

Filed Apr 7 1956  
Ch. 72

IND. 72

STATE OF WISCONSIN )  
DEPT. OF INDUSTRIAL COMMISSION ) SS.

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Helen S. Gill, Secretary of the Industrial Commission of Wisconsin, and custodian of the official records of said commission, do hereby certify that the attached Minimum Wage Regulations for Adult Women and Minors ~~were~~ adopted by the Industrial Commission on April 4, 1956, and will become effective May 1, 1956.

I further certify that said copy has been compared by me with the original on file in this commission and that the same is a true copy thereof, and of the whole of such original.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the department at the Capitol, in the City of Madison, this 5th day of April, A. D., 1956.

Helen S. Gill  
Secretary

Pursuant to Chapter 104 Wisconsin Statutes the Industrial Commission on April 4, 1936 adopted the following:

MINIMUM WAGE REGULATIONS FOR ADULT WOMEN AND MINORS

Ind 72.01. DEFINITIONS

(1) The clauses "cities and villages with a population of 3,500 or more" and "cities and villages with a population of 1,000 or more but less than 3,500" include communities and isolated establishments which are within the industrial and commercial areas of such cities, although outside of their territorial limits.

(2) In determining the population of cities and villages the last Federal census is controlling.

Ind 72.02. MINIMUM RATES AND METHOD OF COMPUTATION

(1) Minimum Rates. Except in domestic service and agriculture as provided for in Ind 72.03 and Ind 72.04, no employer shall employ any adult woman or any minor in any occupation, trade or industry at a lesser hourly rate than is indicated below:

In cities and villages with a population of 3,500 or more	70¢
In cities and villages with a population of 1,000 or more but less than 3,500	60¢
Elsewhere in the state	50¢

(2) Allowance for Board and Lodging. Where board and lodging are furnished by the employer as part payment of wages, an allowance may be made therefor of not more than \$12.75 per week for board and \$6.25 per week for lodging in cities and villages with a population of 3,500 or more; of not more than \$10.75 per week for board and \$5.25 per week for lodging in cities and villages with a population of 1,000 or more but less than 3,500; and of not more than \$8.75 per week for board and \$4.25 per week for lodging elsewhere in the state.

(3) Tips. Tips received from patrons of an employer cannot be counted as a part of the wage in computing the rates prescribed in this order.

and minors  
(4) Payment of Wages on Other Than Time Basis. Where payment of wages is made upon a basis or system other than time rate, the actual wage shall not be less than provided for in this order, but if the piece rates paid for any particular kind of work yield to 75 per cent of the women employed thereon three cents per hour more than the minimum hourly rates prescribed in paragraph (a) then such piece rates are deemed adequate for such employes and differences between earnings at these rates and the prescribed hourly rates do not have to be made up by the employer.

(5) Home Work. Wages paid to home workers shall be in accordance with the rates prescribed in this order.

(6) Determination of Compliance. The payroll period shall be taken as the unit in determining compliance with the minimum rates prescribed in this order.

(7) Attendants in Sanitariums. Attendants in sanitariums who are required to be on duty for more than 55 hours per week, shall be paid, as a minimum, for 55 hours per week.

#### Ind 74.03. DOMESTIC SERVICE IN PRIVATE HOMES

(1) Weekly Basis. The minimum wage of adult women and minors employed in domestic service in private homes for 45 or more hours per week shall be computed on a weekly basis as follows:

(a) In cities and villages with a population of 3,500 or more:

If board only is furnished ----- \$18.75 per week

If board and lodging are furnished ----- \$12.50 per week

(b) In cities and villages with a population of 1,000 or more but less than 3,500:

If board only is furnished ----- \$16.25 per week

If board and lodging are furnished ----- \$11.00 per week

(c) Elsewhere in the state:

If board only is furnished ----- \$13.75 per week

If board and lodging are furnished ----- \$ 9.50 per week

(2) Hourly Basis. The minimum wage of adult women and minors em-

ployed in domestic service in private homes for less than 45 hours per week shall be computed on an hourly basis as follows:

- (a) In cities and villages with a population of 3,500 or more ----- 70¢
- (b) In cities and villages with a population of 1,000 or more but less than 3,500 ----- 60¢
- (c) Elsewhere in the state ----- 50¢

(3) Casual Employment in Private Homes. The minimum rates prescribed by this order shall not apply to casual employment of minors under eighteen years of age in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade or profession of the employer, such as caring for children, mowing lawns, raking leaves, shoveling snow or other similar odd jobs. For the purpose of this paragraph "casual" employment shall mean the employment of a minor under eighteen years of age outside school hours of not more than five (5) consecutive hours and not more than ten (10) hours per week.

