



STATE OF NEW JERSEY DEPARTMENT OF LABOR & INDUSTRY

PERCY A. MILLER, JR.
Commissioner of Labor and Industry

Abstract of Laws RELATING TO THE INSPECTION OF Factories and Workshops

The following are the principal provisions of the labor laws relating to employment, safety, ventilation and sanitation in the factories and workshops of the State, with the number of the section (§) of the Revised Statutes (Revision of 1937) and later Statutes which contain the full text of the law concerning same.

Where certain provisions of the law have been supplemented by rules and requirements of the Department of Labor and Industry, known as requirements of the Industrial Codes and having equally the force of law, the subject title of such code requirements is stated.

A list of available codes and publications will be mailed by the Department of Labor and Industry upon request.

ENFORCING THE REQUIREMENTS OF THE LAW

Inspection—No person shall interfere with, delay, obstruct, or hinder by force or otherwise the commissioner, deputy commissioners or inspectors while in the performance of their duties or refuse to answer, in writing or otherwise questions asked by such officers relating to the matters coming under the provisions of this act. (§ 34:1-16.)

REGISTRATION OF FACTORIES, WORKSHOPS, ETC.

Every person, firm or corporation which now or hereafter all engage in any productive industry coming under the supervision of the Department of Labor and Industry as a factory, workshop, mill, newspaper plant, printery, or commercial laundry, shall register the same with the Commissioner of Labor and Industry before the commencement of business, giving the legal name, home address, the nature of the business, the maximum number of persons to be employed, and such other data as the Commissioner of Labor and Industry may require. (§ 34:6-141)

APPROVAL OF PLANS

Plans and specifications must be first submitted to the Commissioner of Labor and Industry for his inspection and approval covering all buildings to be erected or to be adapted for factory purposes, and all additions and alterations to same, including the construction and installation of stairways, elevator shafts, fire escapes and doors and windows thereof, fire alarm systems, engine stops, safeguarding of machinery, factory lighting, sanitation and ventilation, and of all other structural changes and installations ordered to be made by the Commissioner of Labor and Industry.

Fees for the approval of plans and approval of work are based upon the dollar valuation of the construction. (§ 34:1-23.)

EMPLOYMENT OF CHILDREN

Employment of Children under Sixteen Prohibited.

—No minor under sixteen years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation in or for a factory at any time. PENALTY, not less than \$25 nor more than \$500, or imprisonment not less than 10 nor more than 90 days, or both. (Section 2—Chapter 153, Laws of 1940.)

Employment Certificate Required.—No minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation unless and until the employer shall procure and keep on file an Employment Certificate or special permit for such minor, issued by the issuing officer of the school district in which the minor resides or in the district in which the child has obtained the promise of employment if the child is a non-resident of the state. Employment Certificates shall be valid only for the employer for whom issued and for the occupation designated in the promise of employment. (Section 7—Chapter 153, Laws of 1940.)

Age Certificate May be Issued.—Upon request it shall be the duty of the issuing officer to issue to any young person between the ages of 18 and 21 years residing in his district and applying in person, who expresses a desire to enter employment, an Age Certificate upon presentation of the same proof of age as is required for the issuance of an Employment Certificate under this act.

An employer before employing a minor may require him to produce an Age Certificate and sign his name for comparison with the signature on the certificate. (Sec. 9, Chap. 153, Laws 1940.)

Register to be Kept; Open to Inspection.—Every employer shall keep a record, in a form approved by the State Department of Labor and Industry, the name, date of birth and address of each employee under 19 years of age, the number of hours worked on each day of the week, the hours

grinding, abrasive, polishing or buffing machines, *provided* that apprentice operating under conditions of bona fide apprenticeship may grind their own tools; punch presses or stamping machines if the clearance between the ram and the dye or the stripper exceeds one-fourth inch; cutting machines having a guillotine action; corrugating, crimping or embossing machines; paper lace machines; dough brakes or mixing machines in bakeries or cracker machinery; calender rolls or mixing rolls in rubber manufacturing; centrifugal extractors, or mangles in laundries or dry cleaning establishments; ore reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops, or any other place in which the heating, melting, or heat treatment of metals is carried on; mines or quarries; steam boilers carrying a pressure in excess of fifteen pounds; Construction work of any kind; fabrication or assembly of ships; operation or repair of elevators or other hoisting apparatus.

