more than 8 hours without a rest period of 15 minutes, this applying to continuous night shifts rather than to regular full-time day shifts which naturally are broken by meal periods. The commission specified that the order should be interpreted to mean an 8-hour day and a 6-day week, or 48 hours' service weekly. This order superseded orders Nos. 1, 7, and 10.

Telephones.

Industrial welfare commission order No. 20²

This order provided that operators in class D telephone exchanges in rural communities and cities of less than 3,000 population should be given at least 6 consecutive hours' relief on Sunday without any deduction in wages. Hour and meal-time provisions of 1915 were not repeated. A class D exchange was described as one of limited service—less than 150 subscribers—not demanding the continual attention of an operator, part of whose time might be devoted to leisure

¹ No dates appear on these orders, issued probably in 1915.

² No date appears on this order.

or to profitable pursuits and whose compensation and conditions of work might be determined by employer and operator, subject to the approval of the industrial welfare commission.

Order No. 16, 1915, relating to class D exchanges, was rescinded by this order.

1920
Public housekeeping.

Industrial welfare commission order No. 21. June 8, 1920

Public-housekeeping occupations were covered by an order of 1920 that provided a 6-day week and not more than 5 hours of work without a rest period of at least half an hour. The term "public housekeeping," the order said, should include cooks, housekeepers, linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, bell hops, checkers, cashiers, elevator operators, janitresses, laundry workers (where a laundry was not maintained in the establishment), and any other occupation that properly would be classified under public housekeeping. The establishments should include hotels, rooming houses, boarding houses, restaurants, cafés, cafeterias, lunch rooms, tea rooms, apartment houses, cook houses in camps, hospitals (not nurses), philanthropic institutions, and any other that properly may be classified under this industry.

1921
Industrial welfare
committee.

Session laws 1921, ch. 7, sec. 55. June 8, 1921

In 1921 the powers and duties of the industrial welfare commission were transferred to a committee under the newly created department of labor and industries.

1921
Public housekeeping.

Industrial welfare committee order No. 23. Oct. 4, 1921

The 1921 order covering the public-housekeeping industry, replacing No. 21, repeats the 6-day-week provision but says that if sufficient emergency exists, making it absolutely impossible to secure efficient substitute help, women may be employed for a continuous period of as long as 10 days, at the end of which they must be given 1 day's rest. This emergency privilege, however, shall not preclude any woman from having at least 4 days' rest in any 28-day period.

Cooks, housekeepers, bell hops, checkers, and cashiers are not included under this order in the interpretation of the term "public housekeeping"; laundry workers are covered "except where a commercial laundry is operated." The definition of establishments in the industry no longer includes cook houses in camps. Except for these changes the definitions of order No. 21 are repeated in No. 23.

1921
Laundry, dry cleaning,
etc.

Industrial welfare committee order No. 25. Dec. 4, 1921

Laundries, dry-cleaning, and dye works are the subject of an order of 1921 that sets a basic 6-day week and limits continuous labor of women to not more than 6 hours without a rest period of 15 minutes.

1921
Telephone, etc.

Industrial welfare committee order No. 27. Dec. 4, 1921

For women in the different occupations in the telephone or telegraph industry throughout the State or in any public occupation other than public housekeeping, laundry, dry-cleaning, and dye works, and mercantile and manufacturing occupations, order No. 27 provides a basic 6-day week and, as in order No. 7, 1914, at least 1

hour for lunch. It supersedes all previous orders covering the telephone and telegraph industries.

1921
Mercantile.

Industrial welfare committee order No. 23. Dec. 31, 1921

An order of 1921 covering the mercantile industry provides for a basic 6-day week and, as did order No. 1, 1914, a lunch period of not less than 1 hour.

1921
Manufacturing.

Industrial welfare committee order No. 29. Jan. 22, 1922

The hours of women employees in manufacturing occupations, trades, and industries are limited, by an order that became effective in 1922, to 8 hours a day and 6 days a week.

NIGHT-WORK LAWS

1920, 1921
Elevator operators.

Industrial welfare commission order No. 21, June 2, 1920; Industrial welfare committee order No. 13, Oct. 4, 1921

In Washington the only regulation of night work appears in the public-housekeeping orders of 1920 and 1921, both of which forbid women to serve as elevator operators after 12 p. m. The penalty for violation is that provided in the act of 1913 for noncompliance with orders of the industrial welfare commission.

FREEDOM OF OCCUPATION

1890

Session laws 1889-90, p. 519. June 27, 1890

An act of 1890 declares that in Washington every avenue of employment shall be open to women and any business, vocation, profession, and calling followed and pursued by men may be followed and pursued by women; and that no person shall be disqualified from engaging in or pursuing any business, vocation, profession, calling, or employment on account of sex, provided, however, that this shall not be construed to permit women to hold public office.

PROHIBITORY OR REGULATORY LAWS

1891
Mines.

Session laws 1891, ch. 31, secs. 15, 22. June 6, 1891

Legislation of 1891 prohibited the employment of women in any mine in Washington. Any person violating this law was guilty of a misdemeanor and punishable by a fine of \$200 to \$500.

1913
All industries.

Session laws 1913, ch. 174. June 12, 1913

The act of 1913 creating the industrial welfare commission declared it unlawful to employ women in any industry or occupation in the State under conditions of labor detrimental to their health or morals. Not until 1918, however, was any occupation except work in mines, which had been forbidden since 1891, closed to women by action of either the legislature or the industrial welfare commission.

1917
Mines.

Session laws 1917, ch. 36, secs. 105, 217. June 6, 1917

A new law in 1917, regulating conditions in mines, repeats the provision of 1891 and adds that no woman shall be employed or permitted to be in or about the surface workings of any mine for the purpose of employment except for clerical or messenger duty about the surface workings. Mines employing fewer than 10 men are not covered by the law.

Penalty for violation is changed by this act to a fine of \$50 to \$200, or imprisonment for not more than 6 months, or both.

1918
All industries.

Industrial welfare commission order No. 18. Nov. 10, 1918

The earliest industrial welfare commission order prohibiting women from any kind of employment was the order of 1918 covering all industries for the duration of the war, issued September 10 but not effective until after 60 days. It forbade the employment of women in all occupations injurious to their health, morals, or womanhood or unavoidably disfiguring; all occupations for which men in general were better fitted by temperament, training, or custom, and for which men were available; work in certain phases of railroading, as section work; certain work in shipbuilding plants, in lumber and shingle mills, in hotels as bell hops, and in metal-working plants as with molten metals; all work under ground; all work in shooting galleries, penny arcades, and the like; and all occupations for 2 months before and 6 weeks after childbirth.

The commission added that exclusions should be made, having in mind the designations and prohibitions of the United States War Labor Policies Board, the State council and the county councils of defense, and such other bodies under the general Government as should find occasion to relate women's work to patriotic efficiency. Violation of this, as of all other orders, was subject to the penalty provided in the industrial welfare commission act of 1913.

1920, 1921
Bell hops.

Industrial welfare commission order No. 21, June 2, 1920; industrial welfare committee order No. 23, Oct. 4, 1921

The employment of women as bell hops, first prohibited in the war order of 1918, again was forbidden in the public-housekeeping orders of 1920 and 1921.

1921
Employment before and after childbirth.

Industrial welfare committee order No. 25. Dec. 14, 1921

Three years after the industrial welfare commission prohibited in its war order the employment of women in any occupation for 2 months before and 6 weeks after childbirth the newly created industrial welfare committee, in an order covering the laundry, dry-cleaning, or dye-works industry, provided that no woman shall be knowingly employed 4 months before confinement or 6 weeks thereafter.

