

WHICH IWC ORDER?

Classifications

This pamphlet is intended as a guide in determining the classifications of businesses and occupations under the Industrial Welfare Commission Orders.

These guidelines and classifications of employees are general in nature and the existence of specific facts and circumstances of the employment relationship and operations of a particular employer may require a different determination of proper classification that the general one set forth herein.

As new types of businesses and occupations are constantly coming into existence, there undoubtedly are businesses and occupations that have not been included herein. Additionally, as industry practices and business structures evolve, circumstances may dictate the change in classification of a particular occupation from one wage order to another wage order.

Employers are advised that while courts may find this pamphlet to be useful in determining the classification of business and occupations under the Industrial Welfare Commission Orders, courts are not required to follow the classifications of occupations listed herein and that compliance with the guidelines suggested herein do not establish a “safe harbor” for classifying an employee within a particular wage order.

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CLASSIFICATION OF EMPLOYEES: INDUSTRY OR OCCUPATION ORDER?

In order to determine which Industrial Welfare Commission (IWC) Order applies to an employer or a business, it is first necessary to determine if a business is covered by an industry order. An industry order (IWC Orders 1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12, and 13) regulates wages, hours and working conditions in specific industries. An order is an industry order if the title of the order contains the word “industry.” Otherwise, the order is an occupational order (IWC Orders 4, 14, 15, 16 and 17). Wage, hour and working condition regulations contained in an occupational order only apply when a business is not covered by an industry order.

Examples of IWC Orders, industry or occupational?

1. IWC Order 1 (manufacturing industry) applies to an office assistant employed by a company that builds automobiles because the company is covered by an industry order.
2. IWC Order 4 (an occupational order) applies to an office assistant employed in a law firm because a law firm is not covered by an industry order.
3. IWC Order 5 (public housekeeping industry) applies to a nurse employed by a hospital because a hospital is covered by an industry order.
4. IWC Order 4 (an occupational order) applies to a nurse employed by a doctor’s office because a doctor’s office is not covered by an industry order.
5. IWC Order 7 (mercantile industry) applies to a bookkeeper in a retail store operation because retail stores are covered by an industry order.
6. IWC Order 4 (an occupational order) applies to a bookkeeper in an accounting firm because an accounting firm is not covered by an industry order.

Note: It is very important that you first determine if a business is covered by any industry order. If not, you must look to one of the occupational orders for coverage. Please refer to the index of businesses and occupations for examples of proper application.

A business is classified according to the main purpose of the business except in IWC Order 5 (see section below on Incidental Housekeeping Activities). Large businesses may conduct a variety of operations and it may appear initially that different industry orders could apply. However, when those operations are part of the main business, only one order will apply.

Example:

A business’s main purpose is operating a warehouse and incidental thereto employs a separate sales staff to sell goods. IWC Order 9 covers this operation even though sales are covered under IWC Order 7 because the main purpose of the business is to operate a warehouse.

SEPARATE UNITS OF MULTI-PURPOSE COMPANIES

Distinct operations in multi-purpose businesses may be covered by different industry orders if they are operated for different business purposes, and the management is separately organized at all levels.

Example:

A retail department store (IWC Order 7) owns a restaurant (IWC Order 5) that is located on the department store premises but is operated as a separate corporate entity. These businesses are covered by different industry orders because they are operated for different business purposes, and the management is separately organized at all levels.

Please note that problems in determining correct order coverage occur when businesses are of a mixed nature. They are best resolved by making a broad assessment of the principal purpose of the business. This does not mean auditing receipts to compare income from sales and service, but determining the nature of the business by simple observation and common sense.

INCIDENTAL HOUSEKEEPING ACTIVITIES

IWC Order 5 does not limit coverage to businesses whose main purpose is providing meals, housing, or maintenance services whether operated as a primary business or when incidental to other operations in an establishment not covered by an industry order.

Examples:

IWC Order 1 covers a factory that operates a cafeteria. IWC Order 5 does not cover it.

IWC Order 5 covers a private school which is not covered by an industry order and which provides dormitories or dining facilities.

Where a concessionaire contracts to operate lodging or dining facilities, IWC Order 5 covers the concessionaire's business, but the rest of the enterprise (school or factory) is classified otherwise.