No minor under eighteen years of age shall be employed, permitted, or suffered to work in, about, or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, or sold for consumption on the premises.

No minor under eighteen years of age shall be employed, permitted, or suffered to work in any place of employment, or at any occupation hazardous or injurious to the life, health, safety, or welfare of such minor, as such occupation shall, from time to time, be determined and declared by the Commissioner of Labor and Industry to be hazardous or injurious to the life, health, safety, or welfare of such minors. (Sec. 17, Chap. 153 Laws 1940.)

Abstract of Law Furnished to be Posted.—An abstract of this law (Child Labor), a list of occupations prohibited to minors, prepared and furnished by the State Department of Labor and Industry, and a schedule of hours of labor which shall contain the name of each minor under eighteen, the time of beginning and ending daily work, and the time for the beginning and ending of the meal period shall be posted in plain view in such places that they can be easily read by the employees. (Section 5, Chapter 153, Laws 1940.)

Lunch Period.—No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously within an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work. (Sec. 4, Chap. 153, Laws 1940.)

Penalty.—Whoever employs or permits or suffers any minor to be employed or work in violation of this Act, or any order or ruling issued under the provisions of this Act, or obstructs the Department of Labor and Industry, its officers or agents, or any person authorized to inspect places of employment under this Act shall be guilty of a misdemeanor and shall be punished by a fine of not less than \$25 nor more than \$500, or by imprisonment of not less than 10, nor more than 90 days, or both. (Sec. 19, Chap. 153, Laws 1940.)

EMPLOYMENT OF FEMALES

Hours of Labor.—No female, 18 years of age or over, shall be employed, allowed or permitted to work in any manufacturing or mercantile establishment, in any bakery, laundry or restaurant more than ten (10) hours in any one day, or more than six (6) days, or fifty-four (54) hours in any one week; provided, that in hotels or other establishments the business of which is in its nature continuous, and where the working hours for women do not exceed (8) hours per day, the provisions of this act shall not apply; and provided, that nothing herein contained shall apply to canneries engaged in packing a perishable product such as fruits and vegetables. (§ 34:2-24.)

Night Work Prohibited.—No female, 18 years of age or over shall be employed or permitted to work in any manufacturing establishment, bakery or laundry in this State before seven o'clock in the morning or after twelve o'clock in the evening of any day; canneries engaged in packing a perishable product such as fruits or vegetables, and glass manufacturing establishments exempted. (§ 34:2-28.)

Abstract of Law Furnished to be Posted.—An abstract of this law (Ten Hour Law, P. L. 1912, Ch. 216), prepared

Emergency lights shall be provided in all work space aisles, stairways and passageways; at all exits and on all outside landings of fire escapes or other structures used as regular or emergency means of egress and shall be supplied from a source independent of the regular lighting system wherever possible.

When natural light is less than certain specified intensities working or traverse spaces in buildings or grounds shall be supplied during the time of use with artificial light, in accordance with the specifications of the "Code of Lighting for Factories, Mills, and Other Work Places." (§ 34:6-62.)

Elevators.—All elevator car platforms must be protected by car enclosures and the entrances to the elevator shafts be provided with gates 5 feet 6 inches in height, automatic or semi-automatic in action, locking when closed; protection for the top of the car, also overhead protection for the shaft. (§ 34:6-38.)

The entire elevator equipment must be carefully maintained in a safe condition so as to afford ample protection for all persons using the elevator or who may be at work on the floor adjacent thereto.

Every passenger elevator must be equipped with some interlocking device that will automatically prevent the elevator from being moved in either direction until the shaft door or gate at which the elevator car is standing is closed and securely fastened. (§ 34:6-41.)

Boiler Inspection.—The Mechanical Engineering Bureau shall cause to be inspected, internally and externally, at least once in each year, all steam boilers located within this State carrying a pressure of more than fifteen pounds per square inch, except such boilers for which a certificate of inspection has been filed with Mechanical Engineering Bureau by an inspector of an insurance company licensed by the said Bureau. Refrigerating plants using ammonia or ethyl chloride of over three ton refrigerating capacity shall also be inspected annually. (§§ 34:7-14 and 34:7-25.)

No person shall operate any steam boiler of more than fifteen pounds pressure, any engine or boiler of more than six horse power unless duly licensed by the Mechanical Engineering Bureau. (§ 34:7-1.)

