No Objections
To Minimum Wage Plan

Hearing Is Held on Proposal for Workers In Hotels, Restaurants

No serious objections were raised by hotel or restaurant operators Monday against the establishment of a minimum wage for their employees although there are differences between employers and employees regarding the rate of the minimum wage. A public hearing on a proposed minimum wage order was held Monday at the State Capitol by State Labor Commissioner John J. Egan.

The proposed minimum wage order for the restaurant and hotel industry was drafted by a special committee recently named by Commissioner Egan to study the industry. The board, which held a public hearing several weeks ago, was headed by Professor W. Harrison Carter of Storrs.

$28 Week Favored.

The board recommended that non-service female and minor employees of restaurants and hotels be paid a minimum of $28 a week for full-time work, 70 cents an hour for part-time work, and receive meals in addition to their pay. For waitresses and other female service workers, the minimum would be $18 a week.

For adult male employees in the non-service category, the board recommended a minimum wage of $28 a week, 70 cents an hour for part-time work and 90 cents an hour for work over 48 hours. The male service employees would receive a minimum of $18 a week, 45 cents an hour for part-time work and 60 cents an hour for work over 48 hours.

The proposal also is that meals be furnished, or a cash allowance for them that lodging, when furnished, be deductible at the rate of $4 a week for a single room and $3 a week for a room shared with another.

On the basis of the testimony gathered at Monday's hearing, Commissioner Egan will decide whether or not to issue a definite minimum wage order.
Warning Given
On Equal Pay

Hartford, Feb. 26—A warning to restaurant and hotel owners to pay female employees at the same rate as male employees performing the same duties was issued Monday by State Labor Commissioner John J. Egan. His statement came at the end of a public hearing on a minimum wage order for the hotel-restaurant industry in the State Capitol. "It has been brought to my attention that some establishments are paying their female employees less than the male help. This is against the law. I am going to send out department inspectors to check on this situation," the commissioner said.

Hotel, Restaurant Protests Are Few
On Pay Proposals

Hartford, Feb. 28—No serious objections were raised by hotel or restaurant operators Monday against the establishment of a minimum wage. A public hearing on a proposed minimum wage order was held at the State Capitol by State Labor Commissioner John J. Egan. The proposed minimum wage order for the restaurant and hotel workers was drafted by a special committee named recently by Commissioner Egan to study the industry. The board, which held a public hearing several weeks ago, was headed by Prof. W. Harrison Carter of Storrs.

The board recommended that non-service female and minor employees of restaurants and hotels be paid a minimum of $28 a week for full-time work, 70 cents an hour for part-time work and receive meals in addition to their pay. For waitresses and other female service workers, the minimum would be $18 a week—full time and 45 cents an hour for part-time work.

For adult male employees in the non-service category, the board recommended a minimum wage of $28 a week, 70 cents an hour for part-time work and 90 cents an hour for work over 48 hours. The male service employees would receive a minimum of $18 a week, 45 cents an hour for part-time work and 60 cents an hour for work over 48 hours a week.

The proposal also is that meals be furnished, or a cash allowance for them and that lodging, when furnished, be deductible at the rate of $4 a week for a single room and $3 a week for a room shared with another.

The restaurant and hotel operators listed several technical objections to the proposed order, mainly that the minimums were too high. They suggested a minimum between $12 and $15 a week.

Spokesmen for labor unions representing restaurant workers maintained that the minimum was too small and urged that it be broadened.

On the basis of the testimony gathered at the hearing, Commissioner Egan will decide whether to issue a definite minimum wage order.

Pay Increase
Protest Made

Hospitals Oppose Inclusion of Food-Bandlers
In Proposed Order

Manchester—Feb. 28

Hartford, Feb. 28—Connecticut hospitals have protested against the inclusion of hospital food-handlers in a proposed minimum wage order for the hotel and restaurant industries.

Dr. Albert W. Snook of New Haven, representing the State Hospital association, entered the protest at a hearing before Labor Commissioner John J. Egan here yesterday. He contended that if dietary workers were given pay increases it would make necessary a general increase in all hospital wage levels. That would mean, said Dr. Snook, it would be necessary to raise charges to patients by about $2 a day.

Says Payrolls Have Trebled
He asserted that during the past ten years hospital payrolls have trebled. "This has been accomplished at the expense of the sick patient who has had to pay the bill," he said. "Additional progress can and should be made, but it must be made by evolution—
not by administrative fiat."