1922
Employment before and after childbirth.

Industrial welfare committee order No. 30. Mar. 20, 1922

An order of the following year, covering any manufacturing "or other mercantile establishment," declares that no woman shall be employed for 4 months before or 6 weeks after childbirth. The phrase "knowingly employed" is not used.

1922
Lifting weights.

Industrial welfare committee order No. 30. Mar. 20, 1922

The same order covering any manufacturing "or other mercantile establishment" provides that no woman shall be required or permitted to lift or carry any excessive burden.

Exemption from the regulations of this order may be allowed at the discretion of the industrial welfare committee in cases where, after due investigation, the enforcement of any rule would not materially increase the comfort, health, or safety of the employees and would work undue hardship on the employer.

SEATING LAWS

1890
Stores, offices, etc.

Session laws 1889-90, p. 104. June 27, 1890

Legislation of 1890 requires employers of women in stores, offices, and schools in Washington to provide a chair, stool, or seat for each woman worker and to permit the use of such seat when it does not interfere with the faithful discharge of duties. Violation of this provision is a misdemeanor, for which the punishment is a fine of not less than \$10 nor more than \$50.

1901
All industries.

Session laws 1901, ch. 63. June 12, 1901

Another law requiring seats for women was passed in 1901. It provides that all employers in establishments where women are employed shall provide suitable seats and permit their use when the women are not engaged in the active duties for which they are employed.

The penalty fixed for violation is a fine of \$10 to \$25 for each offense.

1911
All industries.

Session laws 1911, ch. 27. June 7, 1911

Revision in 1911 of the act of 1901 made no changes other than to increase the maximum fine for violation to \$100.

1918
All industries.

Industrial welfare commission order No. 18. Nov. 10, 1918

Regarding certain standards already established by law, including that relating to seats for women workers, the industrial welfare commission's order No. 18, issued in 1918 for the duration of the war, provided that where there were fewer than 4 women employed by one person the commission might upon application and showing release the applicant from compliance with the law.

1921
Laundry, dry cleaning,
etc.

Industrial welfare committee order No. 25. Dec. 14, 1921

The same provision occurs in the order of 1921 dealing with laundries and dry-cleaning and dye works, with the minimum number of women, however, increased from 4 to 10.

1922
Manufacturing, etc.

Industrial welfare committee order No. 30. Mar. 20, 1922

Order No. 30, issued by the industrial welfare committee, relates to working conditions in manufacturing "or other mercantile establishments." It requires that women be permitted to use seats at all times when not engaged in the active duties of their occupation and that where the nature of the work allows the following provisions shall hold: Seats shall be provided at worktables or machines for each woman employed, and the seats shall be capable of such adjustment and shall be kept so adjusted to the worktables or machines that the position of the worker relative to the work shall be substantially the same whether seated or standing. Worktables, including sorting belts, shall be of such dimensions and design that there are no physical impediments to efficient work in either a sitting or a standing position, and individually adjusted foot rests shall be provided.

WEST VIRGINIA

PROHIBITORY OR REGULATORY LAWS

1887
Coal mines.

Session laws 1887, ch. 60. May 26, 1887

A law passed in 1887 prohibited women from working in coal mines in West Virginia. Violation was a misdemeanor and subject to a fine of \$10 to \$100, or—in default of payment of fine and costs for as long as 10 days—imprisonment for not more than 3 months. The act applied only to mines employing 10 or more persons.

1890
Coal mines.

Session laws 1890, ch. 9. Mar. 15, 1890

In 1890 the fines for violation of this act were increased to not less than \$50 nor more than \$500.

1901
Cleaning moving
machinery.

Session laws 1901, ch. 19, secs. 1, 6. May 15, 1901

An act of 1901 provided that women should not be permitted to clean any of the mill gearing or machinery in manufacturing, mechanical, or other establishments while such machinery was in motion. Violation of this provision was a misdemeanor punishable by a fine of \$20 to \$100, or, in default of payment of such fine, imprisonment until the fine and costs were paid.

Revision in 1919 of the act of 1901 omitted any reference to this provision.

1907
Coal mines.

Session laws 1907, ch. 78, secs. 17, 17. May 23, 1907

The mine regulations act was amended in 1907 to apply to all mines having 5 or more employees and to provide for violation a fine of \$10 to \$500 or imprisonment for 10 to 90 days.

1915
Coal mines.

Session laws 1915, ch. 19, sec. 35. May 7, 1915

An amendment to the coal-mining regulations in 1915 reduced the maximum fine for violation to \$100.

In 1925 the mining law was amended and reenacted and the provision relating to the employment of women was omitted. (Session laws 1925, ch. 88.)

SEATING LAWS

1901
Manufacturing, mer-
cantile, etc.

Session laws 1901, ch. 19, secs. 4, 6. May 15, 1901

The act of 1901 prohibiting the cleaning of moving machinery by women required also that in manufacturing, mechanical, mercantile, and other establishments employing women seats should be provided in sufficient number and conveniently located to seat comfortably all women employees, and that the use of these seats should be permitted when the employees were not necessarily required by their duties to be upon their feet.

Violation constituted a misdemeanor punishable by a fine of \$20 to \$100, or, in default of payment of such fine, imprisonment until the fine and costs were paid.

1919
Manufacturing, mer-
cantile.

Session laws 1919, ch. 30, secs. 63, 67d. May 15, 1919

By an amending act of 1919 the seating law now applies to women working in factories, mercantile establishments, mills, or workshops, and requires that there shall be provided for them a reasonable number of suitable seats, whose use shall be permitted when the employees are not necessarily engaged in the duties for which they are employed and at all times when their use would not interfere with the proper discharge of duties. Where practicable the seats are to be made permanent fixtures, so adjusted as not to be an obstruction when not in use.

The penalty clause also was amended to provide for the first offense a fine of \$10 to \$50 and for the second or subsequent offense a fine of \$25 to \$200.

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HOOR LAWS¹

1867
Manufacturing.

Session laws 1867, ch. 83. July 1, 1867

The first law in Wisconsin regulating women's hours was passed in 1867. It limited the day to 8 hours, and applied to women employed in manufactories, workshops, and other places used for mechanical or manufacturing purposes. Any owner, stockholder, overseer, employer, clerk, or foreman who compelled women to work more than 8 hours a day was liable to a fine of \$5 to \$50.

1878
Manufacturing.

Revised statutes 1878, ch. 83, sec. 1728. Nov. 1, 1878

The revision of this year read that any employer, stockholder, director, officer, overseer, clerk, or foreman who compelled women to work longer than 8 hours should forfeit \$5 to \$50 for each offense.

In 1883 (session laws 1883, ch. 135) the penalty was changed from a forfeiture to a fine. The law was repealed in 1913. (Session laws 1913, ch. 381.)

1911
Industrial commission.

Session laws 1911, ch. 485, sec. 1021b-12(2). June 30, 1911

A law of 1911 created an industrial commission to administer and enforce, among other laws, those relating to the employment of women.

1911
Manufacturing, mercantile, etc.

Session laws 1911, ch. 548. July 6, 1911

A new hour law was passed in 1911. It provided a 10-hour day and a 55-hour week for women employed in manufacturing, mechanical, or mercantile establishments, laundries, restaurants, confectionery stores, or telegraph or telephone offices or exchanges, or by express or transportation companies. Work done between 8 p. m. and 6 a. m. only 1 night in the week was not considered night work and could be worked on the day schedule. An allowance of at least 1 hour for dinner was required, as was the posting of hour schedules. Violation of the law was a misdemeanor and punishable by a fine of \$5 to \$100.

