

Ind 73, 74, 76

Filed Apr 29-1960

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

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Helen E. Gill, Secretary of the Industrial Commission, and custodian of the official records of said commission, do hereby certify that the annexed rules relating to Chapters Ind 70 Child Labor; Ind 71 Street Trades; Ind 72 Minimum Wage; Ind 73 Canning Orders; Ind 74 Hours of Labor-Women; and Ind 76 Home Work, were adopted by the Industrial Commission on April 25, 1960.

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 here-
unto set my hand and affixed the
official seal of the department
at the Capitol, in the city of
Madison, this 28th day of
April, A. D., 1960.


Secretary

Pursuant to authority vested in the Industrial Commission by Sec. 101.01 - 101.29 Wisconsin Statutes, the Industrial Commission on April 25, 1960 voted to repeal orders Ind 70.20(1)(b)6 and Ind 70.20(2)(b), amend orders Ind 70.04, Ind 70.05, Ind 70.08, Ind 70.09, Ind 70.11, Ind 70.12, Ind 70.20(1)(a)10, 14 and 21, Ind 70.20(1)(c)3, renumber Ind 70.20(1)(b)7 to Ind 70.20(1)(b)6, Ind 70.20(1)(b)8 to Ind 70.20(1)(b)7 and Ind 70.20(1)(f)a to Ind 70.20(1)(f)1 and adopt new orders Ind 70.16 and Ind 70.17 all relative to Child Labor; amend order Ind 71.02 and Ind 71.05 and adopt new orders Ind 71.03 and Ind 71.04 relating to Street Trades; repeal orders Ind 72.02(7) and Ind 72.04(3), amend orders Ind 72.01, Ind 72.02, Ind 72.03, Ind 72.04, Ind 72.05 and Ind 72.09 relative to Minimum Wage; amend order Ind 73.06(2) relative to Canning Orders; amend Ind 74.02, Ind 74.04, Ind 74.05 and Ind 74.06 and adopt Ind 74.10 relative to Hours of Labor for Women; and amend order Ind 76.02 relative to Home Work. The orders as amended, adopted and renumbered are as follows:

Chapter Ind 70

Child Labor

Orders Repealed

Ind 70.20 (1) (b) 6. ✓
Ind 70.20 (2) (b)

Orders Amended

Ind 70.04
Ind 70.05
Ind 70.08
Ind 70.09
Ind 70.11
Ind 70.12
Ind 70.20 (1) (a) 10.
Ind 70.20 (1) (a) 14.
Ind 70.20 (1) (a) 21.
Ind 70.20 (1) (b) 6. renumbered
Ind 70.20 (1) (b) 7. renumbered
Ind 70.20 (1) (c) 3.
Ind 70.20 (1) (f) 1. renumbered

New Orders Adopted

Ind 70.16
Ind 70.17

Chapter Ind 71

Street Trades

Orders Repealed

Orders Amended

Ind 71.02
Ind 71.05

New Orders Adopted

Ind 71.03
Ind 71.04

Chapter Ind 72

Minimum Wage

Orders Repealed

Ind 72.02 (7)
Ind 72.04 (3)

Orders Amended

Ind 72.01
Ind 72.02
Ind 72.03
Ind 72.04
Ind 72.05
Ind 72.09

New Orders Adopted

Chapter Ind 73

Canning Orders

Orders Repealed

Orders Amended

Ind 73.06 (2)

New Orders Adopted

Chapter Ind 74

Hours of Labor - Women

Orders Repealed

Orders Amended

New Orders Adopted

Ind 74.02
Ind 74.04
Ind 74.05
Ind 74.06

Ind 74.10

Chapter Ind 76

Home Work

Orders Repealed

Orders Amended

New Orders Adopted

Ind 76.02

Ind 70.04 BOWLING ALLEYS. Section 103.69 (3) (c) is modified to permit the employment of boys 16 to 18 years of age in bowling alleys as pinsetters or pinchasers only, under the following conditions:

(1) No boy under 18 years of age shall be employed in a bowling alley except as a pinsetter or pinchaser as provided in this order and on a labor permit duly issued.

