

SIX DAY WEEK

Rule G-5

Employers may permit employees to work for not more than six consecutive hours if they are then dismissed and if they are not permitted to work during any other part of the day, provided they are allowed a 15 minute rest period. Employers who permit their employees to work regularly on this schedule for six days a week are deemed to be conforming with the five and one-half day provision of the law.

SPREAD OF HOURS

Rule G-6

The hours of work in any working day shall be performed within a spread which is not greater than two hours more than the hours of work permitted by the laws or regulations of the Commonwealth.

REGULATION FOR SECRETARIES

Rule G-7

Secretaries to executives who are exempt under the provisions of the labor laws of the Commonwealth are not subject to the hour provisions of such laws provided they earn at least \$25 per week.

UNION CONTRACTS

Rule G-8

Existing contracts covering hours of work or conditions of employment may be permitted to stand until their termination provided that they were negotiated prior to December 1, 1937 and are the result of bona fide collective bargaining as interpreted by the National Labor Relations Act, the Federal Railway Labor Act, or the Pennsylvania Labor Relations Act and further provided that in all cases affected by this rule the schedule of hours of work shall revert to the prescribed schedule set forth in the laws and regulations administered by the Department after termination of existing contracts.

SEASONAL AND INVENTORY PERIODS

Rule G-9

- (a) During inventory and seasonal periods employers may permit employees to work more than eight hours but not in excess of ten hours in any one day or forty-eight hours in six days in any week for weekly periods not to exceed in the aggregate five weeks in any calendar year, provided that said employers file in advance with the Secretary of Labor and Industry the schedule of hours they propose to work during such weekly periods. All hours worked over eight in any one day or 44 in any one week during such periods shall be paid for at the rate of one and one-half times the regular rate per hour, provided that this shall not apply to employees paid on a salary basis whose compensation is constant throughout the year and is not subject to deductions for absences such as holidays, vacations, sickness, or other temporary causes.
- (b) Upon application, the Department of Labor and Industry may grant such additional weekly periods as are required to avoid unnecessary hardship.

WATCHMEN, JANITORS, STATIONARY ENGINEERS, FIREMEN, BOILERMEN AND FURNACEMEN

Rule G-10

Employers may permit watchmen, janitors, stationary engineers, firemen, boilermen and furnacemen to work in excess of eight hours per day, but not to exceed 48 hours in six days of any one week.

MEAL AND REST PERIODS

Rule G-11

Employers may permit employees to work the total daily hours allowed by laws or regulations, without a scheduled meal or rest period of thirty minutes, in industries where manufacturing processes involve continuous or shift operation; in industries in which the processing of products once begun is required to be completed with-