Ind 72.04. AGRICULTURE

(1) Weekly Basis. The minimum wage of adult women and minors employed in agriculture other than industrialized agriculture for 45 or more hours per week shall be computed on a weekly basis as follows:

- (a) If board only is furnished ----- \$13.75 per week
- (b) If board and lodging are furnished ----- \$ 9.50 per week
- (c) If board, lodging and washing are furnished --- \$ 8.75 per week

(2) Hourly Basis. The minimum wage of adult women and minors employed in agriculture other than industrialized agriculture for less than 45 hours per week shall be computed on an hourly basis at 50 cents per hour.

(3) Industrialized agriculture.

(a) The minimum hourly wage of adult women employed in industrialized agriculture shall be not less than 50¢.

(b) Industrialized agriculture for the purpose of this order is defined as meaning truck gardens, cherry and other fruit orchards, gardens conducted or controlled by canning companies and the culture or harvesting of sugar beets and cranberries.

(c) Where the payment of wages is made upon a basis or system

other than time rate, the actual wage shall not be less than provided for in this order, but if the piece rates paid for any particular kind of work yield to 75 per cent of the women and minors sixteen years of age or over employed thereon three cents per hour more than the minimum hourly rates prescribed in this paragraph for such employees than such piece rates are deemed adequate for such employees and differences between earnings at these rates and the prescribed hourly rates do not have to be made up by the employer.

Ind 72.09. PERMANENT RECORDS TO BE KEPT BY THE EMPLOYER. Each employer of women and minors shall keep permanent records showing the following facts concerning each woman and minor employe:

- (1) ~~(1)~~ Name and address
- (2) ~~(2)~~ Age
- (3) ~~(3)~~ Date of birth of all minors
- (4) ~~(4)~~ Dates of entering and leaving employ
- (5) ~~(5)~~ Time of beginning and ending of work and of meal periods each day and total number of hours worked per day and per week.
- (6) ~~(6)~~ Wages paid per payroll period
- (7) ~~(7)~~ Output of employe, if paid on other than time basis

Ind 72.10. POSTING OF ORDER. On a form prescribed by the Commission, every employer shall keep posted a copy of this order in a conspicuous place.

Dated at the City of Madison, Wisconsin, this 4th day of April, A. D., 1956.

INDUSTRIAL COMMISSION OF WISCONSIN

R. G. Knutson

Chairman

A. W. Enright

Commissioner

John H. Rouse

Commissioner

Attent:

Helen E. Gill

Secretary

,NOTICE OF PUBLIC HEARINGS BY THE  
INDUSTRIAL COMMISSION OF WISCONSIN

In accordance with the provisions of Chapter 104 Wisconsin Statutes the Industrial Commission of Wisconsin is required to determine minimum living wages of women and minor children, and,

A demand having been made that the Industrial Commission determine such wages, and,

An Advisory Wage Board having been appointed in compliance with the statutes and such Advisory Wage Board having recommended adoption of such wage rates and classifications summarized in brief as follows:

In cities and villages with a population of 3,500 or more, 70 cents per hour;

In cities and villages with a population of 1,000 or more but less than 3,500, 60 cents per hour;

Elsewhere in the State, 50 cents per hour.

The Industrial Commission hereby gives notice that public hearings will be held to consider the advisability of adopting the recommendations of the Advisory Wage Board at the following times and places:

January 10, 1956 -	9:30 A.M. -	Eau Claire -	Council Chamber, City Hall
January 11, 1956 -	9:30 A.M. -	Park Falls -	Second Floor, City Hall
January 12, 1956 -	9:30 A.M. -	Appleton -	Council Chamber, Second Floor, City Hall
January 13, 1956 -	10:00 A.M. -	Milwaukee -	Room 3185 Plankinton Bldg., 161 W. Wisconsin Avenue
January 16, 1956 -	9:30 A.M. -	Madison -	Room 270 State Office Bldg., 1 West Wilson Street

There will also be considered at said public hearings the special application of minimum wages and maximum hours (the hours as regulated under Chapter 103 Wisconsin Statutes) to women working in telephone exchanges.

That complete copies of the recommendations are now on file at the Industrial Commission offices, Madison, Wisconsin, and will be available at such hearings.

All interested persons are invited to attend these public hearings to offer their comments and suggestions. Anyone who is interested but who is unable to attend the hearings, may submit his written comments to the Industrial Commission, 1 West Wilson Street, Madison 2, Wisconsin, in advance of said hearings.

INDUSTRIAL COMMISSION OF WISCONSIN

R. G. Knutson

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Chairman

A. W. Enright

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Commissioner

John H. Rouse

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Commissioner

JHR:mb