(2) Boys 17 years of age shall be permitted to be employed as pinsetters or pinchasers but shall not be employed more than 8 hours on any day, nor more than 48 hours during any week, nor on more than 6 days in any week, nor later than 11:30 P.M. of any evening.

(3) Boys 16 years of age who are high school graduates shall be permitted to be employed as pinsetters or pinchasers but shall not be employed more than 8 hours on any day, nor more than 48 hours during any week, nor on more than 6 days in any week, nor later than 11:30 P.M. of any evening.

(4) Boys 16 years of age who are not high school graduates may be employed as pinsetters or pinchasers on Friday, Saturday, Sunday, and one other day of the week, but shall not be employed for more than 8 hours on any day and not later than 11:30 P.M. of any evening. During school vacations they shall not be employed more than 8 hours on any day nor more than 48 hours during any week, nor on more than 6 days in any week, nor later than 11:30 P.M. on any evening.

(5) No boy under 18 years of age employed as a pinsetter or pinchaser in a bowling alley shall be permitted to dispense, serve or handle strong, spirituous or malt liquors, nor be permitted at any time to be in that part of the premises where such liquor is dispensed or served.

(6) If the principal of the school attended by a boy employed in a bowling alley notifies the industrial commission that the boy is suffering deficient grades in school, the permit authorizing the employment of the boy shall be recalled by the commission and shall not be reissued until the principal reports to the commission that the scholastic deficiency has been remedied.

(7) The bowling alley proprietor or operator shall keep the following records of the employment of each boy employed:

- (a) Name and address.
- (b) Date of birth.
- (c) Date employment began.
- (d) Time of beginning and ending of work on each day, and the total number of hours worked per day.
- (e) Wages paid per payroll period.

(8) The industrial commission reserves the right in its discretion to revoke and deny permits for the employment of boys under 18 years of age by any bowling alley proprietor or operator, if such proprietor or operator is found by the commission to have violated any of the provisions of this order.

Ind 70.05 CADDIES ON GOLF COURSES.

(1) Transfer of Caddies. The labor permit issued by the industrial commission or by a person designated by it to issue labor permits for a boy under 18 years of age to be employed as a caddy by the golf club named in the permit, shall be deemed to permit the employment of the boy named in the permit as a caddy by such golf club on whose

course inter-club matches, inter-service club matches or special events for non-members are being held, during the duration of such matches or events; provided that the club on whose course the matches or events are being held secures from the club to whom the permit or permits were issued a list of the caddies transferred prior to the employment of such caddies by the club to which transferred. This list shall contain the name, address, and date of birth of each boy transferred, together with the date of issuance of the permit, the name of the golf club to which it was issued, and the name of the golf club to which the boy was transferred. The golf club to which the permit or permits were issued shall keep on file at the club a duplicate of the above list. The golf club to which the caddy or caddies are transferred shall add to the list the dates of employment by it of each boy named in the list and shall keep such list on file at the club.

(2) Hours of Work. No boy between 16 and 18 years of age shall be employed or permitted to work as a caddy on a golf course for more than 8 hours in any one day, nor more than 48 hours in any one week, nor during such hours as he is required under section 40.77 (2) Wis. Stats., to attend school. No boy under 16 years of age shall be employed or permitted to work as a caddy on a golf course for more than 8 hours in any one day, nor more than 40 hours in any one week, nor before 7:00 A.M. or after 7:00 P.M. except that during the period from June 15th to September 10th, inclusive, he may be permitted to work not later than 9:00 P.M., nor during such hours as he is required under section 40.77 (2), Wis. Stats., to attend school.

Ind 70.08 FEES FOR PERMITS. The commission fixes a fee of 25 cents for the issuing of each child labor permit and authorizes the retention of such fee by the permit officer as compensation for his services.

Ind 70.09 HOISTING MACHINES AND LIFTS. Section 103.69 (3) (h), Wis. Stats., is modified to permit:

(1) The employment of boys between 16 and 18 years of age in the operation of hoisting machines and lifts used in lifting not more than 500 pounds and which machines are integral or auxiliary parts of individual lathes or milling machines and in which the hoisting machine is used only in connection with such lathes or milling machines.

(2) The use of automatic self service elevators by minors under 18 years of age during the course of their employment but not as regularly employed elevator operators.