1913
Manufacturing, mercantile, etc.

Session laws 1913, ch. 381, June 4, 1913; ch. 583, sec. 2394-70, June 27, 1913

Legislation of 1913, amending that of 1911, further empowered the industrial commission to determine what hours of labor were consistent with the "life, health, safety, or welfare" of women and to issue orders fixing standard hours. Pending such action by the commission hours prescribed in the law of 1911 were to govern. The industries covered by this law were the same as in 1911. Posting of hour schedules was required unless time records were kept for at least 6 months prior to inspection or some other method was followed that had been approved by the commission. Violation was subject to

¹ For convenience and clarity the orders of the industrial commission having to do with pea canning and with bean, cherry, corn, strawberry, and tomato canning, though issued periodically from 1913 on, are presented together on pp. 156 to 160.

a fine of \$10 to \$100 for each offense, and every day and every week that any woman was employed in violation of the law or of any order of the commission constituted a separate offense.

This act definitely repealed the law of 1867 and its amendments.

1917
Manufacturing, laundry. *Industrial commission order No. 1. July 29, 1917*

The first general order issued by the industrial commission restricted manufactories and laundries to day work, to be done between 6 a. m. and 6 p. m. Pea canneries, however, were exempt.

1917
Mechanical, mercantile, etc. *Industrial commission order No. 2. July 29, 1917*

In mechanical or mercantile establishments, restaurants, confectionery stores, telegraph or telephone offices or exchanges, or express or transportation establishments, day work, according to order No. 2 of the industrial commission, was to be construed as work done between 6 a. m. and 6.30 p. m., but work after 6.30 on only 1 night each week was not considered night work.

1918
Street railways. *Industrial commission order No. 4. June 6, 1918*

In this order the commission ruled that in cities of the first class women employed as conductors, motormen, or flagmen by street-car lines shall work only between the hours of 8 a. m. and 5 p. m.; and that in all other cities and in towns and villages their work must be done between 6 a. m. and 5 p. m. and must not exceed 8 hours a day.

1918
Manufacturing, restaurants. *Industrial commission order No. 5. Sept. 1, 1918*

Another order of the same year allows, in cities of the first class, a 45-minute meal period in manufactories having conveniently located and adequately equipped lunch rooms; otherwise, one hour is required as provided by law. In restaurants the meal period may be 30 minutes if the stretch of work between meals does not exceed 5 hours and if employees eat their meals on the premises.

1918
Pharmacists. *Industrial commission order No. 6. Oct. 2, 1918*

Registered women pharmacists and registered assistant pharmacists were exempted by the industrial commission in 1918 from the provisions of the hour law.

1919
Manufacturing. *Industrial commission order No. 5 amended. Jan. 8, 1919*

In 1919 an amendment to order No. 5 extended it to cover manufactories not only in cities of the first class but in their suburbs.

1923
Hotels. *Session laws 1923, ch. 117. May 15, 1923*

In 1923 hotels were the subject of legislation providing maximum hours of 10 daily, to be worked between 6 a. m. and 9 p. m., and 55 weekly. The provision of the general hour law as to posting applies, but this act expressly states that the power given the industrial commission to regulate women's hours shall not extend to hotels.

1923
Manufacturing, mercantile, etc. *Session laws 1923, ch. 185. Sept. 1, 1923*

The law of 1913 was amended in 1923 by reducing the maximum hours to 9 a day, to be worked, as before, between 6 a. m. and 8 p. m., and 50 a week, provided that during emergency periods of not more

than 4 weeks a year, 10 hours a day and 55 hours a week may be worked, if such overtime is paid for at the rate of one and one-half times the regular rate.² The industrial commission still has the power to allow modifications.

1923
Manufacturing, mercantile, etc.

Industrial commission order No. 2a. Sept. 1, 1923

On the day that the amendment of 1923 became effective an order of the industrial commission also went into effect, which provides that every employer who employs women more than 9 hours a day or 50 hours a week on the ground that an emergency exists must, within 24 hours after its beginning, notify the commission of the nature of the emergency, and must send the commission at the end of the period information for each woman as to daily hour schedules and total hours worked during the overtime period, regular wage rate, overtime wage rate, and total wages for the emergency period.

1923
Restaurants.

Industrial commission order No. 2 amended. Sept. 1, 1923

Order No. 2, of 1917, was amended in 1923 to define day work in restaurants as work between 6 a. m. and 8 p. m. and to provide that work after 8 p. m. one night each week is not to be considered night work. As in 1917, this order construes day work in mechanical or mercantile establishments, confectionery stores, telegraph or telephone offices or exchanges, and express and transportation establishments as work done between 6 a. m. and 6.30 p. m., except one night each week.

1931
Hotels.

Session laws 1931, ch. 255. June 14, 1931

By amendment of 1931 the penalty provision for violation of the 1913 general hour law is made to apply in cases of noncompliance with the law regulating women's hours in hotels.

PEA CANNING

1913
Pea canning.

Industrial commission order. Season of 1913

In accordance with the power given it in the acts of 1911 (ch. 485) and 1913 (ch. 381) to regulate women's hours of work, the industrial commission in 1913 issued its first order covering pea canneries during the canning season. To canneries that complied with all laws and orders on safety and sanitation hours longer than those specified in the law passed by the legislature were allowed, that is, 10 hours daily, to be worked between 7 a. m. and 10 p. m. In emergencies, however, women actually engaged in the process of canning might be employed 12 hours a day, between 7 a. m. and 12 p. m., on 15 days during the year, provided that time and one-half was paid for all time worked in excess of 10 hours a day or 55 hours a week. Provision was made for posting the order and for keeping time records. Any employer failing to comply with the order was subject to the penalty provided in the law of 1913—a fine of \$10 to \$100 for each woman working beyond the legal hours and for each day and for each week she was so employed.

² The emergency provision does not apply to night work. (Wisconsin Industrial Commission. Biennial report, 1922-1924, p. 34.)

1914, 1915
Pea canning.

Industrial commission orders. Seasons of 1914 and 1915

In 1914 and 1915, 10 hours continued to be the standard for the normal day's work in pea canneries and 12 hours daily remained the maximum allowed in emergencies, but work might begin at any hour in the morning or run to any hour in the evening, provided that 9 consecutive hours of rest intervened between the ending of work on one day and the beginning of work on the next. All other provisions were the same as in 1913.

1916
Pea canning.

Industrial commission order. Season of 1916

To the daily hour limits of preceding years the order of 1916 set a normal weekly limit of 60 hours and an emergency maximum of 66 hours. The interval of rest between workdays was arranged for by providing that no work should be done between 2 a. m. and 7 a. m.

1917
Pea canning.

Industrial commission order. Season of 1917

In 1917 the industrial commission discontinued the normal weekly-hour limitation and the night-work prohibition of 1916 and allowed the pea canneries to operate under either of two emergency plans, the plan selected to prevail during the entire season.

Plan B reestablished the provisions of the orders of 1914 and 1915, omitting the weekly emergency maximum introduced in 1916.

Plan A provided for the same normal workday of 10 hours but for work in emergencies a new arrangement was made. Women who were actually engaged in the process of canning and who were paid a minimum of 15 cents an hour or \$1.25 a day or shift might be employed in excess of 10 hours a day on not more than 15 days annually. On 11 of these days the hours were not to exceed 12, but on 4 days women were allowed to work 14 hours; provided that no 2 of the 14-hour days should be consecutive and that not more than 2 such days should occur in any calendar week. Not only were these concessions conditional on the payment of the minimum rate specified, but the weekly hours were limited strictly to 70 and the daily hours were required to fall within a period of 16 hours from the time of beginning work. A day was to be considered the 24 hours beginning at 6 a. m. and a 9-hour rest period between workdays was required. Other provisions were the same as in 1914 and 1915.

1918, 1919
Pea canning.

