out delay to avoid spoilage; and employes in other occupations when performing their regular duties away from the factory, office, or depot, provided such employes are permitted time to eat without danger to health.

CONTINUOUS OPERATIONS IN MANUFACTURING AND PUBLIC UTILITY INDUSTRIES

Rule G-12

(a) Employers in continuous and multiple shift or tour manufacturing and public utility industries working eight hours or less per shift or tour may interpret the day to be the calendar day and the week the calendar week, provided that such employes have a rest period of at least eight hours between successive days of work.

(b) An employer may permit an employe to work one additional shift or tour of duty per cycle in these industries provided at least eight hours intervene between shifts or tours and further provided that such change in shifts or tours will result in each employe working in a period of twenty weeks, not more than forty-four hours per week on the average.

(c) Where the failure of an employe to report for work in a particular shift or tour would result in the unemployment of others in that shift or in the possible destruction of property or failure of service or result in danger to employes, an employer may employ a worker from the previous shift or tour until the absent employe is replaced. This replacement must be made as soon as possible.

(d) Where employers in continuous or multiple shift or tour industries grant vacations with pay to employes they may permit the remaining employes to work an additional shift or tour of eight hours or less per week during such vacation period.

EMPLOYERS OF THREE OR LESS PERSONS

Rule G-13

Pending a study by the Department of Labor and Industry of the probable effect of a strict application of the schedule of hours provided by the laws and regulations, employers of three or less persons may permit their employes to work not more than nine hours per day or more than 54 hours in six days of any week.

OUTSIDE WORKERS

Rule G-14

Employers of outside representatives may permit such employes to work in excess of eight hours per day and of forty-four hours and five and one-half days per week.

SKILLED WORKERS

Rule G-15

Where a shortage of skilled labor exists in any industry the Department of Labor and Industry, upon application by the employer, may vary the schedule of hours as specified in the law and regulations of the Department, provided that if such variation is approved, time and one-half shall be paid for the excess hours.

POSTING OF SCHEDULE OF HOURS

Rule G-16

Employers who maintain for inspection a comprehensive system of time and payroll records and who find it impossible to fix definitely in advance the hours of employment of the individual worker may dispense with the posting of the schedule of hours.

LEARNED PROFESSIONS

Rule G-17

Employes in occupations determined by the Department of Labor and Industry to be learned professions are exempt from the provisions of the act provided they are engaged solely in the work of their professions.