Ind 70.11 HOURS OF LABOR OF MINORS BETWEEN THE AGES OF 14 AND 18 YEARS.

(1) Age 17 Years. Section 103.68 (1) (2), Wis. Stats., is modified to extend the hours of employment of minors. Minors of this age may be employed not more than 8 hours a day nor more than 48 hours a week nor more than 6 days a week.

(2) Age 16 Years. During regular school vacations, minors 16 years of age may be employed not more than 8 hours a day nor more than 48 hours a week nor more than 6 days a week.

(3) Age 14 to 16 Years. During regular school vacations, minors between 14 and 16 years of age may be employed not more than 8 hours per day nor more than 40 hours per week nor more than 6 days per week nor before 7:00 A.M. nor after 9:00 P.M. When schools are in session they may be employed not later than 8:00 P.M. except on any day which does not precede a school day they may be employed not later than 9:00 P.M.

(4) Hours Between Shifts. All minors under 18 years of age must have a period of rest of at least 8 consecutive hours from the ending of work on any day and the beginning of work on the next day.

(5) Night Work in Manufactories or Laundries. No girl under 18 years of age may be employed or permitted to work at night work in manufactories or laundries between the hours of 6:00 P.M. and 6:00 A.M. following.

(6) High School Graduates or Married Minors.

(a) Boys 16 to 18 years of age, who are high school graduates or married, may be employed on child labor permits the same hours as boys 18 years of age or over. This exception does not apply to boys employed under chapter Ind 73.

(b) Girls 16 to 18 years of age, who are high school graduates or married, may be employed on child labor permits the same total daily and weekly hours as women 18 years of age or over. This exception does not alter the limitations on the time of day prescribed by Ind 70.10.

Ind 70.12 MEAL PERIODS. At least 30 minutes shall be allowed for each meal period reasonably close to the usual meal period time, namely 6:00 A.M.; 12 noon; 6:00 P.M.; 12 midnight or at such other times as deemed reasonable by the commission. In no case shall a minor under 18 years of age be employed or permitted to work more than 6 consecutive hours without a meal period.

Ind 70.16 EMPLOYMENT OF MINORS IN AGRICULTURE. No minor under 12 years of age may be employed or permitted to work under Section 103.77 (2) in cherry orchards, market gardening, gardening conducted or controlled by canning companies and the culture of sugar beets and cranberries.

(1) The presence of a child under 12 at the place where his parent or guardian is employed, if merely for the purpose of supervision, is not prohibited by this order, and

(2) An employer is not deemed to have permitted a child to work at employment prohibited by this order if he has notified his employees of its provisions and has made reasonable effort to enforce such provisions and has not acquiesced in children under 12 performing such work.

Note: It is suggested that copies of this order be posted. Copies for posting may be obtained from the Industrial Commission, 1 West Wilson Street, Madison 2, Wisconsin.

Ind 70.17 SCHOOL LUNCH PROGRAMS. Section 103.67 (2) Wis. Stats., is modified to permit the employment of minors 12 years of age and over in the school lunch programs of the school which they attend. Section 103.70 is also modified to permit the issuance of child labor permits by duly authorized permit officers to minors 12 and 13 years of age for employment in school lunch programs.

Ind 70.20 POLICIES.

(1) (a) 10. Life Guards and Swimming Instructors. Except that where constant adult supervision is provided and where proper Red Cross Certificates or the equivalent have been issued, labor permits may be issued to girls 16 to 18 years of age for employment as swimming instructor aides and to boys 16 to 18 years of age as life guards or swimming instructor aides.

(1) (a) 14. Sanitarium - Tuberculosis, any occupation in or about.

(1) (a) 21. Window Washing.-where work is above the first floor and involves climbing ladders or using safety belts.

(1) (b) 6. Outdoor Theatres.

7. motels
7. Roller skating rinks - any job in or about.

(1) (c) 3. Park stands (other than ball parks, Sec. Ind 70.20 (1) (b) 1.), roadside stands, drive-in stands, curb service, businesses in airports, bus and railway stations and amusement parks. Girls 17 years of age employed in any of the places named in this section may not be employed before the hour of 6:00 A.M. nor after the hour of 10:00 P.M. on any day.