ACCIDENT AND OCCUPATIONAL DISEASE REPORTING

Reports of industrial accidents and occupational diseases which prevent the injured person from resuming work within seven (7) days, or which result in death, shall be filed by the employer with the Commissioner of Labor and Industry at Trenton as soon as such disability or death is known to him. (§ 34:15-96.)

For the purpose of better ascertaining the risk hazards of industry the *immediate reporting* is requested of all tabulatable accidents, viz., accidents arising out of the employment and resulting in death, permanent disability or in the loss of time in excess of the day, turn or shift on which the injury was incurred.

Approval of Plans.—No building shall be erected nor any building not now used for factory purposes be adopted for such use, nor any addition be constructed, unless the plans and specifications as to stairways, elevator shafts, fire escapes and doors and windows, ventilation and sanitation thereof be first submitted to and approved by the Commissioner of Labor and Industry (§§ 34:1-23 and 34:6-3.)

Fire Pails—Pails of water and of sand shall be provided and located as ordered by the Commissioner of Labor and Industry. (§ 34:6-13.)

Smoking Prohibited; NOTICE TO BE POSTED.—No person shall smoke in the unprotected portions of any factory, workshop, mill or other place where the manufacture of goods is carried on. A notice prohibiting smoking shall be posted at every entrance, on every elevator car, in stair halls and in the rooms on each floor. (§ 34:6-20.)

Inflammable and Combustible Material.—A suitable disposition shall be made of all inflammable articles and suitable waste cans or barrels shall be provided for the proper handling of sweepings, oily waste or other combustible material as directed by the Commissioner of Labor and Industry. (§ 34:6-13.)

Inside Openings Enclosed in Fireproof Materials; Firestops.—All stairways and elevator shafts shall be inclosed in walls of fireproof or fire-resisting material, which shall run from the foundations to and through the roof. The stairways shall be constructed as nearly as possible of fire-proof or fire-resisting material and all entrances thereto shall be protected by doors of fire-proof or fire-resisting material. The Commissioner of Labor and Industry may require that

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Register to be Kept; Open to Inspection.—Every employer shall keep a record, in a form approved by the State Department of Labor and Industry, the name, date of birth and address of each employee under 19 years of age, the number of hours worked on each day of the week, the hours of beginning and ending such work and of meal periods, the amount of wages paid, and such other information as the State Department of Labor and Industry may require. Such record shall be kept on file for at least one year and shall be open to the inspection of the State Department of Labor and Industry, of attendance officers and of police officers. (Sec. 6, Chap. 153, Laws 1940.)

Hours of Labor.—No minor under eighteen years of age shall be employed, permitted or suffered to work in, about or in connection with any gainful occupation in a factory or workshop at any time more than six consecutive days in any one week, or more than forty hours in any one week, or more than eight hours in any one day. No minor under 18 years of age shall be employed after ten o'clock in the evening of any one day; no male minor before six o'clock and no female minor before seven o'clock in the morning. (Sec. 3, Chap. 153, Laws 1940 and § 34:2-28.)

Dangerous Employments Prohibited to Minors.—No minor under 16 years of age shall be employed, permitted or suffered to work in, about, or in connection with power-driven machinery.

No minor under 18 years of age shall be employed, permitted or suffered to work in, about or in connection with the following:

- the manufacture or packing of paints, colors, white lead, or red lead; the handling of dangerous or poisonous acids or dyes;
- injurious quantities of toxic or noxious dust, gases, vapors or fumes;
- work involving exposure to zenzol or any benzol compound which is volatile or which can penetrate the skin;
- the manufacture, transportation or use of explosives or highly inflammable substances;
- oiling, wiping, or cleaning machinery in motion or assisting therein;
- operation or helping in the operation of power-driven wood-working machinery; provided, that apprentices operating under conditions of bona fide apprenticeship may operate such machines under competent instructions and supervision;

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Lunch Period.—No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously within an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work. (Sec. 4, Chap. 153, Laws 1940.)

Penalty.—Whoever employs or permits or suffers any minor to be employed or work in violation of this Act, or any order or ruling issued under the provisions of this Act, or obstructs the Department of Labor and Industry, its officers or agents, or any person authorized to inspect places of employment under this Act shall be guilty of a misdemeanor and shall be punished by a fine of not less than \$25 nor more than \$500, or by imprisonment of not less than 10, nor more than 90 days, or both. (Sec. 19, Chap. 153, Laws 1940.)