CLASSIFICATION OF CROPS AND ACTIVITIES UNDER IWC ORDERS 8, 13, and 14

Agricultural occupations covered by Order 14 are related to the maintenance of soil, buildings and machinery which constitute the basic farm facilities, and to the cultivation and handling of farm commodities up through harvest, including field packing and transportation to the place of first processing or distribution.

Not all employees of farm employers are covered by Order 14. If the grower has a packing or processing operation in a permanently fixed structure or moving packing plant, the packing or processing operations workers would fall under Wage Order 13.

A. Activities under Order 13 must be performed:

1. On the farmer's own crop
2. In a permanent structure or on a moving packing plant (lettuce, carrots, dry onions)
3. In preparation for market (i.e. distribution)

B. Order 8 applies to similar operations on the farm if they include:

1. Handling any agricultural products, other than the grower's own after harvest or
2. Any packing of a purchased crop or
3. Cooperative warehousing, cooling, grading, sorting, packing, ginning, etc., or
4. Preparing any product for distribution except for the farmer's own product.

Commodity	Order 14	Order 13
Almonds	Growing, spraying, knocking, gathering, sun or solar drying in the field	Hulling, shelling, sorting, grading, processing, packing, all drying in a structure including oven drying or dehydrator drying, fumigating, shipping
Apples	Growing, spraying, tree propping, thinning, picking	Washing, sorting, grading, fumigating, Packing, shipping
Apricots	Growing, spraying, thinning, picking, hand cutting, spreading, sun or solar drying in the field	Sorting, grading, moisturizing, all drying in a structure including oven drying or dehydrator drying, packing, packaging, shipping
Artichokes	Planting, growing, weeding, thinning, picking, field packing	Washing, sorting, grading, trimming, packing, shipping
Asparagus	Planting, growing, weeding, thinning, harvesting, field packing	Washing, sorting, grading, trimming, packing, shipping
Avocados	Growing, spraying, tree propping, picking	Washing, sorting, grading, packing, shipping
Beans (dry)	Planting, growing, weeding, harvesting	Shelling, washing, sorting, grading, packing, shipping, packaging
Beans (snap)	Planting, growing, weeding, harvesting	Washing, sorting, grading, trimming, packing, shipping

Broccoli	Planting, growing, weeding, thinning, harvesting, field packing	Sorting, grading, trimming, packing, shipping
Brussel Sprouts	Planting, growing, weeding, thinning, harvesting, field packing	Sorting, grading, trimming, packing, shipping
Bush Berries	Growing, tying, weeding, harvesting, field packing	No known activities under Order 13
Cabbage	Planting, growing, weeding, thinning, harvesting	Sorting, grading, trimming, packing, shipping
Cauliflower	Planting, growing, weeding, thinning, harvesting	Sorting, grading, trimming, packing, shipping
Carrots	Planting, growing, weeding, thinning, harvesting	In shed or on moving packing plant: washing, sorting, trimming, topping, packing, packaging, shipping
Celery	Planting, growing, weeding, thinning, harvesting	Sorting, grading, trimming, packing, shipping
Cherries	Growing, spraying, tree propping, picking	Sorting, grading, sizing, packing, shipping
Corn, sweet	Planting, growing, thinning weeding, harvesting	Sorting, grading, trimming, packing, shipping
Cotton	Growing, thinning, chopping, picking	Cotton gin if operated by grower on own crop
Cucumbers	Planting, growing, thinning, hoeing, harvesting	Washing, grading, sizing, packing, shipping
Dates	Growing, de-thorning, pollinating, tying down, picking, bulk packing in the field	Sorting, grading, sizing, packing, shipping
Eggs	All operations if no candling done	All egg room operations if candling done
Figs	Growing, spraying, thinning, picking, sun or solar drying in the field	Grading, sorting, packing, fumigating, all drying in a structure including oven drying or dehydrator drying, shipping
Flowers, cut	Planting, growing, typing, de-budding, cutting, field grading, bunching, (last two operations done in fields, sun sheds, and sheds, connected with greenhouses)	Final grading and packing for shipment, combining with any purchased plant materials in preparing for market
Garlic	Planting, growing, thinning, weeding, hand-topping, sacking, cracking seeds only for farmer's own use in replanting	Sorting, grading, packaging, packing, shipping, preparing seeds for market
Grain	Planting, cultivating, harvesting	All drying in a structure including oven drying or dehydrator drying, fumigating, weighing, grading
Grapefruit	Growing, spraying, thinning,	Sorting, grading, labeling, packing,

