

(3) INDUSTRIALIZED AGRICULTURE.

(a) The minimum hourly wage of adult women and minors 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% 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 section Ind 72.02 for such employes 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.

History: Am. Register, April, 1956, No. 4; eff. May 1, 1956.

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 of the Minimum Wage Regulations for Adult Women and Minors.

(2) PAY HOURS. (a) For the 16 hour period 6 A.M. to 10 P.M. of the same 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 telephones -----	12
200 telephones and over -----	16

(b) For the 8 hour period 10 P.M. of one day to 6 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 telephones -----	3
200-399 telephones -----	4
400-599 telephones -----	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 a wage for the operation of the switchboard of \$1.00 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.

History: Cr. Register, May, 1956, No. 5; eff. June 1, 1956.

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) 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 and total number of hours worked per day and per week.
- (6) Wages paid per payroll period.
- (7) Output of employe, if paid on other than time basis.

History: Am. Register, April, 1956, No. 4; eff. May 1, 1956.

Note: Employers should keep permanent records long enough to protect themselves. The commission feels that if employers keep records for 4 years, it would be sufficient.

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.

History: Am. Register, April, 1956, No. 4; eff. May 1, 1956.

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