EMPLOYMENT OF FEMALES

Hours of Labor.—No female, 18 years of age or over, shall be employed, allowed or permitted to work in any manufacturing or mercantile establishment, in any bakery, laundry or restaurant more than ten (10) hours in any one day, or more than six (6) days, or fifty-four (54) hours in any one week; provided, that in hotels or other establishments the business of which is in its nature continuous, and where the working hours for women do not exceed (8) hours per day, the provisions of this act shall not apply; and provided, that nothing herein contained shall apply to canneries engaged in packing a perishable product such as fruits and vegetables. (§ 34:2-24.)

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Record of Hours of Work to be Kept.—A record of the hours of work of each employee shall be kept in a proper book prepared for that purpose, which book shall be open to the inspection of the Department of Labor and Industry officials as required. (§ 34:2-26.)

Penalties.—Whoever employs any female or permits any female to be employed in violation of any of the provisions of this act (P. L. 1912, Ch. 216), or fails to carry into effect the requirements as to posting and keeping the record designated, shall be punished for the first offense by a fine of not more than \$50 and for a second offense by a fine of not more than \$200. (§ 34:2-27.)

Seats for Females.—The employer shall provide and maintain seats of a suitable kind for the use of female employees who shall be allowed free access to such seats at all times except when engaged in the discharge of duties that cannot be performed properly in a sitting position. (§ 34:2-29.) PENALTY for violation \$25 for each offense. (§ 34:2-30.1.)

ACCIDENT PREVENTION

Machinery.—All revolving parts of machinery and cutting edges of machine tools shall be guarded. Wherever practical, loose pulleys' friction clutches for stopping shafting, belt shifters or other contrivances for throwing on off belts or pulleys shall be provided. Belting, shafting, gearing, set-screws, keys, bolts and other parts projecting beyond revolving surfaces, power presses, foot-presses, vats, pans, vessels containing molten metal or hot liquids and machinery of all description shall be properly safeguarded in accordance with the provisions of the Code "Safety Standards for Transmission Machinery and all Mechanically Driven Equipment."

Safeguards must not be removed except for the purpose of making immediate repairs. (§ 34:6-62.)

Lighting.—Passageways, halls, stairs and other portions of factories shall be properly lighted during working hours.

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Inflammable and Combustible Material.—A suitable disposition shall be made of all inflammable articles and suitable waste cans or barrels shall be provided for the proper handling of sweepings, oily waste or other combustible material as directed by the Commissioner of Labor and Industry. (§ 34:6-13.)

Inside Openings Enclosed in Fireproof Materials; Firestops.—All stairways and elevator shafts shall be inclosed in walls of fireproof or fire-resisting material, which shall run from the foundations to and through the roof. The stairways shall be constructed as nearly as possible of fire-proof or fire-resisting material and all entrances thereto shall be protected by doors of fire-proof or fire-resisting material.

The Commissioner of Labor and Industry may require that proper fire stops shall be provided in the floors, walls and partitions of factory buildings and may make such further requirements as may be necessary or proper to prevent the origin or spread of fire therein. (§ 34:6-4.)

Fire Escapes.—All factory buildings two stories in height shall have at least two means of egress from the second story thereof, which may be provided by inside stairways or outside fire escapes or both. Factory buildings more than two stories in height shall have one or more inside stairways and one or more outside fire escapes. An approved fire tower may be substituted for an inside stairway or an outside fire escape. (§ 34:6-2.)

Access to Exits.—Doors leading to fire escapes shall be clearly indicated by signs posted or painted on the walls above or at the side of such door. Approaches to such doors shall be kept free and unobstructed at all times. (§ 34:6-13.)

Doors.—All exit doors throughout the building shall open outwardly or by sliding doors, and if kept closed during working hours shall be fastened only in such manner as to be capable or ready and immediate opening from the inside. (§ 34:6-13.)

Partition.—No partitions which interfere with the established means of egress shall be erected unless by approval of the Commissioner of Labor and Industry. (§ 34:6-13.)

Maximum Number of Employees Allowed.—A statement of the maximum number of persons to be employed upon each story or separated sub-division thereof shall be posted on the wall of such story or sub-division thereof so as to be visible at all times. (§ 34:6-12.)