	picking	shipping
Grapes, table	Growing, thinning, girdling, pruning, typing, picking, pick-packing (field)	Sorting, trimming, packing, fumigating, labeling, shipping
Grapes, wine	Growing, thinning, girdling, pruning, typing, picking, pick-packing (field)	Wine production – all activities or Order 8 if grapes used are not grown “on the farm”
Hay	Planting, growing, cutting, stacking, bailing	No known activities under Order 13
Honey	Removing from hive and cone, rendering (rendering can be last operation in field or first operation in shed)	Rendering, heating, bottling, labeling, cooling, whipping, place in cartons, packing for shipment
Hops	Planting, growing, stringing, weaving, separating, sun or solar drying in the field, bulk bailing	Recompressing or any processing and packaging after bulk bailing
Lemons	Growing, spraying, thinning, picking	Sorting, grading, labeling, packing, shipping
Lettuce	Planting, growing, hoeing, harvesting, field packing	In shed or on moving packing plant: sorting, trimming, packing, shipping
Melons	Planting, capping, hoeing, picking, cutting	Sorting, sizing, labeling, packing, shipping
Milk	Feeding and care of livestock, milking	Cooling, separating, pasteurizing
Nectarines	Growing, spraying, thinning, picking, hand-cutting, spreading, sun or solar field drying	Sorting, grading, moisturizing, all drying in a structure including oven drying or dehydrator drying, packing, packaging, shipping
Nursery Products Cuttings	Planting, growing, tying, cutting, rooting	Grading and packing, rooted cuttings for shipment
Olives	Growing, spraying, thinning, picking	Curing, processing
Onions, dry	Growing, weeding, thinning, harvesting, hand-topping, sacking	In shed or on moving packing plant: sorting, trimming, (processing, if for frozen pack), packing, packaging, sacking, shipping
Onions, green	Growing, weeding, thinning, harvesting	Washing, sorting, trimming, bunching, packing, shipping
Oranges	Growing, spraying, picking	Sorting, grading, washing, labeling, packing, shipping
Peaches	Growing, spraying, thinning, picking, hand-cutting, spreading, sun or solar field drying	Sorting, grading, moisturizing, all drying in a structure including oven drying or dehydrator drying, packing, packaging, shipping

Pears	Growing, spraying, tree-propping, picking, hand-cutting, spreading, sun or solar field drying	Sorting, grading, moisturizing, all drying in a structure including oven drying or dehydrator drying, packaging, shipping
Peas	Planting, growing, hoeing, picking, field packing	Washing, sorting, trimming, packing, shipping
Peppers	Planting, growing, picking, thinning, field packing	Washing, waxing, packing, shipping
Plants	Planting, growing, tying, potting and repotting, transporting to market	Seasonal, fancy or decorative potting
Plums	Growing, spraying, thinning, picking	Sorting, grading, packing, shipping
Pomegranates	Growing, spraying, thinning, picking	Sorting, grading, packing, labeling, shipping
Potatoes	Planting, growing, weeding, harvesting, sacking	Washing, sorting, sacking
Potatoes, seed	Planting, growing, weeding, harvesting, sacking	Sorting and cutting for seed, sacking
Prunes	Growing, spraying, thinning, picking, sun or solar field drying	Sorting, grading, moisturizing all drying in a structure including oven drying or dehydrator drying, fumigating, packing, packaging, shipping
Raisins	Growing, girdling, pruning, harvesting, sun or solar field drying	Sorting, grading, moisturizing, all drying in a structure including oven drying or dehydrator drying, fumigating, packing, packaging, shipping
Rice	Planting, growing, harvesting	No known activities under Order 13
Strawberries	Planting, growing, weeding, thinning, picking, boxing	Sorting, grading, packing, labeling, shipping
Strawberry Plants	Planting, growing, weeding	Trimming, inspecting, packaging, packing, shipping
Tangerines	Growing, spraying, picking	Washing, sorting, packing, shipping
Tomatoes	Planting, growing, weeding, thinning, harvesting, field packing	Washing, sorting, packing, shipping
Tomatoes, Canning	Sorting on harvesting machine	No known activities under Order 13
Vegetables, Misc.	Planting, growing, weeding, thinning, harvesting, field packing	Washing, sorting, trimming, packing, shipping
Walnuts	Growing, spraying, knocking, gathering, sun or solar field drying	Hulling, shelling, sorting, processing, packing, all drying in a structure including oven drying or dehydrator drying, fumigating, shipping

EXEMPT EMPLOYEES/OCCUPATIONS

These employees/occupations are exempt from specified sections of the Industrial Welfare Commission Orders. They are *not* exempt from provisions of the Labor Code. Exempt occupations must meet the criteria stated in Section 1, Applicability and/or Section 2, Definitions, of the applicable IWC Orders. Each order must be reviewed carefully.

