

To accompany the petition of the Arkwright Club, by William F. Garcelon, secretary, for legislation relative to the hours of employment of women. Labor and Industries.

The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Twenty-Seven.

An Act relative to Hours of Employment of Women.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Section fifty-six of chapter one hundred and
2 forty-nine of the General Laws as amended by
3 chapter two hundred and eighty of the acts of
4 nineteen hundred and twenty-one is hereby
5 amended by inserting after the word "week"
6 in the twenty-third line thereof the following: —
7 and except further that in manufacturing es-
8 tablishments engaged in the spinning or knitting
9 or weaving or finishing of cotton yarns or cotton
10 cloth fabrics including the bleaching, dyeing or
11 printing thereof the number of hours that
12 women may be employed in any one day may
13 exceed nine but not ten and in any week may
14 exceed forty-eight but not fifty-four, provided
15 that the total of such hours in any year shall not
16 exceed an average of forty-eight hours a week
17 for the whole year excluding Sundays and

18 holidays, — so as to read as follows: — *Section*
19 *56.* No child and no woman shall be employed
20 in laboring in any factory or workshop, or in
21 any manufacturing, mercantile, mechanical es-
22 tablishment, telegraph office or telephone ex-
23 change, or by any express or transportation
24 company, or in any laundry, hotel, manicuring
25 or hairdressing establishment, motion picture
26 theatre, or as an elevator operator, or as switch-
27 board operator in a private exchange, more
28 than nine hours in any one day except that
29 hotel employees who are not employed in a
30 manufacturing, mercantile or mechanical estab-
31 lishment connected with a hotel may be em-
32 ployed more than nine but not more than ten
33 hours in any one day; and in no case shall
34 the hours of labor exceed forty-eight in a week,
35 except that in manufacturing establishments
36 where the employment is determined by the
37 department to be by seasons, the number of
38 such hours in any week may exceed forty-eight,
39 but not fifty-two, provided that the total
40 number of such hours in any year shall not
41 exceed an average of forty-eight hours a week
42 for the whole year, excluding Sundays and
43 holidays; and if any child or woman shall be
44 employed in more than one such place, the
45 total number of hours of such employment
46 shall not exceed forty-eight hours in any one
47 week; and except further that in manufacturing
48 establishments engaged in the spinning or knit-
49 ting or weaving or finishing of cotton yarns or

50 cotton cloth fabrics including the bleaching,
51 dyeing or printing thereof the number of hours
52 that women may be employed in any one day
53 may exceed nine but not ten and in any week
54 may exceed forty-eight but not fifty-four, pro-
55 vided that the total of such hours in any year
56 shall not exceed an average of forty-eight hours
57 a week for the whole year excluding Sundays
58 and holidays. Every employer, except those
59 hereinafter designated, shall post in a con-
60 spicuous place in every room where such per-
61 sons are employed a printed notice stating the
62 number of hours, work required of them on each
63 day of the week, the hours of beginning and
64 stopping work, and the hours when the time
65 allowed for meals begins and ends, or, in case
66 of mercantile establishments and of establish-
67 ments exempted from sections ninety-nine and
68 one hundred, the time, if any, allowed for meals.
69 The employment of any such person at any
70 time other than as stated in said printed notice
71 shall be deemed a violation of this section
72 unless it appears that such employment was to
73 make up time lost on a previous day of the
74 same week in consequence of the stopping of
75 machinery upon which such person was em-
76 ployed or dependent for employment; but no
77 stopping of machinery for less than thirty
78 consecutive minutes shall justify such overtime
79 employment, nor shall such overtime employ-
80 ment be authorized until a written report of
81 the day and hour of its occurrence and its

82 duration is sent to the department, nor shall
83 such overtime employment be authorized be-
84 cause of the stopping of machinery for the
85 celebration of any holiday. Every employer
86 engaged in furnishing public service, or in any
87 other kind of business in respect to which the
88 department shall find that public necessity or
89 convenience requires the employment of children
90 or women by shifts during different periods or
91 parts of the day, shall post in a conspicuous
92 place in every room where such persons are
93 employed a printed notice stating separately
94 the hours of employment for each shift or tour
95 of duty and the amount of time allowed for
96 meals. A list by name of the employees,
97 stating in which shift each is employed, shall
98 be kept on file at each place of employment for
99 inspection by employees and by officers charged
100 with the enforcement of the law. In cases of
101 extraordinary emergency or extraordinary public
102 requirement, this section shall not apply to
103 employers engaged in public service or in other
104 kinds of business in which shifts may be re-
105 quired as hereinbefore stated; but in such
106 cases no employment in excess of the hours
107 hereby authorized shall be considered as legal-
108 ized until a written report of the day and hour
109 of its occurrence and its duration is sent to
110 the department.