Fire Alarm Signal System, Sprinkler System.—Every factory building over two stories in height in which more than twenty-five (25) operatives are employed above the first floor or grade level shall be equipped with an electrical fire alarm system or its equivalent in efficiency.

Buildings equipped with an approved and efficiently maintained sprinkler system shall be exempt from these provisions provided such sprinkler equipment in the judgment of the Commissioner of Labor and Industry is deemed sufficient protection to the occupants. (§ 34:6-14.)

All Persons Are Cautioned Against Mutilating or Removing This Notice Under Penalties

Trenton, N. J.

PERCY A. MILLER, JR., Commissioner

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Record of Hours of Work to be Kept.—A record of the hours of work of each employee shall be kept in a proper book prepared for that purpose, which book shall be open to the inspection of the Department of Labor and Industry officials as required. (§ 34:2-26.)

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Fire Escapes.—All factory buildings two stories in height shall have at least two means of egress from the second story thereof, which may be provided by inside stairways or outside fire escapes or both. Factory buildings more than two stories in height shall have one or more inside stairways and one or more outside fire escapes. An approved fire tower may be substituted for an inside stairway or an outside fire escape. (§ 34:6-2.)

Access to Exits.—Doors leading to fire escapes shall be clearly indicated by signs posted or painted on the walls above or at the side of such door. Approaches to such doors shall be kept free and unobstructed at all times. (§ 34:6-13.)

Doors.—All exit doors throughout the building shall open outwardly or by sliding doors, and if kept closed during working hours shall be fastened only in such manner as to be capable or *ready and immediate opening from the inside.* (§ 34:6-13.)

Partition.—No partitions which interfere with the established means of egress shall be erected unless by approval of the Commissioner of Labor and Industry. (§ 34:6-13.)

Maximum Number of Employees Allowed.—A statement of the maximum number of persons to be employed upon each story or separated sub-division thereof shall be posted on the wall of such story or sub-division thereof so as to be visible at all times. (§ 34:6-12.)

Fire Alarm Signal System, Sprinkler System.—Every factory building over two stories in height in which more than twenty-five (25) operatives are employed above the first floor or grade level shall be equipped with an electrical fire alarm system or its equivalent in efficiency.

Buildings equipped with an approved and efficiently maintained sprinkler system shall be exempt from these provisions provided such sprinkler equipment in the judgment of the Commissioner of Labor and Industry is deemed sufficient protection to the occupants. (§ 34:6-14.)

Fire Drills—A fire drill sufficient to enable the operatives of a factory, workshop, mill or other work place immediately and rapidly to leave the premises shall be maintained in every factory building more than two stories in height and shall be practiced at least once in every calendar month. (§ 34:6-18.)

Demonstration.—A demonstration of this drill shall be given at the request of a representative either of the Department of Labor and Industry or the fire department of the municipality in which the factory, workshop, mill or other work place is located. The chief of each fire department shall advise the Commissioner of Labor and Industry of any violation of the requirements of the law coming to his knowledge. (§ 34:6-18.)

Penalties.—Any persons, firm or corporation failing or neglecting to comply with the terms of an order issued in connection with the installation and operation of the Fire Alarm Signal System Law shall be liable to a penalty of \$100 for such failure or neglect and to a further penalty of \$10 for each day that shall elapse after the expiration of the time limit until compliance is made with the terms of such order. If an order is not complied with within the specified time limit, in addition to the foregoing penalty, the Commissioner of Labor and Industry shall forthwith cause the said building to be closed for manufacturing purposes until such order is complied with.

For violation of any mandatory portion of this act, if an order of the Commissioner with reference thereto has not been issued, the owner of such building shall be liable to a penalty of one hundred dollars. (§ 34:6-22.)

SANITATION AND VENTILATION

Cleanliness of Buildings.—Factories and workshops in which women and children are employed and where dusty work is carried on shall be lime-washed or painted at least once in every twelve months. (§ 34:6-67.)

Toilet Facilities.—DRESSING ROOMS.—Separate and sufficient water-closets, properly screened and ventilated, shall be provided for employees of each sex. Suitable and convenient wash rooms shall be provided. If women or girls are employed a dressing room shall be provided for them when ordered by the Commissioner. (§ 34:6-66.)