Dr. Snook urged that if a wage order for hospital workers were considered necessary, it should be discussed separately and not be included in an order primarily concerned with hotel and restaurant workers.

No Serious Objections
Hotel and restaurant operators raised no serious objections to the establishment of a minimum wage for their employees, though several suggested that the minimum be kept down to between $12 and $15 a week.

The board has proposed two classifications: non-service and service employees. For non-service employees, the proposed minimum wage is $28 a week. For waiters, waitresses and other service employees, who receive tips, the proposed minimum is $18 weekly.
Minimum Wage Hearing Gets Hospitals’ Protest

Inclusion of hospital food handlers in the recently adopted state minimum wage order for the hotel-restaurant industry brought the only strong protest against the ruling at a public hearing Monday afternoon in the State Capitol.

Dr. Albert W. Snoke of New Haven, representing the Connecticut Hospital Association, declared that the increase in pay for dietary workers would ultimately result in boosting the charge per patient almost $2 a day.

REPRESENTATIVES of the hotel and restaurant industry singled out certain sections of the state’s labor laws for criticism but all agreed that a minimum wage law was needed.

Labor representatives speaking in favor of the order signed Jan. 31 by State Labor Commissioner John J. Egan stated that it was a step in the right direction but did not go far enough.

Dr. Snoke declared “the voluntary hospitals of Connecticut ask to be exempted from this order. If it is the opinion of the commissioner of labor that the hospitals should be brought under a wage order then let us sit down and discuss the wage problems, as they affect hospitals and the community of Connecticut, not as they affect the restaurant industry.”

* * *

WILLARD B. ROGERS, president of the Bond Hotels, who said he was speaking both as a representative of the hotel industry and the Bond Corporation, declared that the Department of Labor’s own survey of 3,000 waiters and waitresses showed that they received an average of $19.80 a week in tips.

Mr. Rogers estimated that there was no waiter or waitress at the Hotel Bond making less than $30 a week in tips and that some had admitted making as much as $100.

“Even in the face of these labor leaders,” Mr. Rogers concluded “I must say that the officers of the Bond Corporation need no guidance in invoking a humanitarian policy towards its employees.”

At the request of Joseph M. Rourke, secretary of the Connecticut Federation of Labor, AFL, the records of the State Labor Department were checked concerning the survey mentioned by Mr. Rogers. They disclosed that 845 service employees showed an average income of $19.80 weekly from tips.

The present order calls for a minimum weekly of about 75 cents an hour. This figure includes meals, tips and rooms for employees.

Minimum weekly wages for waiters would be $35.90 and for non-waiters $35.80 for a 40 to 48-hour week.

A final decision on the order will be made by Commissioner Egan following a review of testimony.

Commissioe Egan Strikles Wage Order

HARTFORD, Feb. 28—(UP)—State Labor Commissioner John J. Egan sought to decide today whether to issue a minimum wage order for Connecticut restaurants and hotels.

The problem was left in Egan’s lap after a public hearing Monday afternoon on a proposed minimum wage scale which was drafted by a special committee named to study the industry. The board recommended a minimum of $18 a week for waiters who received tips and $25 a week for non-service employees.

Restaurants Warned On Women’s Pay

A warning to restaurant and hotel owners to pay female employees at the same rate as male employees performing the same duties was issued Monday by State Labor Commissioner John J. Egan.

His statement came at the end of a public hearing on a minimum wage order for the hotel-restaurant industry in the State Capitol.

“It has been brought to my attention that some establishments are paying their female employees less than the male help. This is against the law. I am going to send out department inspectors to check on this situation,” the commissioner said.

Wage Plan Protested By Hospital Spokesman

A spokesman for the Connecticut Hospital Association Monday protested against the inclusion of hospital food and beverage employees in the proposed state minimum wage order for restaurant employees.

During a public hearing on the minimum wage, Dr. Albert W. Snoke of New Haven told State Labor Commissioner John J. Egan that an increase in the pay of dietary workers would require pay boosts for all other classifications of hospital workers. The net result, he said, would be to increase charges to patients by about $2 a day.

“The voluntary hospitals of Connecticut,” he said, “ask to be exempted from this order. If it is the opinion of the commissioner of labor that hospitals should be brought under a wage order, then let us sit down and discuss the wage problems, as they affect hospitals and the community of Connecticut, not as they affect the restaurant industry.”