(1) (f) 1. Girls Under 16 Years of Age: Hospitals - no permits shall be issued for personal care of patients.

Chapter Ind 71

Ind 71.02 FEES. The commission fixes a fee of 25 cents for the issuing of each street trades permit, and authorizes the retention of such fees by the permit officer as compensation for his services.

Ind 71.03 MEAL PERIODS. At least 30 minutes shall be allowed for each meal period reasonably close to the usual meal period time. In no case shall a boy under 18 years of age be employed or permitted to work more than 6 consecutive hours without a meal period.

Ind 71.04 HOURS OF WORK.

(1) No boy under 16 years of age shall be employed or permitted to work at any Street Trade more than 8 hours per day or more than 24 hours per week or after the hours of 8:00 P.M. or before the hours of 5:00 A.M.; or, unless he has completed the highest grade of school available to him in accordance with Section 103.71, during school hours while the public schools of the city or school district are in session. During regular school vacations boys 14 to 16 years of age may be employed not more than 8 hours per day nor more than 40 hours per week, and during the period from June 15 to September 10, inclusive, he may be permitted to work not later than 9:00 P.M.

(2) No boy 16 years of age shall be employed or permitted to work at any Street Trade more than 8 hours per day or more than 40 hours per week, or during such hours as he is required under Section 40.77 (2) to attend school. During regular school vacations, boys 16 years of age may be employed not more than 8 hours per day nor more than 48 hours per week.

(3) No boy 17 years of age shall be employed or permitted to work at any Street Trade more than 8 hours per day or more than 48 hours per week or during such hours as he is required under Section 40.77 (2) to attend school.

Ind 71.05 FORMS. The following forms are listed in accordance with Section 227.013, Wis. Stats. These forms are issued by the Woman & Child Labor Division and may be obtained from the Industrial Commission, 1 West Wilson Street, Madison.

(1) CL-3 Street Trades Permit.

(2) CL-6 Statement of school principal regarding application for a street trades permit by minor who is required by Section 40.77 to attend school full time.

(3) CL-24 Street Trades Identification Card.

Chapter Ind 72

Ind 72.01. DEFINITIONS.

(1) The clauses "cities and villages with a population of 1,000 or more" includes 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 the cities and villages the last federal census is controlling.

(3) Agriculture will mean the same as "farm premises" as defined in section 102.04 (4) of the Workmen's Compensation Act.

Ind 72.02. MINIMUM RATES AND METHOD OF COMPUTATION.

(1) Minimum Rates. Except in domestic service and agriculture as provided for in sections Ind 72.03 and 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:

(a) Adult Women and Minors 16 years of age and over

1. In cities and villages with a population of 1000 or more 85¢.
2. Elsewhere in the state - - - - - 75¢.

(b) Minors under 16 years of age

1. In cities and villages with a population of 1000 or more 75¢.
2. Elsewhere in the state - - - - - 65¢.

(2) Allowance for Board and Lodging. Where board and/or lodging are furnished by the employer an allowance may be made of not more than \$13.50 per week or \$.65 per meal for board, and \$6.75 per week or \$.90 per day for lodging in cities and villages with a population of 1,000 or more; and of not more than \$12.00 per week or \$.60 per meal for board and \$6.00 per week or \$.85 per day for lodging elsewhere in the state.

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

(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 65% of the women and minors employed thereon five cents per hour more than the minimum hourly rates prescribed in paragraph (1) 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.

Ind 72.03. 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) Adult women and minors 16 years of age and over:

- 1. In cities and villages with a population of 1,000 or more
 - a. If board only is furnished - - - - - \$24.75 per week
 - b. If board and lodging are furnished - - - \$18.00 per week
- 2. Elsewhere in the state
 - a. If board only is furnished - - - - - \$21.75 per week
 - b. If board and lodging are furnished - - - \$15.75 per week

(b) Minors under 16 years of age:

- 1. In cities and villages with a population of 1,000 or more
 - a. If board only is furnished - - - - - \$20.25 per week
 - b. If board and lodging are furnished - - - \$13.50 per week
- 2. Elsewhere in the state
 - a. If board only is furnished - - - - - \$17.25 per week
 - b. If board and lodging are furnished - - - \$11.25 per week

(2) Hourly Basis. The minimum wage of adult women and minors employed in domestic service in private homes for less than 45 hours per week shall be computed on an hourly basis as prescribed in Ind 72.02. Employees not living in the home, but who are required to be on duty for more than 45 hours per week shall be paid, as a minimum for 45 hours per week.