Industrial commission orders. Seasons of 1918 and 1919

In 1918 the 10-hour normal day continued and a normal weekly limit again was fixed, but this time at 55 hours instead of 60 as in 1916. Overtime was granted those canneries complying with the safety and sanitation laws and orders, and, under this order, it was allowed not only in the canning factories but in the warehouses as well. Such overtime again was limited to 15 days during the season, but no day was to exceed 12 hours, whereas in 1917 as many as 4 days of 14 hours each were permitted. The 70-hour week in emergencies and the 9-hour rest period between workdays were repeated, in addition to the provision for higher rates of pay for all work in excess of 10 hours a day. A day again was defined as the 24 hours beginning at 6 a. m. Other provisions of earlier years were repeated. A note in explanation of the allowance of 15 days of overtime stated that a factory employing women overtime on more than 15 days

would violate the order even though no one woman worked overtime on more than 15 days during the season.

The 1919 order was the same as that for 1918 except that the minimum rates of pay for the normal day were increased.

1920
Pea canning.

Industrial commission order. Season of 1920

The general provisions of the 1919 order were repeated in 1920, with the conditions under which emergency overtime was allowed even more carefully defined. A time allowance for meals was specified for the first time, the commission ruling that at least 30 minutes be allowed for lunch, that 60 minutes be allowed for supper if a woman worked during the afternoon and after 9 p. m., and that 30 minutes on full pay between the hours of 10 and 12 p. m. be allowed if a woman who worked before 7 p. m. continued to work after 11.

1921
Pea canning.

Industrial commission order. Season of 1921

This order made no change in 1920 provisions except to specify that meal periods should be granted at the usual times for meals, namely, at or about 12 noon, 6 p. m., and 12 midnight.

1922, 1923
Pea canning.

Industrial commission orders. Seasons of 1922 and 1923

In 1922 the concessions granted in emergencies were reduced. Only women over 17 years of age were permitted to work overtime, weekly hours were lowered to 66, and the number of days on which overtime might be worked was reduced from 15 to 10. The general provisions also were changed slightly by omitting the 60-minute allowance for supper and adding a provision limiting the stretch of work between meal periods to 6 hours.

The 1923 order repeated all these provisions.

1924, 1925
Pea canning.

Industrial commission orders. Seasons of 1924 and 1925

In 1924 both normal working hours and emergency overtime were reduced. Normal daily hours were limited to 9, weekly hours to 54. Emergency overtime was allowed on only 8 days and not in excess of 11 hours daily or 60 hours weekly. No other changes were made in this year nor in the order of 1925.

1926, 1927, 1928, 1929,
1930, 1931
Pea canning.

Industrial commission orders. Seasons of 1926 to 1931

Again in 1926 concessions as to normal hours were reduced, by providing that the 9-hour day and 54-hour week were to apply only during the season of actual canning of the product. Before and after this season pea canneries were required to keep within the regular factory limits of 9 hours daily, 50 hours weekly, and work between 6 p. m. and 6 a. m. was forbidden.

These provisions have been repeated in succeeding years.

OTHER VEGETABLE AND FRUIT CANNING

1918
Bean canning.

Industrial commission order. Season of 1918

Until 1918, bean canneries were obliged to comply, as factories, with the terms of the hour law and the orders of the industrial commission on night work. In this year, however, the commission exempted bean canneries from order No. 1, 1917, which prohibited work

in factories between 6 p. m. and 6 a. m. The effect of this order was to allow women in bean canneries to work the hours specified in orders Nos. 2 and 3—10 hours daily, 55 weekly, if work fell between 6 a. m. and 6.30 p. m., or 8 hours daily, 48 weekly, if working hours regularly ran later than 6.30 p. m. Work after 6.30 p. m. on one night each week did not constitute night work.

1919
Bean and corn canning.

Industrial commission order. Season of 1919

This order covered both bean and corn canneries, allowing to both the exemption granted to bean canneries only in 1918.

1920, 1921, 1922,

1923
Bean, cherry, corn, and
tomato canning.

Industrial commission orders. Seasons of 1920 to 1923

In 1920 the order of the industrial commission covered factories canning cherries and tomatoes in addition to those handling beans and corn, and for the first time provided such special regulations as had been made for pea canneries in 1913. Women might be employed 10 hours daily, 60 hours weekly, provided that all work after 6 p. m. in excess of 8 hours, and all Sunday work, be paid for at the rate of time and a half. The keeping of time records and the posting of the order were required.

The orders issued in 1921, 1922, and 1923 contained the same provisions as this order of 1920.

1924, 1925
Bean, cherry, [etc.]
canning.

Industrial commission orders. Seasons of 1924 and 1925

In 1924 the regulations for these canneries were changed to conform very closely to those for the pea canneries. Normal hours were fixed at 9 a day, 54 a week, and emergency concessions were granted only to those canneries that complied with all laws and orders on safety and sanitation. In emergencies such canneries might employ women over 17 years old, in the canning factory and in the warehouse, 10 hours a day, 60 hours a week, on not more than 8 days during the season. The commission explained that every day on which any woman worked over 9 hours was to be counted as 1 of the 8 days, and that these days of overtime were granted only to establishments whose regular hours were not over 9 daily. The order provided for meal periods of not less than 30 minutes to be allowed near the usual times for meals, namely, 12 noon, 6 p. m., and 12 midnight; and that the stretch of work between meal times should not exceed 6 hours. A 9-hour rest period was required between workdays and a day was to be reckoned as the 24 hours beginning at 6 a. m. Other provisions were approximately the same as in 1920 to 1923.

1926, 1927
Bean, cherry, [etc.]
canning.

Industrial commission orders. Seasons of 1926 and 1927

In 1926 these canneries were put on the same basis as pea canneries, except for the emergency overtime provision, which was unchanged. Concessions as to normal hours—9 daily, 54 weekly—were reduced to apply only during the season of actual canning, while before and after that season usual factory regulations of 9 hours daily, 50 hours weekly, and no work between 6 p. m. and 6 a. m., were to be in force.

No changes were made in 1927.

1926, 1929, 1930,
1931

Bean, cherry, strawberry,
[etc.] canning.

Industrial commission orders. Seasons of 1926 to 1931

The regulations of 1926 and 1927 were unchanged in 1928 but were extended to apply also to factories canning strawberries. No changes have been made since 1928.

NIGHT-WORK LAWS¹

1911

Manufacturing, mer-
cantile, etc.

Session laws 1911, ch. 548. July 8, 1911

The act of 1911 that limited the daily and weekly hours of women employed in any manufacturing, mechanical, or mercantile establishment, laundry, restaurant, confectionery store, or telegraph or telephone office or exchange, or by any express or transportation company, also provided that work done between 8 p. m. and 6 a. m. on more than 1 night a week must not exceed 8 hours a night or 48 a week. An allowance of 1 hour was required for meals. Violation was a misdemeanor and subject to a fine of \$5 to \$100.

1913

Manufacturing, mer-
cantile, etc.

Session laws 1913, ch. 381, June 4, 1913; ch. 538, sec. 2394-70, June 27, 1913

The act of 1913 continued the night-work provisions of 1911 but authorized the industrial commission to further regulate night work as well as daily and weekly hours. [NOTE.—See hour laws, 1913, pp. 154-155, for provisions of this act.]

1917

Manufacturing, laundry.

Industrial commission order No. 1. July 29, 1917

The first general order of the industrial commission prohibited the employment of women in manufactories and laundries between 6 p. m. and 6 a. m. Pea canneries, however, were exempt.

1917

Condenseries.

Industrial commission order. Dec. 30, 1917

Shortly after order No. 1 was issued the commission issued a special order allowing women in condenseries to work until 7 o'clock on Saturday evening providing they did not work on the following Sunday and providing their hours did not exceed the legal limits of 10 a day and 55 a week.