Accountants	Exempt from Sections 3-12, orders 1-13, 15, and 16
Actors, professional	<i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Orders 10, 11, and 12 are applicable; exempt from all other provisions of Orders 10, 11, and 12
Administrative, executive, professional employees	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Architects	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Attendants, personal	<i>ONLY</i> Sections 1, 2, 4, 10 and 15 of Order 15 are applicable; exempt from all other provisions of Order 15
Attorneys	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Baby sitters (under 18 years, sitting for child of employer in employer's home)	Exempt from Order 15
Carnival (traveling) operators (full-time)	<i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Order 10 are applicable; exempt from all other provisions of Order 10
Certified Public Accountants	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Dentists	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Doctors	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Engineers	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Government Employees	<i>ONLY</i> Sections 1, 2, 4, 10, and 20 of all Orders are applicable, with one exception: Irrigation District employees are covered under the provisions of Order 14
Inside Salespersons	Exempt from Subsections 3(A), (B) and (C) of Orders 4 and 7, if earnings equal more than 1 ½ times the minimum wage and if more than ½ of employees compensation represents commissions
Individuals participating in a national service program	Exempt from all Orders
Employees engaged in work that is primarily intellectual, managerial, or creative in nature	Exempt from Order 14 if employee exercises discretion and independent judgment, and remuneration is not less than two times the monthly State minimum wage for full-time employment
Irrigators	Exempt from Subsection 3(A) or Order 14 if more than ½ of week's working time is spent as an irrigator
Lawyers	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Nurse, student	<i>ONLY</i> Section 1, 2, 4, 10, and 20 of Order 5 are applicable to student nurses of a bona fide nursing school, exempt from all other provisions of Order 5
Minor baby sitters (under 18, sitting	Exempt from Order 15

for child of employer in employer's home	
Oculists	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Operators, full-time, employed by traveling carnivals	<i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Order 10 are applicable; exempt from all other provisions of Order 10
Optometrists	Exempt from Sections 3-12, Orders 1-13, 15, and 16
Outside Salespersons	Exempt from all Orders (also Labor Code section 1171)
Parent, spouse, child or legally adopted child of the employer	Exempt from all Orders
Personal attendants	<i>ONLY</i> Sections 1, 2, 4, 10 and 15 of Order 15 are applicable; exempt from all other provisions of Order 15
Professional actors	<i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Orders 10, 11, and 12 are applicable; exempt from all other provisions of Orders 10, 11, and 12
Salespersons, outside	Exempt from all Orders (also Labor Code section 1171)
Salespersons, inside	Exempt from Subsections 3(A), (B) and (C) of Orders 4 and 7, if earnings equal more than 1 ½ times the minimum wage and if more than ½ of employees compensation represents commissions
Shepherders	Exempt from Sections 3, 4(A)-(D), 5, 6, 9, 11, 12, and 13 of Order 14. Entire Order is applicable to any workweek during which a shepherd employee is engaged in any non-sheep herding agricultural or other work
Students in schools of beauty culture offering beauty care to the public for a fee	Exempt from Order 2
Student nurses	<i>ONLY</i> Section 1, 2, 4, 10, and 20 of Order 5 are applicable to student nurses of a bona fide nursing school, exempt from all other provisions of Order 5
Teachers	Exempt from Sections 3-12, Orders 1-13, 15, and 16

IWC ORDER COVERAGE

Order 1 – MANUFACTURING INDUSTRY

Definition, Section 2 (H)

“Manufacturing Industry” means any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part; EXCEPT when such activities are covered by Order in the : Canning, Preserving, and Freezing Industry; Industries Handling Products After Harvest; Industries Preparing Agricultural Products for Market, on the Farm; or Motion Picture Industry.