(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 of school hours for not more than 15 hours per week for any one employer.

Ind 72.04. AGRICULTURE.

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

(a) Adult women and minors 16 years of age and over:

- 1. If board only is furnished - - - - - \$21.75 per week
- 2. If board and lodging are furnished - - - \$15.75 per week

(b) Minors under 16 years of age:

- 1. If board only is furnished - - - - - \$17.25 per week
- 2. If board and lodging are furnished - - - \$11.25 per week

(2) Hourly Basis.

(a) The minimum wage of adult women and minors 16 years of age or over employed in agriculture on an hourly basis shall not be less than \$.75 per hour. Minors under 16 years of age shall not be paid less than \$.65 per hour.

(b) Where board and/or lodging are furnished to women and minors employed on an hourly basis, an allowance may be made of not more than \$12.00 per week or \$.60 per meal for board, and \$6.00 per week or \$.85 per day for lodging.

(3) Payment of Wages on Other than Time Basis. Where the payment of wages is made on a basis or system other than time rate, the actual wage shall not be less than provided for in Ind 72.02 (4).

Ind 72.05. MINIMUM RATES AND PAY HOURS; ADULT WOMEN AND MINOR OPERATORS IN TELEPHONE EXCHANGES.

(1) Minimum Rates. The minimum hourly rates to be paid by telephone exchanges to adult women and minors employed as operators are those prescribed in section Ind 72.02.

(2) Pay Hours.

(a) For the 16 hour period 6:00 A.M. to 10:00 P.M. of the same day, telephone exchanges shall pay their operators as a minimum for no less than the number of hours indicated on the following schedule:

Size of exchange	Hours to be counted as pay hours
1-199 telephones - - - - -	12
200 telephones and over - - - - -	16

(b) For the 8 hour period 10:00 P.M. of one day to 6:00 A.M. of the following day, telephone exchanges shall pay their operators as a minimum for not less than the number of hours indicated in the following schedule:

Size of exchange	Hours to be counted as pay hours
1-199 - - - - -	3
200-399 - - - - -	4
400-599 - - - - -	6
600 telephones and over - - - - -	8

(3) Private Residence. In telephone exchanges which are located in a private residence and operated primarily by members of the household, the payment of wage for the operation of the switchboard of \$1.15 per month per phone will be regarded as a compliance with the minimum wage law, but if outside help is employed, such help must be paid upon the basis outlined in subsections (1) and (2).

(4) Classification. In determining the classification of an exchange, all telephones served by the exchange must be counted. This includes all main telephones connected to the central office equipment, all extension telephones including P B X extensions and all telephones for which switching service is performed on lines not owned by the exchange giving the switching service.

Ind 72.09. PERMANENT RECORDS TO BE KEPT BY THE EMPLOYER.

Each employer shall keep permanent records for at least two years, available for inspection by a duly authorized deputy of the Industrial Commission, showing the following facts concerning each woman and minor employe:

- (1) Name and Address.
- (2) Age.
- (3) Date of birth of all minors.
- (4) Dates of entering and leaving employ.
- (5) Time of beginning and ending of work and of meal periods each day.
- (6) Total number of hours worked per day and per week.
- (7) Wages paid per payroll period.
- (8) 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.

Chapter Ind 73

Ind 73.06 WAGE RATES.

(1) Except as provided in paragraph (2) of this section, a woman 18 years of age or over or a boy or girl 16 or 17 years of age who works over 9 hours in any day or 54 hours in any week shall be paid for such daily or weekly overtime hours occurring in any calendar week, whichever is the greater, at the rate of one and one-half times the regular rate payable to the employe for the work performed.