1917

Mechanical, mer-
cantile, etc.

Industrial commission orders Nos. 2, 3. July 29, 1917

Any work done in mechanical or mercantile establishments, restaurants, confectionery stores, telegraph or telephone offices or exchanges, or express or transportation establishments between 6.30 p. m. and 6 a. m., was defined in orders Nos. 2 and 3 of the industrial commission as night work that should not exceed 8 hours a night or 48 hours a week. Work after 6.30 on only 1 night a week was, however, not to be considered night work.

1918

Street railways.

Industrial commission order No. 4. June 5, 1918

This order prohibited the employment of women as conductors, motormen, or flagmen by street-car lines between 5 p. m. and 8 a. m. in cities of the first class, and between 5 p. m. and 6 a. m. elsewhere in the State.

¹ See discussion of orders for pea canning and bean, cherry, corn, strawberry, and tomato canning (pp. 156 to 160) for night-work regulations in these industries.

1918
Pharmacists.

Industrial commission order No. 6. Oct. 9, 1918

Registered women pharmacists and registered assistant pharmacists were exempted in this order from all hour regulations.

1923
Hotels.

Session laws 1923, ch. 117. May 15, 1923

An act of 1923 limits the work of women in hotels to 9 hours a night and 54 hours a week and defines night work as the period of employment between 9 p. m. and 6 a. m. The law exempts hotel hours from regulation by the industrial commission.

1923
Manufacturing, mercantile, etc.

Session laws 1923, ch. 449, July 31, 1923; ch. 185, Sept. 1, 1923

In revising the schedule of hours of work for women in 1923 the act that was to become operative September 1 changed the weekly limit for night work from 48 to 50 hours. To correct this and other errors another act was passed, to become effective July 31, which changed the 50 hours again to 48.

1923
Manufacturing, laundry.

Industrial commission order No. 1, amended. Sept. 1, 1923

Order No. 1 as amended in 1923 no longer specifies exemption for pea canneries, their hours being governed by special orders. (See pp. 156 to 158.) Otherwise the order is unaltered.

1923
Mechanical, mercantile, etc.

Industrial commission orders Nos. 2, 3, amended. Sept. 1, 1923

Under the terms of these 2 orders as amended, night-work regulations for women in mechanical or mercantile establishments, confectionery stores, telegraph or telephone offices or exchanges, express or transportation establishments, are unchanged, but night work in restaurants is now defined as work between 8 p. m. and 6 a. m. It still is limited to 8 hours a night and 48 hours a week and work after 8 o'clock 1 night each week is not considered night work.

1924
Condenseries.

Industrial commission order. June 18, 1924

In 1924 the request of several condenseries for modification of the statutory schedule of hours was refused by the industrial commission and the order of 1917 for condenseries was revised to accord with the law of 1923. As under the earlier order, women can be employed until 7 p. m. on Saturday if they do not work the following Sunday and if they do not work in excess of the number of hours specified in the act of 1923—i. e., 9 hours daily, 50 hours weekly—except, as provided in the act, under certain conditions during emergency periods of not more than 4 weeks.

1925
Hotels.

Session laws 1925, ch. 27. Mar. 23, 1925

The revision of 1925 clarified but did not change the provisions of the earlier law regulating night work in hotels.

1931
Hotels.

Session laws 1931, ch. 235. June 14, 1931

The penalty provision of the general hour law of 1913, by this amendment, is made to apply in case of violation of the law regulating night work in hotels.

PROHIBITORY OR REGULATORY LAWS

1911
Mines, quarries. *Session laws 1911, ch. 472, sec. 1728f (2), 1728h. June 30, 1911*

Legislation of 1911 prohibited the employment of women in or about any mine or quarry. Violation is punishable by a fine of \$25 to \$100 for each offense, or imprisonment for not more than 30 days.

1913
Any employment. *Session laws 1913, ch. 466. June 17, 1913*

Legislation of 1913 gave the industrial commission power to prohibit other employments than that in mines and quarries in the interests of the life, health, safety, or welfare of women, but this power has never been exercised as far as adult women are concerned.

1915
Mines, quarries. *Session laws 1915, ch. 421. July 23, 1915*

Penalties for violation of the law forbidding employment in mines and quarries were changed in 1915 to \$10 to \$200 for each offense, or imprisonment for not longer than 30 days.

1921
Mines, quarries. *Session laws 1921, ch. 434, sec. 1728c. June 30, 1921*

The maximum fine for violation of this law was reduced in 1921 to \$100.

SEATING LAWS

1899
Manufacturing, mercantile.

Session laws 1899, ch. 77. Mar. 21, 1899

Legislation of 1899, still in effect, requires employers in manufacturing, mechanical, or mercantile establishments to provide suitable seats for their women employees and to permit the use of such seats when the women are not necessarily engaged in the active duties for which they are employed. Violation is a misdemeanor punishable by a fine of \$10 to \$30 for each offense.

EQUAL-RIGHTS LAW

1921

Session laws 1921, ch. 529. July 15, 1921

In 1921 the legislature passed an act declaring that women should have the "same rights and privileges under the law as men in the exercise of suffrage, freedom of contract, choice of residence for voting purposes, jury service, holding office, holding and conveying property, care and custody of children, and in all other respects." The various courts, executive and administrative officers, were empowered to construe the statutes where the masculine gender is used to include the feminine gender, "unless such construction will deny to females the special protection and privileges which they now enjoy for the general welfare." Because of this proviso the labor laws have not been affected by this act, which also provides that jury service for women shall be optional.

WYOMING

HOOR LAWS

1915

Manufacturing, mercantile, etc.

Session laws 1915, ch. 45. Feb. 23, 1915

In 1915 Wyoming enacted its first law regulating women's hours of work. This act covered manufacturing, mechanical, mercantile, printing, baking, laundering, and canning establishments, hotels, telephone exchanges, restaurants, theaters, and places of public amusement, and provided maximum hours of 10 a day or 56 a week. The 10 hours were to be worked within a 12-hour period, and not more than 2 days of 10 hours were to be included in any 1 week. The law provided further that not more than 6 hours should be worked continuously without rest and that the lunch period should be not less than half an hour nor more than 2 hours. Telephone offices or exchanges employing not more than 3 women, and hotels and restaurants operated by railroad companies, were exempt from the law.

Violation of any of these provisions was a misdemeanor and each violation was a separate offense, punishable by a fine of \$25 to \$100, or imprisonment for 30 to 90 days, or both fine and imprisonment.

1917

Manufacturing, mercantile, etc.

Session laws 1917, ch. 196. Mar. 1, 1917

Through amendment in 1917 the law did not apply to any telephone exchange, of whatever size, and no exemption was made, as in 1915, for hotels and restaurants operated by railroad companies.

The daily limit remained unchanged, although the total spread was no longer limited to 12 hours, but 2 weekly limits were provided, 1 of 52 hours for women working 6 days a week and 1 of 60 hours for women working 7 days a week. No allowance was made for the lunch period, nor was the number of 10-hour days to be worked in any 1 week specified. The penalty clause was changed by failure to specify a minimum fine or period of imprisonment. Each and every day's violation constituted a separate offense.

1923

Manufacturing, mercantile, etc.

Session laws 1923, ch. 62. Mar. 1, 1923

A law enacted in 1923, repealing that of 1917, provides a maximum 8½-hour day and a 56-hour week for women employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, restaurant, telephone or telegraph establishment or office, or by any express or transportation company.

Exemption is allowed to nurses in training in hospitals, in the harvesting, curing, canning, or drying of any variety of perishable fruits or vegetables, and also, as in 1915, to telegraph or telephone offices or exchanges in which 3 or fewer women are employed. The law states further that nothing it contains forbids the employment of a woman where an emergency exists or unusual pressing business

demands. Overtime, however, must be paid for at the rate of not less than time and one-half. Posting of the act in each room where women work is required.