Ventilation.—Sufficient ventilation shall be maintained in all factories and workshops. Where excessive heat is created or where steam, gases, vapors, dust or other impurities that may be injurious to health are generated, the rooms shall be ventilated in such a manner as to render them harmless so far as possible. (§ 34:6-61.)

Exhaust Fans.—Grinding, polishing and buffing wheels and all machinery and processes creating dust, gas, vapor or other impurities shall be equipped with exhaust fans properly connected with hoods and pipes in accordance with the Standards of the Bureau of Engineering and Safety, to which plans and specifications for all ventilation systems, with a statement of the kind of work for which the system is designed, must be submitted in duplicate before the work of installation is commenced. (§ 34:6-58.)

FOUNDRIES

All entrances to foundries shall be so constructed as to minimize draughts.

Passageways shall be of sufficient width to be reasonably safe for the workmen and no unnecessary obstruction shall be allowed in such passageways during the hours of casting.

Exhaust fans shall be provided when necessary to carry off promptly, smoke, steam, dust or noxious gases.

Foundries shall be reasonably well lighted during working hours and reasonably well heated during cold and inclement weather. Hot water shall be kept available for washing purposes during the season when artificial heating is necessary.

Facilities for drying clothes of employees shall be provided.

All pits around furnaces in brass foundries shall be covered with substantial iron gratings and all stairways around furnaces shall be constructed of iron.

A reasonable supply of lime water, sweet oil, vaseline, bandages and absorbent cotton for use by the workmen in case of burns or accidents shall be kept on hand at all times. (§ 34:6-99 to § 34:6-104.)

MEALS

Time for Noon Meal.—At least 30 minutes shall be allowed all employees for their midday meal, after being continuously employed for a period of not more than six (6) hours. (§ 34:6-63.)

Meal Hour Posted.—Notice of the meal hour shall be plainly printed and kept posted in a conspicuous place in all workrooms. (§ 34:6-64.)

Prohibition Against Eating Meals in Certain Workrooms.—No employee shall take or be allowed to take any food or drink of any kind in any workroom where exposed to poisonous substances, lead dust, lead fumes or lead solutions.

The employer shall provide an eating room or eating rooms for such employees and such rooms shall be separate from the workroom, be furnished with a sufficient number of tables and seats, and be kept clean.

No employee shall be allowed to remain in any such workroom during the time allowed for his meals. (§ 34:6-50.)

PAYMENT OF WAGES

The employer shall pay at least every two weeks, in lawful money of the United States, to each and every employee, or to the duly authorized representative of such employee, the full amount of wages earned and unpaid in lawful money to such employee, up to within twelve days of such payment, unless permission to pay wages by check has been granted by the Commissioner of Labor and Industry. If employee should be absent from his or her regular place of labor and shall not receive his or her wages through a duly authorized representative, he or she shall be entitled to said payment at any time thereafter on demand. PENALTY for violation, \$50 to \$100. (§ 34:11-4.)

Are Cautioned Against Mutilating or Removing This Notice Under Penalty of Law

PERCY A. MILLER, JR., Commissioner of Labor and Industry

PUT IN A CONSPICUOUS PLACE AND IS POSTED BY AUTHORITY OF THE STATE

STATE OF NEW JERSEY DEPARTMENT OF LABOR & INDUSTRY

PERCY A. MILLER, JR.
Commissioner of Labor and Industry



Abstract of Laws RELATING TO THE INSPECTION OF Factories and Workshops

grinding, abrasive, polishing or buffing machines, *provided* that apprentice operating under conditions of bona fide apprenticeship may grind their own tools;

punch presses or stamping machines if the clearance between the ram and the dye or the stripper exceeds one-fourth inch;

cutting machines having a guillotine action;

corrugating, crimping or embossing machines;

paper lace machines;

dough brakes or mixing machines in bakeries or cracker machinery;

calender rolls or mixing rolls in rubber manufacturing;

centrifugal extractors, or mangles in laundries or dry cleaning establishments;

ore reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops, or any other place in which the heating, melting, or heat treatment of metals is carried on;

mines or quarries;

steam boilers carrying a pressure in excess of fifteen pounds;

Construction work of any kind;

fabrication or assembly of ships;

operation or repair of elevators or other hoisting apparatus.

No minor under eighteen years of age shall be employed, permitted, or suffered to work in, about, or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, or sold for consumption on the premises.