(2) Such overtime rate need not be paid to a boy 16 or 17 years of age with respect to whom the employer has complied with requirements of section Ind 73.05, if his rate is at least equal to the lowest hourly rate paid by the employer to adult male employes, and in no case less than 90 cents per hour.

Chapter Ind 74

Ind 74.02 DAY WORK. Women 18 years of age or over may not be employed at day work by employers covered by Chapter Ind 74 for more than 9 hours per day or 50 hours per week.

(1) Day work for manufactories and laundries, shall be construed as work performed between the hours of 6:00 A.M. and 6:00 P.M. on the same day. If any work is performed before 6:00 A.M. or after 6:00 P.M. on any day, then all the work performed within that week shall be considered night work.

(2) Day work for mercantile or mechanical establishments, confectionary stores, telegraph offices, telephone offices and exchanges, express and transportation establishments, shall be construed as work performed within the hours of 6:00 A.M. and 6:30 P.M. of the same day, except it may be permissible to work one night per week after 6:30 P.M. without such time being classified as night work. If work is done after 6:30 P.M. on more than one night per week, then all the work performed within that week shall be considered night work.

(3) Day work for restaurants and beauty parlors shall be construed as work performed within the hours of 6:00 A.M. and 8:00 P.M. of the same day, except it may be permissible to work one night per week after 8:00 P.M. without such time being classified as night work. If work is done after 8:00 P.M. on more than one night per week then all work performed within the week shall be considered night work.

(4) Telephone operators see sections Ind 74.20 to 74.24 inclusive.

Ind 74.04 EMERGENCIES OR PEAK PERIODS. Employers covered by chapter Ind 74 may employ any female employe, 18 years of age or over, for emergency or peak periods, in excess of 9 hours per day or 50 hours per week at day work and 8 hours per day or 48 hours per week at night work under the following conditions:

(1) That the employer request permission from the commission for such overtime employment giving the nature of the emergency, peak period or unusual circumstance. Advance permission will not be required where overtime employment does not extend beyond one day providing the other requirements of this order are complied with.

(2) That no woman be employed in excess of the permitted hours of labor for more than 4 weeks or 24 days in any calendar year.

(3) That no woman be employed more than 10 hours in any day or 55 hours during any week.

(4) That the employer pay to each woman time and one-half the regular rate of pay for all excess hours worked per day or per week whichever is greater.

(5) That the employer report to the commission at the close of the payroll period the following information for each woman employed under the provisions of this order:

- (a) Name.
- (b) Address.
- (c) Total hours worked per day and per week during the overtime period.
- (d) Regular wage rate.
- (e) Overtime wage rate.
- (f) Total wages paid to each employe for emergency period.

Chapter Ind 74

Ind 74.05 HOURS BETWEEN SHIFTS. All women employed by employers covered by chapter Ind 74 must have a period of rest of at least 8 consecutive hours from the ending of work on any day and the beginning of work on the next day.

Ind 74.06 MINIMUM MEAL PERIOD. Employers covered by chapter Ind 74 shall allow women employes at least 30 minutes for each meal period reasonably close to the usual meal period time, namely 6:00 A.M., 12:00 noon, 6:00 P.M., or 12:00 midnight, or at such other time as deemed reasonable by the commission. In no case shall a woman employe be employed or permitted to work more than 6 consecutive hours without a meal period.

Ind 74.10 PENALTIES. Any employer who employs women in excess of the hours permitted by Ind 74.01, 74.02 and 74.03 in violation of Ind 74.04, notwithstanding other statutory penalties, shall be required to pay to each woman time and one-half the regular rate of pay for all excess hours worked, per day or per week whichever is greater.

Chapter Ind 76

Ind 76.02 FORMS. The following forms are listed in accordance with section 227.013, Wis. Stats. These forms are issued by the Woman and Child Labor Division and may be obtained from the Industrial Commission, 1 West Wilson Street, Madison.

- (1) CL-71 Permit to Engage in Home Work Manufacture.
- (2) CL-72 Report on Inspection for License to do Home Work.
- (3) CL-73 Home Work License.

The new orders shall take effect on the first day of the month following their publication in the administrative code as provided in Section 227.

INDUSTRIAL COMMISSION OF WISCONSIN


Helen E. Gill, Secretary