Violation constitutes a misdemeanor, punishable for the first offense by a fine of \$25 to \$50, and for the second offense by a fine of \$100 to \$250, or imprisonment for not more than 60 days, or both fine and imprisonment.

1929
Manufacturing, mer-
cantile, etc.

Session laws 1929, ch. 18. June 1, 1929

Amended in 1929 the hour law now omits the words "or unusual pressing business or necessity demands it" and requires posting of the act in each establishment where women work instead of in each room.

PROHIBITORY OR REGULATORY LAWS

1890
Mines.

Session laws 1890, ch. 26. Dec. 31, 1890

The law of Wyoming prohibiting the employment of women "in or about any coal, iron, or other dangerous mine, or underground works or dangerous place whatsoever," except in an office or in the performance of clerical work, was enacted in 1890.

Violation is punishable by a fine of \$25 to \$100, to which may be added imprisonment for not more than 6 months.

SEATING LAWS

1901
Manufacturing, mer-
cantile.

Session laws 1901, ch. 33. Feb. 13, 1901

The Wyoming seating law was enacted in 1901. It required that in manufacturing, mechanical, or mercantile establishments suitable seats should be provided for women employees and their use permitted when the women were not necessarily engaged in the active duties of their employment.

Violation was a misdemeanor punishable by a fine of \$10 to \$30 for each offense.

1923
Manufacturing, mer-
cantile, etc.

Session laws 1923, ch. 52, sec. 2. Mar. 1, 1923

In 1923 the law was amended to cover not only manufacturing, mechanical, and mercantile establishments, but laundries, hotels, restaurants, or other establishments employing women.

Violation, a misdemeanor, now is punishable for the first offense by a fine of \$25 to \$50, and for the second offense by a fine of \$100 to \$250, or imprisonment for not more than 60 days, or both fine and imprisonment.

SUMMARY OF CURRENT LAWS FOR WOMEN, DECEMBER 31, 1931

LAWS REGULATING THE LENGTH OF THE WORKING DAY OR WEEK

Only four States in the United States—Alabama, Florida, Iowa, and West Virginia—have no law of any sort regulating the hours of work for women. Indiana has but one limitation of hours—that prohibiting the employment of women at night in manufacturing. All the other States either have definitely forbidden the employment of women for more than a certain number of hours a day or week or have penalized all employment beyond certain specified hours by providing that it must be paid for at an increased rate.

No State has regulated each industry or occupation by the passage of all types of hour laws discussed in the following paragraphs. States that regulate daily hours often fail to limit the number of weekly hours, to provide for 1 day of rest in 7, meal periods or rest periods, or to prohibit night work. Few States have all types of laws. In California, Delaware, Kansas, and Pennsylvania there are laws of these various kinds covering manufacturing establishments.

Eight-hour laws.

The shortest period to which hours of work are limited is 8 hours a day, set by the laws of 10 States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, New York, Utah, and Washington—and the District of Columbia. The number of industries or occupations included in these laws varies greatly.

California has the most inclusive legislation. An act of the legislature in that State limits the hours of work strictly to 8 a day and 48 a week in any manufacturing, mechanical, or mercantile establishment or industry, laundry, hotel, public lodging house, apartment house, hospital, barber shop, place of amusement, or restaurant, or telephone or telegraph establishment or office, or the operation of elevators in office buildings, or any express or transportation company. In addition to the industries and occupations covered by this, the hours of work in a number of other industries and occupations have been limited by orders of the industrial welfare commission. Certain of these orders set a 6-day week and limit to 8 a day and 48 a week the hours of women employed in the dried-fruit-packing industry, in the nut-cracking and sorting industry, as labelers in the fruit and vegetable canning industry, as labelers or office workers in the fish-canning industry, and as office workers in the citrus packing and green fruit and vegetable packing industries. Other orders permit women in hotels and restaurants and in unclassified occupations who work 6 hours a day or less to work 7 days a week; and

still others require increased rates of pay for all hours worked beyond the prescribed limits or on the seventh day of the week in the fruit and vegetable canning and packing industries, the fish-canning industry, and by specified groups in the motion-picture industry. Thus by a combination of methods of legislation California limits the hours of work for practically all women workers except agricultural and general and professional office workers, graduate nurses in hospitals, and domestic servants.

Although the States in the group under discussion limit daily hours uniformly to 8, the number of hours a week that a woman may work varies. Arizona, California, Kansas, Utah, and the District of Columbia allow only 48 hours of work a week. Nevada allows 56 hours and New Mexico 48 and 56 hours. New York also limits the week to 48 hours, but permits an alternative schedule of 9 hours a day and 49½ hours a week with an overtime provision that, in factories, may extend the week to 51 hours. Colorado, Montana, and Washington have no weekly limit.

Eight-and-a-half-hour laws.

North Dakota and Wyoming, by acts of the legislatures, provide for a working day of 8½ hours in specified industries and occupations. The North Dakota law applies only to towns of 500 or more population and limits the weekly hours to 48. The Wyoming law covers the whole State but allows a working week of 56 hours.

Nine-hour laws.

Eighteen States—Arkansas, Idaho, Kansas, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Texas, and Wisconsin—limit to 9 hours the working day of women in specified industries or occupations. Two of these States—Massachusetts and Oregon—limit the weekly hours to 48. Kansas allows 49½ hours a week in laundries and factories and 54 hours a week in mercantile establishments. Ohio and Wisconsin allow 50 working hours a week, New Mexico allows 56 hours, North Dakota 54 hours in mercantile and 58 hours in public housekeeping establishments in towns of under 500 population, Idaho sets no weekly limit, and the remaining States allow 54 hours a week.

Minnesota, though many of its women workers are limited to 9 hours a day, includes a greater number under a 10-hour law.

Ten-hour laws.

In the 10-hour group are found the States of Connecticut, Delaware, Illinois, Kentucky, Maryland, Minnesota, Mississippi, New Jersey, New Mexico, Oregon, Pennsylvania, Rhode Island, South Dakota, Virginia, and Wisconsin, 15 in all.¹ The weekly hours show considerable variation. New Jersey, Pennsylvania, Rhode Island, and South Dakota have the shortest limit, 54 hours a week. Connecticut, Delaware, and Wisconsin allow 55 hours; Minnesota permits 58 hours; Kentucky, Maryland, Mississippi,² and New Mexico, 60 hours;

¹ Georgia and South Carolina in addition have 10-hour laws, but these apply to men and women alike.

² Mississippi has an additional law applying to men and women in manufacturing and limiting hours to 10 a day, 60 a week.

Illinois, Oregon,^a and Virginia fix no weekly limit. Three of these States—New Mexico, Oregon, and Wisconsin—limit the hours of the majority of their women workers to less than 10 a day and include only a few groups in their 10-hour laws.

Ten-and-a-quarter, ten-and-a-half, eleven, and twelve hour laws.

In this miscellaneous group of laws are found the States of New Hampshire, permitting a 10¼-hour day and a 54-hour week; Vermont, a 10½-hour day and a 56-hour week; Tennessee, a 10½-hour day and a 57-hour week; North Carolina, an 11-hour day and a 55-hour week in factories and mills; and South Carolina, a 12-hour day and a 60-hour week in mercantile establishments.

Weekly hour laws.

Six States—Connecticut, Louisiana, Maine, Minnesota, New York, and Oregon—have legislation supplementing the laws regulating both daily and weekly hours and limiting only the weekly hours for certain other industries or occupations. For these weekly limits Connecticut and Minnesota specify 58 hours; Maine and New York, 54 hours; Louisiana, 60 hours; Oregon, 56 hours in one occupation and 48 hours in another.

