

Chapter Ind 74

MAXIMUM HOURS OF WORK OF WOMEN 18 YEARS
OF AGE AND OVER*

Ind 74.01	Manufactories and laundries	Ind 74.08	Two or more jobs
Ind 74.02	Day work	Ind 74.09	Office employees
Ind 74.03	Maximum hours at night work	Ind 74.20	Telephone exchanges; definitions
Ind 74.04	Emergencies or peak periods	Ind 74.21	Telephone exchanges in private residences
Ind 74.05	Hours between shifts	Ind 74.22	Hours counted
Ind 74.06	Minimum meal period	Ind 74.23	Meal period
Ind 74.07	Exemptions	Ind 74.24	Classification

Ind 74.01 Manufactories and laundries. Women 18 years of age or over may be employed at night work between 6:00 P.M. and 6:00 A.M. under the following conditions:

(1) No shift starts or ends between 1:00 A.M. and 6:00 A.M. of any day. No woman shall be employed on any shift beginning or ending between the hours of midnight and 1:00 A.M. following, where she does not have adequate public or private transportation.

(2) If any part of a shift is between 6:00 P.M. and 6:00 A.M. they may work:

(a) Not more than 8 hours on that day.

(b) Not more than 48 hours in that week.

(3) Comply with meal period rule section Ind 74.06.

(4) Comply with One Day Of Rest In Seven Law in manufactories. Law does not apply to laundries.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; am. Register, August, 1958, No. 32, eff. 9-1-58.

Ind 74.02 Day work. (1) Manufactories and laundries, 6:00 A.M. to 6:00 P.M.

(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 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. more than one night per week, then the work performed within the week shall be construed night work.

(3) Day work in 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. 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.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.03 Maximum hours at night work. The employment of women at night work in any place of employment for more than 8 hours per day, or more than 48 hours per week, is prohibited as being prejudicial to the life, health, safety and welfare of such women.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

* For rules for canning or first processing of fresh fruits and vegetables see chapter Ind 73.

Ind 74.04 Emergencies or peak periods. Any employer covered by chap. Ind 74 may employ any female employe for emergency or peak periods, not to exceed 4 weeks in any calendar year, in excess of 9 hours per day or 50 hours per week at day work or more than 8 hours per day or 48 hours per week at night work. Such excess time to be paid for at the rate of one and one-half times the regular rate of pay, provided that such employer shall notify the commission within 24 hours after the beginning of such overtime, stating the nature of such emergency, peak period or unusual circumstance and obtaining the permission of the commission to continue. The employer shall report to the commission at the close of such period the following information:

- (1) Name.
- (2) Address.
- (3) Total hours worked per day and per week during the overtime period.
- (4) Regular wage rate.
- (5) Overtime wage rate.
- (6) Total wages paid to each employe for emergency period.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.05 Hours between shifts. All women employed in any of the above trades and occupations must have a period of rest of at least 9 consecutive hours from the ending of work on any day and the beginning of work on the next day.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.06 Minimum meal period. Employers covered by chap. Ind 74 shall allow women employes at least 30 minutes for dinner or other meal periods 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 hours without a meal period.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.07 Exemptions. Women 21 years of age or over who are executives, professional women, registered pharmacists, registered assistant pharmacists, doctors, dentists or registered nurses shall be exempt from the restrictions upon the hours of labor of women contained in sections 103.01 to 103.04, inclusive, Wis. Stats., and the orders of the industrial commission issued pursuant thereto.

Note: Executive and professional women are those engaged in work predominantly intellectual, managerial or creative, requiring exercise of discretion and independent judgment for which the remuneration is not less than \$350.00 per month.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.08 Two or more jobs. The total hours of work per day and per week of women who are employed in regulated industries by 2 or more employers may not exceed those permitted by law. If women are so employed in excess of the hours of labor permitted by law, any employers who employ them will be considered as guilty of a violation of the law even though the period of employment with such employer is only a few hours per day or per week.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

Ind 74.09 Office employes. Hours of labor are not regulated for women office employes employed in general office of factories, laundries and mercantile establishments if the office is separate and apart from the factory, laundry and mercantile establishment and the work of the women does not require them to enter the factory, laundry or mercantile establishment.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57.

74.10
Ind 74.20 Telephone exchanges; definitions. In the following sections the term "day shift" shall mean the time from 6:00 A.M. to 10:00 P.M. of the same day. The term "night shift" shall mean the time from 10:00 P.M. of one day to 6:00 A.M. of the following day.

History: Cr. Register, May, 1956, No. 5, eff. 6-1-56.

Ind 74.21 Telephone exchanges in private residences. Section Ind 74.20 to Ind 74.24 inclusive and the schedule contained in section 103.02 of the Wis. Stats., regulating hours of labor of women shall not apply to members of a family in telephone exchanges which are located in private residences and in which the work is done primarily by members of the family occupying such private residences.

History: Cr. Register, May, 1956, No. 5, eff. 6-1-56.

Ind 74.22 Hours counted for women telephone operators. (1) In all telephone exchanges, the total number of hours that a woman is on duty during the day shift shall be counted.

(2) In telephone exchanges having fewer than 200 telephones, women may be employed not to exceed 10 hours in any one day, and not to exceed a total of 60 hours in any one week. In such exchanges the night shift shall be counted as 4 hours.

(3) In telephone exchanges having 200 telephones but fewer than 400 telephones, women may be employed not to exceed 10 hours in any one day, and not to exceed a total of 54 hours in any one week. In such exchanges, the night shift shall be counted as 5 hours.

(4) In telephone exchanges having 400 telephones but fewer than 600 telephones, women may be employed not to exceed 10 hours in any one day and not to exceed a total of 54 hours in any one week. In such exchanges, the night shift shall be counted as 6 hours.

(5) In telephone exchanges having 600 telephones but fewer than 1500 telephones, women may be employed not to exceed 10 hours in any one day and not to exceed a total of 50 hours in any one week. In such exchanges, the night shift shall be counted as 8 hours.

(6) In telephone exchanges having 1500 telephones and over:

(a) If all of a woman's work is done between 6:00 A.M. and 6:30 P.M. on each day of the week, or on each day of the week but one, she may be permitted to work not to exceed 9 hours in any one day during that week and not to exceed a total of 50 hours during the entire week.

(b) If any part of a woman's work is done before 6:00 A.M. or after 6:30 P.M. on more than one day in the week, she shall not be permitted to work more than 8 hours in any one day during that week nor more than a total of 48 hours during the entire week.

(7) Summary.

Size of Exchange

Number of Telephones	Hours Counted from 6:00 A.M. to 10:00 P.M.	Hours Counted from 10:00 P.M. to 6:00 A.M.	Total Hours Counted Per Day	Maximum Hours of Work Permitted	
				Per Day	Per Week
1- 199.....	16	4	20	10	60
200- 399.....	16	5	21	10	54
400- 599.....	16	6	22	10	54
600-1499.....	16	8	24	10	50
1500 and over.....	16	8	24	9 Day 8 Night	50 48

History: Cr. Register, May, 1956, No. 5, eff. 6-1-56.

Ind 74.23 Meal period. Women shall be allowed at least 30 minutes free from work for each meal.

History: Cr. Register, May, 1956, No. 5, eff. 6-1-56.

Ind 74.24 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 switching service.

History: Cr. Register, May, 1956, No. 5, eff. 6-1-56.