

# A BILL

FOR AN ACT TO FIX, LIMIT AND DETERMINE THE MAXIMUM NUMBER OF HOURS PER DAY DURING WHICH FEMALES MAY BE EMPLOYED OR PERMITTED TO WORK, AND THE TERMS AND CONDITIONS AND LIMITATIONS THEREOF, TO PROVIDE FOR THE POSTING OF INFORMATION OF THE TERMS OF THIS ACT AND OF SCHEDULES OF TIME SUCH EMPLOYEES MAY BE REQUIRED TO LABOR, TO FIX AND DETERMINE THE DUTIES AND POWERS OF THE COMMISSIONER OF THE BUREAU OF LABOR STATISTICS IN REFERENCE TO THIS ACT, TO PRESCRIBE THE DUTIES OF EMPLOYERS OF SUCH LABOR AND TO PRESCRIBE PENALTIES AND PUNISHMENT FOR VIOLATIONS OF THIS ACT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. The term "establishment," when used in this act, shall mean any place within this state where work is done for compensation of any sort, to whomever payable; provided, that this act shall not apply to work in private homes and farming.

The term "person," when used in this act, shall be construed to include any individual, partnership, or other unincorporated association, corporation and municipality.

The term "commissioner," when used in this act, shall mean the commissioner of the bureau of labor statistics.

The term "week" when used in this act, shall mean any seven consecutive days, and the term "day" shall mean any twenty-four consecutive hours.

Whenever in this act the singular is used the plural shall be included.

Sec. 2. (a) No female shall be employed or permitted to work in, or in connection with, any establishment for more than six days in any one week, or more than fifty-four hours in any one week, or more than ten hours in any one day.

Provided, that during weeks in which a legal holiday occurs and is observed by an establishment by cessation of work for that day, any female may be employed by such establishment during three days of such week for a longer period of time than is allowed by this act; but no female shall be permitted to work more than two hours more overtime during any one of such three days, nor more than the maximum hours per week specified in this act.

The employment of such persons at any other time than as stated herein shall be deemed a violation of the provisions of this section, unless it appears that such employment was to make up lost time in the same week in consequence of the alteration, repairs or accidents to machinery or plant upon which she was employed and dependent for employment; but no stop-

13 ping of machinery for less than thirty consecutive minutes shall justify such overtime employ-  
14 ment, nor shall such overtime employment be legal unless a written report of the same is sent  
15 to the commissioner; but no female shall be permitted to work more than two hours overtime  
16 during any one day, nor for more than the maximum number of hours per week specified in  
17 this act.

18 (b) Whenever any female shall be employed or permitted to work in, or in connection with,  
19 more than one establishment in any one week or in any one day, the aggregate number of  
20 hours during which she shall be employed or permitted to work in, or in connection with, such  
21 establishment, shall not exceed the number of hours prescribed in this section for such females  
22 in any one week or any one day.

23 (c) The provisions of this act shall not apply to the work of nurses in hospitals.

Sec. 3. No female shall be employed or permitted to work in any manufacturing establish-  
2 ment before the hour of six o'clock in the morning, or after the hour of ten o'clock in the even-  
3 ing, of any day; provided, that this section shall not apply to managers, superintendents, or  
4 persons doing clerical or stenographic work.

Sec. 4. No female under twenty-one years of age shall be employed or permitted to work in,  
2 or in connection with, any establishment before the hour of six o'clock in the morning or after  
3 the hour of nine o'clock in the evening of any day; provided, that this section shall not apply  
4 to females over the age of eighteen years employed as telephone operators.

Sec. 5. Not less than forty-five minutes shall be allowed to every female employed or per-  
2 mitted to work in, or in connection with, any establishment, for the midday meal, which period  
3 shall not be considered a part of the hours of labor; provided, that whenever any female shall  
4 be employed or permitted to work in, or in connection with, any establishment for less than  
5 eight hours in any one day the time allowed for the midday meal may be reduced to not less  
6 than thirty minutes.

7 Employees shall not be required to remain in the workrooms during the time allowed for  
8 meals.

Sec. 6. No female shall be employed or permitted to work for more than six hours contin-  
2 uously in, or in connection with, any establishment, without an interval of at least forty-five  
3 minutes, and no period of less than forty-five minutes shall be deemed to interrupt a continuous  
4 period of work; provided, that whenever any female shall be employed or permitted to work  
5 in, or in connection with, any establishment for less than eight hours in any one day, the in-  
6 terval between work periods may be reduced to not less than thirty minutes.

7 Employees shall not be required to remain in the workrooms during the rest periods re-  
8 quired by this section.

Sec. 7. Every person employing or permitting any female to work in any establishment  
2 shall keep posted, in a conspicuous place in the room where such female shall be employed or

3 permitted to work, a printed abstract of the provisions of this act, and a schedule of the hours  
4 of labor of such female; provided, that when a female shall be employed or permitted to work  
5 in more than one room in any establishment, the aforesaid abstract and schedule shall be re-  
6 quired in only one of the said rooms. If any female shall be employed or permitted to work in  
7 connection with any establishment, but not in such establishment, the aforesaid abstract and  
8 schedule shall be kept posted in a conspicuous place in the office of such establishment.

9 The schedule of hours of labor herein required shall contain the name of the female em-  
10 ployed or permitted to work, the maximum number of hours such female shall be required or  
11 permitted to work on each day of the week, with the total for the week, the hours of com-  
12 mencing and stopping work, and the hours when the time allowed for meals shall begin and end  
13 for each day of the week. Such female may begin work after the time for beginning, and stop  
14 before the time for ending work, stated in such schedule; but she shall not otherwise be em-  
15 ployed or permitted to work in, or in connection with, any establishment, except as stated in  
16 such schedule.

17 The commissioner shall prepare the abstract of the provisions of this act, and a form for the  
18 schedule of hours of labor required by this section. Copies of such abstract and such form  
19 shall be printed and bound by the state printer and binder, under the supervision of the com-  
20 missioner, who shall supply the same, upon application, to all persons required to post the ab-  
21 stract and schedule aforesaid.

Sec. 8. No person shall hinder or delay the commissioner or any of his deputies in the per-  
2 formance of his duties in the enforcement of this act, or refuse to admit, or lock out, any in-  
3 spector from any place while females are employed therein, and which said inspector shall  
4 be authorized to inspect, or refuse to give any inspector information required for the proper  
5 enforcement of this act.

Sec. 9. It shall be the duty of the commissioner and his deputies to enforce all the provis-  
2 ions of this act. They shall visit and inspect establishments, and shall have power at any rea-  
3 sonable time to visit and inspect any establishment in or in connection with which any female  
4 shall be employed or permitted to work. They shall investigate all complaints of violations of  
5 this act received by them, and shall institute prosecutions for violations of the provisions  
6 thereof.

Sec. 10. Any person who, either by himself or for another, or through an agent, servant, or  
2 foreman, shall violate any provision of this act, shall for the first offense be fined not more than  
3 fifty (\$50.00) dollars nor less than twenty-five (\$25.00) dollars, and for each subsequent of-  
4 fense, not less than fifty (\$50.00) dollars nor more than one hundred (\$100.00) dollars.

5 The employment of each female in violation of section two (2) hereof shall be considered  
6 as a complete and distinct offense.