Summary of laws limiting daily and weekly hours.

In all, 43 States have laws that limit the number of hours that a woman may work. In many States, however, the number of industries or occupations coming under the law is so small as to affect only a small proportion of all working women in the State. A comparison of the laws will show that generally the States that have the shortest working day and week are also the States that place the greatest number of industries or occupations under the provisions of the law.

LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS

Nineteen States and the District of Columbia have further regulated the hours of working women by providing for breaks in their employment periods. These laws supplement the legislation on the length of the working day and week.

Day of rest, one shorter workday.

Thirteen of these States—Arizona, Arkansas, California, Connecticut, Delaware, Kansas, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, and Washington—and the District of Columbia have limited the number of days that a woman may work in succession, in the majority of cases to 6 days out of 7. In two States 1 shorter workday in addition to the day of rest is a specific requirement. In New York a short day of not more than 4½ hours is obligatory except under the provision for an 8-hour day, 48-hour week. Oregon requires 1 shorter day in each 2 weeks in the tele-

^a Another Oregon law applies to all employees in mills, factories, and manufacturing establishments. It provides a 10-hour day but allows 3 hours' overtime daily if time and a half is paid.

phone industry outside of Portland. Under the hour laws of a few States 1 shorter day is optional through provisions allowing daily overtime if the maximum weekly hours are not exceeded and the week does not exceed 6 days. In some States 1 shorter day follows of necessity if the maximum daily hours prescribed in the law are worked—for example, in Ohio, whose law allows 9 hours a day but not more than 50 hours and 6 days a week.

Time for meals.

Thirteen States—Arkansas, California, Delaware, Kansas, Louisiana, Massachusetts, Minnesota, New York, North Dakota, Ohio, Pennsylvania, Washington, and Wisconsin—have provided that a period of time, varying from 30 minutes to 1 hour, must be allowed for meals.

Rest periods.

Twelve States—Arkansas, California, Delaware, Kansas, Maine, Maryland, Massachusetts, North Dakota, Oregon, Pennsylvania, Washington, and Wisconsin—and the District of Columbia have ruled that a woman may work only a fixed number of hours, usually 5 or 6, without a meal period or a rest period of some sort.

Summary.

A great many of the States that have laws limiting the total number of hours that a woman may work per day or per week have not provided for any breaks in her employment. Only 19 States and the District of Columbia have provided that women must have a day of rest, or 1 shorter workday, or time for meals, or rest periods.

In the States that have industrial commissions the orders for rest periods, a day of rest, and time for meals generally have been issued for specific industries or occupations and have considered the special conditions that apply to each case. For example, Oregon considers the work in the telephone industry in the large city of Portland as distinct from that in the State at large, and provides for 1 day of rest in 7 in Portland, but only for 1 day of rest and 1 shorter day of 6 hours in every 14 days for the State at large. In California, Oregon, and Washington the industrial welfare commission orders provide the only form of regulation covering rest periods, time for meals, or 1 day's rest in 7, although daily or weekly hours are fixed by acts of the legislature.

NIGHT-WORK LAWS

Sixteen States—California, Connecticut, Delaware, Indiana, Kansas, Massachusetts, Nebraska, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, Washington, and Wisconsin—prohibit night work for women in certain industries or occupations. The laws of three of these States—Indiana, Massachusetts, and Pennsylvania—cover only manufacturing, and in South Carolina the law covers only mercantile establishments. In Ohio and in Washington only one very small group is covered, ticket sellers in Ohio and elevator operators in Washington. In the remaining 10 States 2 or more industries or occupations are included. Maryland and New Hampshire limit the hours that a woman may work at

night to 8, although Maryland allows women to work 10 hours and New Hampshire 10¼ hours during the day. Delaware, Kansas, and Wisconsin, in addition to prohibiting work at night in some occupations, limit the night hours in certain other occupations.

The most common period during which night work is prohibited is from 10 p. m. to 6 a. m. A few of the States set only an evening limit after which work is not permitted and 1 State—North Dakota—prohibits work in 1 industry before 6 a. m. The longest period of time during which night work is prohibited is from 6 p. m. to 6 a. m., the condition in textile manufacturing in Massachusetts and in factories and laundries in Wisconsin. Not only is night-work legislation found in a much smaller number of States than is legislation limiting the daily and weekly hours of work, but in many States that have both types of legislation the night-work laws cover a much smaller group of industries or occupations.

PROHIBITORY OR REGULATORY LAWS

A limited number of employments are prohibited to women by legislation. Most of these are concentrated in the laws of a few States, and many are prohibited or regulated in not more than 1 State. Many of the States have only a single prohibition or regulation.

CONSIDERED BY STATE

No prohibition or regulation.

Twenty-two States and the District of Columbia have no legislation regulating the conditions under which women may work at any specific occupation or excluding them from employment at any occupation in any industry. These States are Delaware, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Maine, Mississippi, Montana, Nebraska, Nevada, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, and West Virginia. Two of these States—Kansas and North Dakota—have blanket laws, declaring it unlawful to employ woman under detrimental conditions, but no employment is named in the acts and none is specified by any authorized agencies.

One prohibition or regulation.

The list of 13 States having a single prohibition or regulation comprises Alabama, Arkansas, Illinois, Indiana, Maryland, Virginia, and Wyoming—seven in all—prohibiting only work in mines; Oregon, prohibiting messenger service; Connecticut and Vermont, requiring specified unemployed periods for women workers before and after childbirth; Louisiana, forbidding the cleaning of moving machinery; California, prohibiting the lifting or carrying of heavy weights, thereby regulating the conditions under which women work; and Michigan, with its law relating to work on moving abrasives, which, however, because of ambiguous wording, has never been enforced and is considered a dead letter.

Prohibition or regulation in one State.

Prohibitions or regulations occurring in only one State are 23 in number. They include in Oregon, messenger service; in Colo-

rado, work in coke ovens; in Ohio, work as crossing watchman, express driver, molder, taxi driver,⁴ jitney driver, freight or baggage elevator operator, baggage handler, freight handler, and workers in blast furnaces, shoe-shining parlors, bowling alleys, and pool rooms, and in delivery service; and in Pennsylvania, electric, acetylene, oxy-hydrogen, or other forms of welding and cutting (except certain operations under specified conditions), handling nitrators in the manufacture of nitroglycerine, taking down blue beds after the process of lead corroding, setting up blue beds in the corroding stacks of the Old Dutch process (unless such buckles or lead plates are used as have not previously been corroded), operating cranes, and work for railroad corporations as messengers calling train crews. Minnesota prohibits the oiling of moving machinery and Missouri says that no woman shall work between the fixed and traversing or the traversing parts of any machine in motion by the action of any mechanical power except the machine she is operating. In New York, employment in the basements of mercantile stores and restaurants may be allowed by the commissioner of labor only if the basements are sufficiently lighted, ventilated, and sanitary.

Prohibition in two States.

Work in the manufacture of nitro and amido compounds and the handling of any dry substance or dry compound containing lead in excess of 2 per cent are prohibited in New Jersey and Pennsylvania; work in smelters is prohibited in Ohio and Utah; trucking, section work on railroads, and employment as gas or electric meter reader are prohibited in Ohio and Pennsylvania; and employment as bell hop is forbidden in Ohio and Washington.

Prohibition or regulation in three States.

Work on certain kinds of moving abrasives is prohibited in New York and Ohio, though wet grinding may be permitted in New York. Michigan also has such a law, but because of ambiguity in wording it has never been enforced. The cleaning of moving machinery is prohibited in Louisiana, Minnesota, and Missouri.

Prohibition or regulation in five States.

