

No. 378, S.]

[Published May 25, 1925.]

**CHAPTER 176.**

AN ACT to create section 104.125 and to amend sections 104.02, 104.03, and 104.05 to 104.07 of the statutes, relating to the minimum wage for women and minor employes.

*The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:*

SECTION 1. A new section is added to the statutes to be numbered and to read: 104.125 (1) No wage paid or agreed to be paid by any employer to any adult female employe shall be oppressive. Any wage lower than a reasonable and adequate compensation for the services rendered shall be deemed oppressive and is hereby prohibited.

(2) The industrial commission shall make rules and regulations whereby any adult female unable to earn the wage determined by the commission shall be granted a license to work for a wage which shall be commensurate with her ability. The commission shall also grant to an employer a license to employ adult females at less than the wage so determined if said employer shall satisfactorily establish that he is unable to pay such wage, but the inefficiency of the employer shall not be a ground for granting such license. Each license so granted shall establish a wage for the licensee or licensees, and no licensee shall be employed at and no employer shall pay a wage less than the wage so determined.

(3) The industrial commission shall have the power and it shall be its duty to investigate, ascertain and make findings as to the wages which are oppressive and unjust within the meaning of this section and to issue orders based upon such findings. The payment of any wage in violation of any such order of the commission shall be deemed a violation of this section unless it is clearly established that such order was unreasonable.

(4) In the discharge of its duties under this section the industrial commission shall have all the powers conferred upon it in sections 104.01 to 104.12, which sections are made a part of this section in so far as not inconsistent herewith.

SECTION 2. Sections 104.02, 104.03, and 104.05 to 104.07 of the statutes are amended to read: 104.02 Every wage paid or

agreed to be paid by any employer to any \* \* \* minor employe, except as otherwise provided in section 104.07, shall be not less than a living wage.

104.03 Any employer paying, offering to pay, or agreeing to pay any \* \* \* minor employe a wage lower or less in value than a living-wage shall be deemed guilty of a violation of sections 104.01 to 104.12. \* \* \*

104.05 \* \* \* The industrial commission shall, within twenty days after the filing of a verified complaint of any person setting forth that the wages paid to any \* \* \* minor employe in any occupation are not sufficient to enable such employe to maintain himself \* \* \* under conditions consistent with his \* \* \* welfare, investigate and determine whether there is reasonable cause to believe that the wage paid to any \* \* \* minor employe is not a living-wage.

104.06 If, upon investigation, the commission finds that there is reasonable cause to believe that the wages paid to any \* \* \* minor employe are not a living-wage, it shall appoint an advisory wage board, selected so as fairly to represent employers, employes and the public, to assist in its investigations and determinations. The living-wage so determined upon shall be the living-wage for all \* \* \* minor employes, within the same class as established by the classification of the commission.

104.07 The industrial commission shall make rules and regulations whereby any \* \* \* minor unable to earn the living-wage theretofore determined upon, shall be granted a license to work for a wage which shall be commensurate with his \* \* \* ability. Each license so granted shall establish a wage for the licensee, and no licensee shall be employed at a wage less than the rate so established.

SECTION 3. This act shall take effect upon passage and publication.

Approved May 21, 1925.