Aircraft and aircraft parts, manufacturing
Apparel products, manufacturing
Assembly (any manufacturing)
Automobile manufacturing
Auto-wrecking (non-retail)
Blueprinting
Book and magazine publishers
Cement
Ceramics
Coating lumber products
Communications equipment, manufacturing
Concrete
Copy making services
Dental laboratories
Developing, printing or editing of film (except in motion picture industry, see Order 12)
Electronic products, manufacturing
Film processing (except in motion picture industry, see Order 12)
Food manufacture (secondary processing)
Food processing
 Baby formulas (except canned fruits, etc., see Order 3)
 Bakeries (non-retail)
 Bottling (soft drinks)
 Breweries
 Candy
 Cane sugar refining (of purchased raw sugar or syrup)
 Citrus by-products
 Cottonseed oil
 Dehydrated soups and mixes
 Ice cream (beyond first processing)
 Margarine
 Meat
 Pet foods, dry
 Pizza manufacturing
 Potato and corn chip manufacturing
 Preparing fruit and vegetables for restaurants, bakeries, etc.
 Salad oil
 Soft drinks, bottling
 Tortilla manufacturing
 Yeast
Food products, manufacturing

Galvanizing
Garment manufacturing
Iron works
Laboratories, dental and optical
Lumber products
Machinery, metal products
Magazine and book publishers
Meat processing
Metal fabrication
Metal products, machinery
Microfilm services
Needle trades
Oil refining
Optical laboratories
Paper products
Photocopy services
Plastic products
Pre-fabricated housing (except on-site installation, see Order 16)
Public/private utilities, electrical only (for telephone, natural gas and water, utilities see Order 4)
Publishing
Records, tapes and compact disks (reproduction for wholesale)
Recycling processing plants that alter/transform material (for non-processing recycling centers, see Order 4)
Refineries, Oil
Refineries, sugar
Repacking bulk products
Reweaving (except by laundries/dry cleaners, see Order 6)
Rubber manufacturing
Sawmills
Sheet metal shops
Shipbuilding (except repair, see Order 9)
Shoe manufacturing and repair
Steel smelters/plants
Sugar refineries
Taxidermy
Textile products, manufacturing
Utilities, public/private, electrical only (for telephone, natural gas and water, utilities see Order 4)
Wastewater treatment facilities

Order 2 – PERSONAL SERVICE INDUSTRY

Definition, Section 2 (J)

“Personal Service Industry” means any industry, business or establishment operated for the purpose of rendering, directly or indirectly, any service, operation or process used or useful in the care, cleansing or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health, including but not limited to, beauty salons, schools of beauty culture offering beauty care to the public for a fee, barber shops, bath and massage parlors, physical conditioning, weight control salons, health clubs, and mortuaries.

Barbershops
Bath parlors
Beauty shops
Body building gymnasium, facility
Funeral parlors
Gymnasiums, body building
Health clubs
Massage parlors
Mortuaries
Physical conditioning centers
Schools of beauty culture offering beauty care to the public for a fee (students are exempt)
Sun tanning parlors
Weight control salons

Order 3 – CANNING, FREEZING, AND PRESERVING INDUSTRY

Definition, Section 2(B)

“Canning, Freezing, and Preserving Industry” means any industry, business or establishment operated for the purpose of canning soups, or of cooking, canning, curing, freezing, pickling, salting, bottling, preserving, or otherwise processing any fruits or vegetables, seafood, meat, poultry, or rabbit product, when the purpose of such processing is the preservation of the product and includes all operations incidental thereto.

Canned pet food
Canned soups, stews, hash, etc.
Canning: fish, fruit, meat, poultry, rabbit, vegetables
Fish; canning, freezing
Freezing: fish, fruit, meat, poultry, rabbit, vegetables
Fruit; canning, freezing
Fruit jellies and preserves
Hash, canned
Juice concentrates
Meat: canning, freezing
Pet foods, canned
Poultry: canning, freezing
Rabbit: canning, freezing
Vegetables: canning, freezing

Order 4 – PROFESSIONAL, TECHNICAL, CLERICAL, MECHANICAL and SIMILAR OCCUPATIONS

Definition, Section 2(O)