Lifting or carrying heavy weights (other than in core rooms) is prohibited in California, Massachusetts, Ohio, Pennsylvania, and Washington; work in quarries is prohibited in Arizona, New York, Ohio, Oklahoma, and Wisconsin; and core making is regulated in Massachusetts, Minnesota, New York, Ohio, and Pennsylvania.

Prohibition in six States.

Employment for certain periods before and after childbirth is prohibited in Connecticut, Massachusetts, Missouri, New York, Vermont, and Washington.

⁴ On Mar. 2, 1928, the prohibition of taxicab driving was declared in a county court of Ohio to be unconstitutional.

CONSIDERED BY CHARACTER OF PROHIBITION OR REGULATION

Mining.

Mining as an occupation for women is prohibited in Alabama, Arizona, Arkansas, Colorado, Illinois, Indiana, Maryland, Missouri, New York, Ohio, Oklahoma, Pennsylvania, Utah, Virginia, Washington, Wisconsin, and Wyoming—17 States in all. In 7 of these States, as already indicated, all other occupations are open to women; in Colorado only one other occupation, work in coke ovens, is prohibited; and in Arizona, Oklahoma, and Wisconsin work in quarries is the only other prohibited employment.

Lifting or carrying heavy weights.

In California, Massachusetts, Ohio, Pennsylvania, and Washington women may not perform tasks that involve the lifting or carrying of heavy weights. In California boxes, baskets, or other receptacles weighing, with their contents, 50 pounds or more must have pulleys, casters, or other contrivances so that they may be easily moved. This regulation applies to mills, workshops, restaurants, packing, canning, or mercantile establishments, or any other establishments employing women. Massachusetts has a law similarly worded that designates 75 pounds as the maximum weight. This law applies to manufacturing or mechanical establishments. The law in California also provides specifically against the carrying of any box, tray, or other receptacle weighing, with its contents, 10 pounds or over, up or down any stairway or series of stairways that rise more than 5 feet from the base. Another California regulation applies to any occupation, trade, or industry, except the motion-picture industry, and specifies 25 pounds as the maximum weight to be lifted or carried.

In the State of Washington, women in manufacturing and mercantile establishments are not allowed to lift or carry "an excessive burden." In Pennsylvania the industrial board has ruled that women shall not be required or allowed to lift heavy weights in explosive plants and that women working at permitted welding and cutting operations shall not be required or allowed to lift any material weighing more than 15 pounds. Ohio prohibits employment requiring the frequent or repeated lifting of weights in excess of 25 pounds.

Core-room regulations.

Regulations regarding the work of women in core rooms have been set up by 5 States—Massachusetts, Minnesota, New York, Ohio, and Pennsylvania. Minnesota prohibits women from placing cores in ovens or taking them out. Minnesota and New York prohibit the making or handling of cores the weight of which, including core box and plate, exceeds 25 pounds; and a restriction of the same sort in Pennsylvania regarding the making or handling of cores specifies 15 pounds as the maximum weight. Massachusetts forbids the lifting of any core or cores upon one plate with total cubical contents of more than 1 cubic foot, or total weight of more than 25 pounds, unless assisted by mechanical appliances that limit to 25 pounds the

physical effort involved. Massachusetts also requires that no woman shall work on any core with total cubical contents exceeding 2 cubic feet, or with total weight, including plate and core box or boxes, exceeding 60 pounds. Ohio provides that women employed in core rooms shall not lift any object weighing more than 25 pounds unless mechanical means are used that limit the physical effort to 25 pounds. In New York, Ohio, and Pennsylvania women are not permitted to handle cores having a temperature of more than 110° F.

Massachusetts, New York, Ohio, and Pennsylvania all require specially constructed partitions between rooms in which core ovens are located and rooms where cores are made by women, if the making and the baking of cores are simultaneous operations. Furthermore, all openings in the partitions must be vestibuled with some self-closing device that will effectually trap gases, fumes, and smoke.

Employment before and after childbirth.

Connecticut, Massachusetts, Missouri, New York, Vermont, and Washington—6 States in all—have legislation prohibiting the employment of women immediately before and after childbirth. In Massachusetts and Vermont the period during which women shall not be required to work is 2 weeks before and 4 weeks after childbirth; in Connecticut it is 4 weeks before and 4 weeks after; in Missouri, 3 weeks before and 3 weeks after; in New York, 4 weeks after; and in Washington, 4 months before and 6 weeks after.

Blanket prohibition.

There are several States—Kansas, Michigan, North Dakota, Oregon, Washington, and Wisconsin—whose laws in general terms prohibit the employment of women under detrimental conditions.⁵ In Kansas women may not work in any industry or occupation "under conditions of labor detrimental to their health or welfare"; the North Dakota, Oregon, and Washington laws are the same with the substitution of "morals" for "welfare"; Michigan provides that no woman "shall be given any task, disproportionate to her strength, nor shall she be employed in any place detrimental to her morals, her health, or her potential capacity for motherhood"; and Wisconsin says that no woman shall be employed in any place or at any employment dangerous or prejudicial to her life, health, safety, or welfare.

Summary.

In 22 States and the District of Columbia there are no prohibitory or regulatory laws regarding the employment of women in any specific occupation. One prohibition or regulation only exists in each of 13 States; 2 exist in each of 6 States; 3 in each of 2 States; 4 in each of 2 States; and in 3 States, respectively 6, 13, and 23 prohibitions or regulations are in force.

The occupation from which women are most commonly excluded by law is mining, which is prohibited in 17 States, 7 of which have established no other legal bars to women's employment. Two States only have long lists of occupations at which women are not permitted

⁵ Colorado's minimum-wage law, inoperative through lack of appropriation, also has a provision of this type. (Compiled laws 1921 [pub. 1922], sec. 4625.)

to work and in most of which women in all other States are legally free to engage. In all, 37 prohibitions or regulations have been set up by law in 26 States, and of these 23 are concentrated in Ohio, Pennsylvania, and New Jersey—13 in Ohio only, 5 in Pennsylvania only, 3 in both Ohio and Pennsylvania, and 2 in both New Jersey and Pennsylvania. The remaining 14 prohibitions or regulations are scattered over 25 States.

SEATING LAWS

Practically all the States and the District of Columbia have laws that require some kind of seating accommodations for women workers. In fact, only one State—Mississippi—is without any law of this kind.⁶ In many of the States the laws apply to all or practically all occupations or industries, in a number to manufacturing and mercantile establishments, and in a few—Alabama, Maryland, North Dakota, and South Carolina—only to mercantile occupations.

Most of the States specify that "suitable" seats shall be provided, some designate "chairs, stools, or other contrivances," a few provide that the seats may be permanent fixtures so adjusted as not to obstruct the work. One State, however—Kentucky—says that seats that fold are not a compliance with the law. Regulations in four States—Kansas, Minnesota, New York, and Ohio—specify seats with backs; California, Kansas, and Washington require foot rests, the first and last named stipulating individually adjustable foot rests; and the same two States—California and Washington—require adjustable seats at worktables or machines to permit the position of the worker relative to her work to be substantially the same whether she is seated or standing.

Many of the laws do not specify the number of seats to be provided, a few designate a "reasonable" or "sufficient" number, others require seats for all female employees or 1 seat for every 2 or 3 workers.

The laws vary little as to the extent to which the seats may be used. By far the majority of the laws provide that employees be permitted to sit when not actively engaged in their duties or when sitting does not interfere with the proper discharge of duties. Others specify that the seats may be used as may be necessary, or to such extent as may be reasonable, or necessary, for the preservation of health.

⁶Florida's law applying to mercantile and "other business pursuits" covers both male and female employees.

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., 1928.
- 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. 98 pp. 1922.
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- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
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- 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.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.

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- No. 44. Women in Ohio Industries. 137 pp. 1925.
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