

Minimum Wage Regulation in Retail Trade

BY BELTON M. FLEISHER*

Introduction and Summary

In September 1961, Federal minimum wage legislation was extended to cover the retail trade industry (except eating and drinking places, which were covered at a later date). Retail trade was one of the largest areas of employment that had not been "protected" by a Federal legal wage floor. Moreover average wage rates in retail trade were (and remain) significantly lower than in the "goods-producing" industries which had previously been subject to the Fair Labor Standards Act. Thus, the impact on labor costs and the resulting disemployment of workers resulting from substitution of machines and electronic technology—particularly severe for those with little experience or skill—is likely to have been greater in retail trade than in previously covered industries.

I find that Federal minimum wage legislation did raise average labor costs in retail

trade substantially, about 5 percent during the first decade of coverage. The result was substantial disemployment and displacement of workers (particularly teenagers as shown in Fleisher (1981)). There were probably between one-third and one-half million fewer jobs during the late 1960s than would have existed in the absence of F.L.S.A.'s extension to retail trade. Retail trade is a relatively important employer of teenagers in the United States, and the growing proportion of young persons in the population during the 1960's and early 1970's would have found it much easier to obtain jobs had minimum wage legislation not been imposed on this industry. I estimate that this narrowing of labor market opportunities resulted in a reduction of employment among 18-19 year old men of about 9 percent and among 14-17 year old women of about 14 percent.

The paper is organized as follows. In section I the effect of minimum wage regulation on the average cost of labor in the retail trade industry is analyzed. I believe the approach taken is novel, in that previous studies have not gone as far in assessing the relationship of minimum wages to the wage rates that would have existed in the absence of a legislated wage floor. In addition to estimating the direct effect of minimum wage regulation on labor cost, the impact on wage rates and employment in non-covered retail trade is considered, as are the possible cost offsets of reduced wage supplements and non-compliance. I find that these potential effects

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Minimum Wage Regulation In Retail Trade

**United States. Congress. Senate.
Committee on Labor and Public
Welfare, United States. Congress.
Senate. Committee on Labor and
Public Welfare. Subcommittee on
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Minimum Wage Regulation in Retail Trade Belton M. Fleisher, 1981-01-01 **Amendments to the Fair Labor Standards Act** United States. Congress. Senate. Committee on Labor and Public Welfare, United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor, 1961 Considers S 256 and related S 879 and S 895 to amend the Fair Labor Standards Act to increase the minimum wage and extend the minimum wage to include construction and retail employees **Minimum Wage Restoration Act of 1987** United States. Congress. Senate. Committee on Labor and Human Resources, 1988 To Amend the Fair Labor Standards Act United States. Congress. Senate. Committee on Labor and Public Welfare, United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor, 1959 Amending the Fair Labor Standards Act of 1938 United States. Congress. Senate. Committee on Labor and Public Welfare, 1955 **To Amend the Fair Labor Standards Act** United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor, 1959 Considers S 1046 and miscellaneous related bills to amend the Fair Labor Standards Act of 1938 to increase hourly minimum wage extend coverage to certain categories of workers and exclude certain other worker categories *Hearings* United States. Congress. Senate. Committee on Labor and Public Welfare, 1961 Amending the Fair Labor Standards Act of 1938 United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor, 1955 Considers legislation to increase the minimum wage rate and extend the rate to additional labor fields Focuses on labor union testimony To Amend the Fair Labor Standards Act United States. Congress. House. Committee on Education and Labor, 1961 Considers legislation to increase minimum wage and expand its application *Minimum Wage Regulations in Retail Trade* Belton M. Fleisher, **Hearings** United States. Congress Senate, 1961 **Staff Report on Retail Establishments and the Fair Labor Standards Act** United States. Congress. Senate. Committee on Labor and Public Welfare, 1956 Fair Labor Standards Act United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor Standards, 1957 **Hearings** United States. Congress. House. Committee on Education, 1961 **Fair Labor Standards Act** United States. Congress. House. Committee on Education and Labor, 1957 **Captioned Films for the Deaf** United States. Congress. Senate. Committee on Labor and Public Welfare, 1962 **Creative Labour Regulation** D. McCann, S. Lee, P. Belser, C. Fenwick, J. Howe, M. Luebker, 2014-02-12 The volume is at the forefront of the academic and policy debates on effective labour regulation offering innovative approaches to research and policy It is an interdisciplinary response to the central challenges that face modern labour regulation and draws on contributions by leading experts in a range of disciplines Report of the Minimum Wage Study Commission: Commission findings and recommendations United States. Minimum Wage Study Commission, 1981 Report of a Commission on social implications economic implications and political aspects of the minimum wage and overtime requirements of the Fair Labor Standards Act labor legislation USA 1938 presents research results and recommendations commenting on the impact on

employment and unemployment inflation minimum wage indexation income distribution exemptions noncompliance etc And research papers giving demographic aspects national level local level regional level and sectoral details Graphs references and statistical tables *Amendment of the Fair Labor Standard Act of 1938 as Amended* United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor,1955 Congressional Record United States. Congress,1995

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web repair manual for steel freight containers 5th edition contains recommendations for repair of steel containers many presented by means of color photographs covers general repair principles and procedures repair of individual container components safety precautions materials and tools non conforming and improper repairs terminology and