“Professional, Technical, Clerical, Mechanical and Similar Occupations” includes professional, semiprofessional, managerial, supervisory, laboratory, research, technical, clerical, office work, and mechanical occupations. Said occupations shall include, but not be limited to, the following: accountants; agents; appraisers; artists; attendants; audio-visual technicians; bookkeepers; bundlers; billposters; canvassers; carriers; cashiers; checkers; clerks; collectors; communications and sound technicians; compilers; copy holders; copy readers; copy writers; computer programmers and operators; demonstrators and display representatives; dispatchers; distributors; door-keepers; drafters; elevator operators; estimators; editors; graphic arts technicians; guards; guides; hosts; inspectors; installers; instructors; interviewers; investigators; librarians; laboratory workers; machine operators; mechanics; mailers; messengers; medical and dental technicians and technologists; models; nurses; packagers; photographers; porters and cleaners; process servers; printers; proof readers; sales persons and sales agents; secretaries; sign erectors; sign painters; social workers; solicitors; statisticians; stenographers; teachers; telephone, radio-telephone, telegraph and call-out operators; tellers; ticket agents; tracers; typists; vehicle operators; x-ray technicians; their assistants and other related occupations listed as professional, semiprofessional, technical, clerical, mechanical, and kindred occupations.

Use of the asterisk (*) in the following list indicates Order 4, an occupational order, covers the named and related occupations *only* when they are not covered by an industry order. They type of business determines the industry order.

- *Accountants
- Accounting firms
- Advertising agencies
- *Agents
- *Agronomist
- Animal care services, no overnight shelter or feeding provided (see Order 5, when overnight shelter or feeding are provided)
- *Appraisers
- Architectural offices
- *Artists
- Associations, business (Chamber of Commerce, retailers’ associations, etc.)
- Athletic agents
- *Attendants
- Attorney offices
- *Audio-visual technicians
- Banks
- *Billposters
- Boats, office and support personnel
- *Bookkeeper
- *Bundlers
- Business Associations (Chamber of Commerce, retailers’ associations, etc.)
- Business services
- Cable TV service and installation
- *Call-out operators
- *Canvassers
- *Carriers
- *Cashiers

Cemeteries
 Charitable agencies (non-profit)
 *Checkers
 Checkrooms
 Churches
 *Cleaners and porters
 *Clerks
 Collection agencies
 *Collectors
 Colleges, private, no board or lodging
 Commercial fishing boats, office and support personnel
 Commercial photography (except in motion picture industry, see Order 12)
 Communications firms
 *Communications technicians
 *Compilers
 *Computer operators, programmers
 Construction, office and support personnel
 Contractors, office and support personnel
 *Copyholders
 *Copyreaders
 *Copywriters
 Credit agencies
 Credit unions
 Crop dusting, office and support personnel
 Dance schools, studios
 Day care centers, no board or lodging provided
 *Demonstrators
 Dental offices
 *Dental technicians and technologists
 Detective agencies, protective and investigative
 Direct mail advertising and service
 *Display representatives
 *Dispatchers
 Doctors' offices
 *Drafters
 *Drivers (vehicle)
 Dumps/landfills
 *Editors
 *Elevator operators
 Employment agencies
 Engineering firms
 *Estimators
 Farm clerical and technical personnel when not covered by Order 14 or industry order
 Farm labor contractors
 Finance companies
 Fishing boats (commercial) office and support personnel
 Geophysical exploration
 *Graphic arts technicians
 *Guards
 *Guides
 Hazardous materials cleanup and handling when contractor's license not required (when contractor's license
 required, see Order 16)
 *Horticulturist
 *Hosts, hostesses
 *Inspectors
 *Installers when contractor's license not required (when contractor's license
 required, see Order 16)
 *Instructors
 Insurance companies
 Internet service providers
 *Interviewers
 *Investigators
 Investment houses