The legality of the proposed wage order as it affects hospitals was questioned by John O. Tilson, Jr., of New Haven, attorney for the Hospital Association. He said the hospitals were not consulted and did not learn until a few days ago that hospital workers were included in the proposed order.

Warn Restaurants and Hotels on Pay of Female Workers

Hartford, Feb. 28—(UP)—A warning to restaurant and hotel owners to pay female employees at the same rate as male employees performing the same duties was issued Monday by State Labor Commissioner John J. Egan.

His statement came at the end of a public hearing on a minimum wage order for the hotel-restaurant industry in the State Capitol.

It has been brought to my attention that some establishments are paying their female employees less than the male help. This is against the law. I am going to send out department inspectors to check on this situation,” the commissioner said.
Hotel Asks Injunction On Wage Order

Appeals for Stay of Effective Date for Restaurant Decree

The Hotel Bond Company, represented by Attorney Walfrid G. Lundborg, Wednesday appealed to the Superior Court for an injunction to stay the effective date of State Labor Commissioner John J. Egan’s minimum wage order for restaurant workers.

Although the original statement on the order issued by Commissioner Egan names May 15 as the day on which the order should become effective, it was learned Wednesday that the order became effective Tuesday. By state statute, such an order becomes effective when published in the Connecticut Law Journal. It was published Tuesday.

A spokesman for the Labor Department said Wednesday that “the department will start checking on compliance with the order on May 15, unless it is set aside or restricted by a court injunction in the meantime.”

Second Appeal

The appeal by the Hotel Bond Company was the second against the order Monday. Connecticut's 53 general charitable hospitals asked the court to grant them a temporary injunction to stay the effective date of the order and a permanent injunction to set it aside and modify it so that it would not apply to hospitals.

The Hotel Bond Company asks a temporary injunction staying effective date of the order, and asks the court to enjoin Commissioner Egan from any action under the order until the court reviews it.

The company asks the court to set aside the order as invalid and to order Commissioner Egan produce a complete transcript of the proceedings of the Minimum Wage Board on whose recommendations the order was written.

The company claims that Commissioner Egan did not appoint the board in the manner required by state statute. The company claims that the board did not make proper investigations, did not hold a public hearing before its recommendations were issued, and did not give the complaining employees or monetary allowance if the meals are not provided.

Papers served on Commissioner Egan Wednesday order him to appear in Superior Court on April 12 to show cause why the company’s plea for a temporary injunction should not be granted.

Rogers Will Discuss Tipping With Employees

Willard B. Rogers, president of the Bond Hotels, will meet this morning with 80 waiter and waitressesses from his hotels to discuss the substitution of service charge in place of tipping.

Mr. Rogers said that the substitution is being considered by the hotels because of the new minimum wage scale for hotels and restaurants which will become effective May 15. The wage scale, if it becomes effective, will put 25 hotels in Connecticut out of business, according to Mr. Rogers, who is legislative committee chairman of the Connecticut Hotel Association.

Mr. Rogers said Wednesday that he “was utterly amazed at the alleged statements of State Labor Commissioner Egan in connection with the minimum wage scale.” Commissioner Egan Tuesday labeled as “unfounded” the Association’s charges that the wage scale is unfair and illegal. The Association is appealing the wage order to Superior Court.

“The so-called minimum wage scale for waiters and waitressesses is predicated on lies, misrepresentations, false testimony, and inaccurate reports,” said Rogers.
Waiters Divided Over Question Of Wage System

Hartford Courant 3/17/50

Willard B. Rogers, president of the Hotel Bond, sounded out a group of 60 of his waiters and waitresses Thursday in an effort to clear the air for the coming legal battle over the new minimum wage scale for hotels and restaurants.

Sentiment was divided about fifty-fifty, Mr. Rogers said, over the question of whether to continue the tipping system or to support the new flat wage minimum of $2.65 a week. Mr. Rogers added, however, that some of his "old-timers" who declined to express an opinion at the meeting told him privately afterwards they favored continuing the tip system.

The latter way is much the best for the employees, and I'm sure the majority of waiters and waitresses in the state think so too," Mr. Rogers said.

The Connecticut Hotel Association will appeal the new wage order issued by State Labor Commissioner John J. Egan to the Superior Court. Mr. Rogers, legislative committee chairman of the association, contends that the hotel industry did not get a say in the wage board hearings, and that, furthermore, not all the members of the board sat in on the decision.

Mr. Rogers added he was "looking forward to the time we get Commissioner Egan on the stand." He said he thought the public will be shown at that time that the commission did not submit any "facts or figures" to the wage board, but instead "predicated its evidence on lies."

