

# Industrial Welfare Commission State of Texas

Capitol Building, Austin, Texas.  
To Whom It May Concern—Take Notice:

That pursuant to and by virtue of the authority vested in it by the Statutes of the State of Texas; Chapter 160, General Laws of Texas, Acts of the 36th Legislature, and after public hearings duly had upon motion of the Commission, notice of such hearings having been duly given in the manner provided by law, and after investigations made by said commission covering substantially all parts of the State. The Industrial Welfare Commission finds, and hereby decrees that the lowest wage paid females and minors should not be less than the amounts hereinafter set forth, subject to the conditions hereinafter named.

### Experienced Female Workers and Minors.

The Industrial Welfare Commission of the State of Texas does hereby order that:

1. No person, firm or corporation shall employ or suffer or permit any female or minor to be employed in any Telephone or Telegraph office, Mercantile Establishment, Laundry or factory (except as otherwise provided in this order) at a rate of wage less than 25c per hour of \$12.00 per week of forty-eight hours, all time in excess of forty-eight hours per week to be paid for at proportional rates.

Any female shall be deemed experienced when she has been employed in any occupation one year.

A minor shall be deemed experienced when he or she has been employed in any occupation one year.

A minor within the meaning of Chapter 160, General Laws of Texas, Acts of the 36th Legislature, is any person under 15 years of age of either sex.

### Learners

2. No person, firm or corporation shall employ, or suffer or permit to be employed, any female or minor as a learner, in any telephone or telegraph office, mercantile establishment, laundry or factory at a rate of wage less than the rate fixed for experienced workers, except at the rates and under the conditions hereinafter set forth.

Women and minors employed as learners must be paid at a rate of not less than 15c per hour for the first six months of employment, and not less than 20c per hour for the second six months employment.

The period of one year for learners will be determined by the time such learner has been employed by a person, firm or corporation, and not by the time of the taking effect of this order.

All time of learners in excess of eight hours per day or forty-eight hours per week must be paid for at proportional rates.

### Part Time Workers.

3. Regularly employed part-time workers, either experienced or learners, must be registered with the Commission, by furnishing it with the following information: Name, age, sex (if minor), address, number of hours worked per week, rate of pay, and if a minor under 15 years of age, the date of work permit and the name of the county judge issuing such permit, such information to be furnished the Commission within two weeks after such part time worker is employed.

Any person, firm or corporation may employ students attending accredited Universities, colleges, vocational, continuation or co-operative schools as part-time workers on special permits from the commission.

### Deficients.

4. Any person, firm or corporation may employ any female or minor who is mentally or physically deficient and who is unable to earn the minimum rate of pay herein provided, at a rate less than the amount of said minimum provided, and that a permit is secured from the Commission, which may be issued upon the receipt of information setting out: The name, age, sex (if a minor), nature of deficiency, nature of employment and the number of hours employed per day, provided that at no time shall the special licenses exceed ten per cent of the total number of employees in said industry. Any such licenses may be renewed for a like period of six months, the commission to fix the rate of pay in cases where deficients are employed and all deficients to be registered with the commission within two weeks after employment.

### Piece Workers.

5. Any person, firm or corporation employing females or minors in any Telephone or Telegraph office, Mercantile establishment, laundry or factory on a piece work basis, must pay such female or minor a piece work rate sufficient to enable such female or minor to earn the minimum rate per forty-eight hour week, hereinbefore provided for.

### Meals.

6. Where meals are furnished by any person, firm or corporation employing females or minors, in any Telephone or Telegraph office, Mercantile Establishment, Laundry or Factory in this State, not more than 20c per meal may be deducted from the pay of such female or minor.

### Rules.

The following rules for the guidance of employers of females and minor becomes effective simultaneously with the taking effect of the minimum scale of wages hereinbefore fixed for females and minors:

(a) Every person, firm or corporation employing females or minors in any Telephone or Telegraph office, Mercantile Establishment, Laundry or Factory shall furnish to the Commission, at its request, any and all reports or information which the Commission may require for carrying out the purposes of the Act creating the Commission, such reports or information to be verified by the oath of the person, member of the firm, or the president, secretary or manager of the corporation furnishing the same, if and when so requested by the Commission.

(b) Every person, firm or corporation shall keep an accurate register of all females and minors employed, giving name, age and sex (if a minor), hours worked and wages paid, and such register shall be at all times open to the Commission or any of its duly authorized representatives.

(c) For the purpose of making inspections of, or excerpts from, all books, reports, contracts, payrolls, documents or papers of such persons, firms or corporations, relating to the employment of females or minors, or payment thereof, shall be subject to

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