

For Release Thursday,  
February 5, 1942

R-1739

U. S. DEPARTMENT OF LABOR  
WAGE AND HOUR DIVISION  
Washington

CHANGING CLOTHES AND "HOURS WORKED"

Clothes are changed on the employee's own time when he is free to wear his work clothes home, Thomas W. Holland, Administrator of the Wage and Hour Division, U. S. Department of Labor, stated today in response to inquiries.

However, a proper interpretation of the Wage and Hour Law, he said, would hold that workers required to change clothes on the premises would be considered working during that time.

For enforcement purposes a tolerance of not more than five minutes at the end of each day will be allowed. This is in view of the administrative difficulties of keeping accurate records of the few minutes required to change clothes. Whether the work clothes worn by the employees are their own, or uniforms owned by the employer, has no bearing, he said.

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