Egan Answers Critics Of New Minimum Wage

State Labor Commissioner John J. Egan today answered the critics of the new minimum wage for the hotel-restaurant industry.

He said the wage of about 75 cents an hour is "fair and legal." Charges that it is not are "childish and unfounded," the commissioner declared.

WILLARD B. ROGERS, chairman of the Legislative Committee of the Connecticut Hotel Association, announced yesterday that the association will appeal the wage order to the Superior Court.

Mr. Rogers, who is president and general manager of the Bond Hotels, described the new wage order as "illegal, unfair and atrocious and a stab in the back to the hotel industry."

THE WAGE, recommended by a special wage board, and ordered by Commissioner Egan, becomes effective May 15.

The objection that the hotel men were not represented on the wage board "doesn't make sense," Mr. Egan said. He explained that the order covers a varied field and "we couldn't have representatives of every type on the board."

Mr. Rogers raised the point that the order was illegal because one member resigned. Commissioner Egan answered that a majority of the board constitutes a legal quorum.

Hartford Times
March 16, 1950

Hotel Bond Brings Suit On Minimum Wage Order

Hartford, March 30 (UP)—A second injunction action was on file against State Labor Commissioner John J. Egan today to postpone the effective date of a minimum wage order for restaurant workers.

A restraining order was sought by the Hotel Bond Co., which asked that the order be submitted to the courts for a ruling on its validity. Previously, an injunction was asked by the state's 33 general charitable hospitals which sought to be exempted from the minimum wage provisions.

A Superior Court hearing has been scheduled for April 12 on the Hotel Bond petition, and for
Egan to Explore 75c Basic Wage

By MOSES BERKMAN

HARTFORD TIMES - December 9, 1968

Governor Bowles and Labor Commissioner John J. Egan have agreed on a broader minimum wage program for Connecticut, with a 75-cents-an-hour minimum as the yardstick.

Minimum wages already set in four fields covering about 150,000 workers will be re-surveyed, including 108,000 mercantile employees, to see if they need a hike.

New areas will be explored, among them pool rooms, bowling places, theaters, shoe shine parlors, lodging houses, camps, restaurants, including hotel restaurants, and, eventually, hotels themselves.

"We intend, in fact, to start from scratch," Commissioner Egan told The Times, though making it clear he believes in insurance companies, banks, real estate offices, transportation and construction won't be affected. He said average salaries in these fields were adequate.

Recently, Governor Bowles, unable to get a 75-cent minimum wage law from the Legislature, asked Mr. Egan to cover more employees by minimum wage orders, which the state's minimum wage board is empowered to issue. On Monday, following the special session of the Legislature which gave him $11,000 to hire six more workers, Mr. Egan conferred with the Governor.

Today, Mr. Egan received a letter made public by the Governor which "confirmed" their conversation on "revising and expending the coverage of state minimum wage orders." "Our law is aimed at eliminating oppressive and unreasonable wages which are defined as both less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health," the letter said. "In this day and age this is surely a standard which no one in Connecticut who has any thought for the welfare of his fellowman can object to.

Your department last March in carrying out its statutory responsibility, completed a study of the minimum budget on which a working woman in Connecticut could maintain herself at a minimum cost of living necessary for health."

This minimum, the Governor said, was $1,866 a year, or $35.90 a week. Since the survey, the cost of living has gone up one-tenth of 1 per cent.

Pointing out that Congress has passed a 75-cent law for interstate commerce workers, the Governor said:

"I HAVE no authority to tell you what our standards should be. However, I feel that your study and the federal law represent a reasonable guidepost for Connecticut."

The federal minimum for states like Mississippi, Alabama and Georgia "is surely a health for Connecticut," the Governor said.

On Nov. 8, Mr. Egan wrote that he needed $11,000 to "study all wage orders now in existence and to determine the necessity for additional orders."

"I was able to get agreement by the legislative leaders for the necessary appropriations," the Governor said. "This bipartisan agreement is a healthy sign of concern for underpaid Connecticut workers."

Minimum wages now in effect are:

- Beauty parlors, $23 week for the first year, $25 for second year and $28 for third year, with a 70-cent-an-hour minimum, full-day's pay for part-day work and 36 hours making up a full week; dry cleaners, 60 cents an hour; laundries, 55 cents, and 60 cents for women drivers; and mercantile, 55 cents or $22 a week.