No minor under eighteen years of age shall be employed, permitted, or suffered to work in any place of employment, or at any occupation hazardous or injurious to the life, health, safety, or welfare of such minor, as such occupation shall, from time to time, be determined and declared by the Commissioner of Labor and Industry to be hazardous or injurious to the life, health, safety, or welfare of such minors. (Sec. 17, Chap. 153, Laws 1940.)

Abstract of Law Furnished to be Posted.—An abstract of this law (Child Labor), a list of occupations prohibited to minors, prepared and furnished by the State Department of Labor and Industry, and a schedule of hours of labor which shall contain the name of each minor under eighteen, the time of beginning and ending daily work, and the time for the beginning and ending of the meal period shall be posted in plain view in such places that they can be easily read by the employees. (Section 5, Chapter 153, Laws 1940.)

Lunch Period.—No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously within an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work. (Sec. 4, Chap. 153, Laws 1940.)

Penalty.—Whoever employs or permits or suffers any minor to be employed or work in violation of this Act, or any order or ruling issued under the provisions of this Act, or obstructs the Department of Labor and Industry, its officers

Emergency lights shall be provided in all work space aisles, stairways and passageways; at all exits and on all outside landings of fire escapes or other structures used as regular or emergency means of egress and shall be supplied from a source independent of the regular lighting system wherever possible.

When natural light is less than certain specified intensities working or traverse spaces in buildings or grounds shall be supplied during the time of use with artificial light, in accordance with the specifications of the "Code of Lighting for Factories, Mills, and Other Work Places." (§ 34:6-62.)

Elevators.—All elevator car platforms must be protected by car enclosures and the entrances to the elevator shafts be provided with gates 5 feet 6 inches in height, automatic or semi-automatic in action, locking when closed; protection for the top of the car, also overhead protection for the shaft. (§ 34:6-38.)

The entire elevator equipment must be carefully maintained in a safe condition so as to afford ample protection for all persons using the elevator or who may be at work on the floor adjacent thereto.

Every passenger elevator must be equipped with some interlocking device that will automatically prevent the elevator from being moved in either direction until the shaft door or gate at which the elevator car is standing is closed and securely fastened. (§ 34:6-41.)

Boiler Inspection.—The Mechanical Engineering Bureau shall cause to be inspected, internally and externally, at least once in each year, all steam boilers located within this State carrying a pressure of more than fifteen pounds per square inch, except such boilers for which a certificate of inspection has been filed with Mechanical Engineering Bureau by an inspector of an insurance company licensed by the said Bureau. Refrigerating plants using ammonia or ethyl chloride of over three ton refrigerating capacity shall also be inspected annually. (§§ 34:7-14 and 34:7-25.)

No person shall operate any steam boiler of more than fifteen pounds pressure, any engine or boiler of more than six horse power unless duly licensed by the Mechanical Engineering Bureau. (§ 34:7-1.)

ACCIDENT AND OCCUPATIONAL DISEASE REPORTING

Reports of industrial accidents and occupational diseases which prevent the injured person from resuming work within seven (7) days, or which result in death, shall be filed by the employer with the Commissioner of Labor and Industry at Trenton as soon as such disability or death is known to him. (§ 34:15-96.)

For the purpose of better ascertaining the risk hazards of industry the *immediate reporting* is requested of all tabulatable accidents, viz., accidents arising out of the employment and resulting in death, permanent disability or in the loss of time in excess of the day, turn or shift on which the injury was incurred.

Approval of Plans.—No building shall be erected nor

Exclusive use of Fire Systems.—The system of fire alarm shall be used for no other than for fire protection purposes. (§ 34:6-16.)

Alarm Tested Daily.—BOXES TESTED MONTHLY.—The fire alarm system shall be tested daily at or before the hour commencing work and such tests shall consist of two taps or blasts. (§ 34:6-17.)

All the fire alarm boxes in such alarm systems shall be tested once in each calendar month. (§ 34:6-17.)

Reports.—Reports shall be maintained by the management of any factory, workshop, mill, or other work place wherein such system exists of the daily tests, monthly tests and fire drills. (§ 34:6-17.)

In Case of Fire, Alarm Sounded.—It is the duty of the person in charge of any factory, workshop or other building equipped with such fire alarm system to cause the fire alarm to be sounded *immediately* in the event of fire. (§ 34:6-19.)

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