Scheduled for study are wages of about 19,400 restaurant employees, who, Mr. Egan said, average $22.50 a week plus tips; 5,000 hotel and rooming house employees, averaging $23.46; 3,500 employees in theaters, shooting galleries, bowling alleys and other places of "recreation," an average of $19.90 a week.

The average wage for 36,000 construction workers, the commissioner said, is $44.24; 14,000 transportation workers, $53.77; and 35,300 financial employees, $56.51.
Egan Replies
On Minimum
Hotel Wages
Htfd. Courant - 5/16/50
Labels As Unfounded
Charges That Scale Is
Illegal and Unfair

State Labor Commissioner John
J. Egan Tuesday night labeled as
"childish and unfounded" charges
by Connecticut hotel men that
the new minimum wage scale for
hotels and restaurants is illegal
and unfair.

Willard B. Rogers, chairman of
the Connecticut Hotel Associa-
tion's legislative committee an-
nounced earlier in the day that
the association had engaged coun-
sel to appeal the wage order to
Superior Court. Rogers termed
the order "illegal, unfair, and
atrocious and a stab in the back
to the hotel business."

Reiterates Statement.
Commissioner Egan reiterated
the statement he made when is-
suing the order that "it is fair
and equitable." The order, issued
upon recommendations of a wage
board, provides for a minimum
wage of $28 a week for service
and non-service employees
engaged in restaurant work. Eigh-
ten dollars of this minimum must
be paid by the employer in the
form of wages. The other $10
may be made up by tips, but if the
employee does not make ten dol-
ars in tips the employer is re-
quired to pay the balance. The
order becomes effective May 15.

"Mr. Rogers claim that the or-
der is not valid because the hotel
industry was not represented on
the wage board doesn't make
sense," Commissioner Egan con-
tinued. The wage board survey
and recommendations applied to
all restaurants whether they are
in hotels, drugstores, railroad sta-
tions or any other place," he said.
"We couldn't represent every
type of restaurant operator on
the board," he added.

The Commissioner also said that
the Association's claim that the
order was illegal because only
eight of the nine members of the
board participated in the final
decisions, is "lacking any legal
basis."

"The law specifically states that
a majority of the board will con-
stitute a legal quorum for taking
action and nowhere states that
all members must be present," he
said.

The Association does not disa-
gree with the minimum of $28,
according to Earl Titman, man-
ger of the Putnam Hotel, Nor-
walk, and vice-president of the
association, "but it does feel that
the amounts allotted to wages and
tips are a matter for each hotel
and its employees to decide." At
the public hearing on the wage
order on February 27, hotelmen
stated that they thought $15 or
$14 would be a better figure for
the basis wage and the rest could
be provided by tips.

Commissioner Egan said Tues-
day that he thought the division
of wages and tips was fair.
A Minimum Wage Order for Restaurant Workers

Minimum Wage Order for Restaurant Workers - March 8, 1970

The State Labor Commissioner, John J. Esken, has signed Connecticut's first minimum wage order for restaurant workers, including waiters, waitresses, bartenders, and all other employees. The order sets a minimum wage of $1.25 per hour for all employees, effective March 8, 1970.

In addition to the minimum wage, the order also provides that employees shall be paid for all time they spend on the job, including travel time, meal time, and work-related activities. The order also prohibits discrimination based on race, color, religion, sex, or national origin.

The minimum wage order was signed during a hearing held on March 7, 1970, at the State Labor Commissioner's office. The order is designed to ensure that restaurant workers are fairly compensated for their labor and to promote fair employment practices.

Harford, March 8, 1970

John J. Esken, State Labor Commissioner
NEWS RELEASE

The following statements were released on January 13, 1950, for publication in the newspapers:

Professor W. Harrison Carter, Chairman of the Wage Board appointed by Commissioner of Labor, John J. Bang, to make recommendations for minimum wages in the restaurant industry announces that the Board invites all who are interested to be present in the Hall of the House of Representatives at the State Capitol on Wednesday, January 16, 1950 at 2:00 P. M.

At this time, the Wage Board will hear expressions from representatives of employers and workers in the restaurant industry, as well as the public, and will use these expressions to guide them in their recommendations to the Commissioner of Labor for a minimum wage order.

Since the Wage Board has not as yet reached any conclusions as to exactly what their recommendations to the Commissioner will be, it is important that those who are interested in the restaurant wage order, attend this meeting so that those who will be affected by the wage order will have had an opportunity to express themselves regarding its content.