Laboratories (independent research, testing, etc.)
 *Laboratory workers
 Labor contractors (office and support personnel)
 Labor unions
 Landfills/dumps
 Legal firms
 *Librarians
 Libraries
 Loan offices
 Logging, office and support personnel
 *Machine operator
 *Mailers
 *Mechanics
 Medical clinics (apart from hospitals)
 *Medical technicians and technologists
 Mining, office and support personnel
 *Models
 Nonprofit organizations (charitable, social agencies)
 *Nurses
 Oculist offices
 *Packagers
 Painting contractors, office and support personnel
 *Photographers
 Photography, commercial
 *Porters and cleaners
 Portrait studios
 *Printers
 Private schools, universities, colleges, no board or lodging provided (when board or lodging are provided, see Order 5)
 *Process servers
 Professional offices (architects, attorneys, doctors, dentists, engineers)
 *Programmers, computer
 *Proofreaders
 Protective agencies
 Public/private utilities, water, natural gas, telephone (for electrical utilities, see Order 1)
 Public works, office and support personnel
 *Radiotelephone operators
 Real estate offices (brokerage only; see also Order 5)
 Recycling centers, non-processing
 Repossession agencies
 Research and development
 *Sales agents
 *Salespersons
 Savings and loan
 Schools, private, no board or lodging provided (when board or lodging are provided, see Order 5)
 *Secretaries
 *Security guards
 Security guard service
 Shopping services
 *Sign erectors
 *Sign painters
 Social agencies
 *Social workers
 *Solicitors
 *Sound technicians
 *Statisticians
 *Stenographers
 Stock brokerage firms
 Talent agents
 Tax Consultants
 *Teachers
 *Telegraph operators
 Telephone/Telegraph companies (includes cell/wireless phone service)
 Telephone answering service

*Telephone operators
*Tellers
Temporary employment agencies
*Ticket agents
*Tracers
Travel agencies
*Truck drivers
*Typists
Universities, private, no board or lodging provided (when board or lodging are provided, see Order 5)
*Vehicle operators
Veterinary service, no overnight shelter or feeding provided (when overnight shelter or feeding are provided, see Order 5)
Water and oil well drilling and servicing firms, office and support personnel
*X-ray technicians

Use of the asterisk (*) in the following list indicates Order 4, an occupational order, covers the named and related occupations *only* when they are not covered by an industry order. They type of business determines the industry order.

Order 5 – PUBLIC HOUSEKEEPING INDUSTRY

Definition, Section 2(P)

“Public Housekeeping Industry” means any industry, business, or establishment, which provides meals, housing, or maintenance, services whether operated as a primary business or when incidental to other operations in an establishment not covered by an industry order of the Commission, and includes, but is not limited to the following:

- (1) Restaurants, nightclubs, taverns, bars, cocktail lounges, lunch counters, cafeterias, boarding houses, clubs, and all similar establishments where food in either solid or liquid form is prepared and served to be consumed on the premises;
- (2) Catering, banquet, box lunch service, and similar establishments, which prepare food for consumption on or off the premises;
- (3) Hotel, motels, apartment houses, rooming houses, camps, clubs, trailer parks, office or loft buildings, and similar establishments offering rental of living, business or commercial quarters;
- (4) Hospitals, sanitariums, rest homes, child nurseries, child care institutions, homes for the aged, and similar establishments offering board or lodging in addition to medical, surgical, nursing, convalescent, aged or child care.
- (5) Private schools, colleges, or universities, and similar establishments which provide board or lodging in addition to educational facilities;
- (6) Establishments contracting for development, maintenance or cleaning of grounds; maintenance or cleaning of facilities and/or quarters of commercial units and living units; and
- (7) Establishments providing veterinary or other animal care services.

Animal care services with overnight shelter or feeding (when no overnight shelter or feeding are provided, see Order 4)

Animal sanctuaries/shelters with overnight shelter or feeding (when no overnight shelter or Feeding are provided, see Order 4)

Apartment houses

Bakeries, with tables for patrons' use

Banquet service

Bars

Boarding and care homes for the aged

Boarding houses

Box lunch services

Cafeterias

Camps, day

Camps, organized

Catering service

Childcare institutions

Child nurseries

Cleaning of facilities, grounds, commercial units, living units

Cocktail lounges

Colleges, private with board or lodging

Commissaries

Convalescent hospitals

Cookhouses in lumber camps

Day camps

Day care centers that provide board or lodging

Development of grounds

Donut shops, with tables for patrons' use (if no tables are provided for patrons' use, see Order 7)

Drinking places

Dude ranch

Eating-places

Farm labor camps with board or lodging

Fraternity houses

Homes for the aged

Hospitals, including convalescent

Hotels

Ice cream store, with tables for patrons' use

Janitorial service

Landscaping (except initial earth moving and cement work, see Order 16)

Loft or office buildings

Logging camps with board or lodging

Lunch counters

Lunch wagons

Maintenance of grounds, facilities, quarters of commercial units and living units

Mini-storage not connected with transportation firm (if connected with a transportation firm, see Order 9)

Motels

Nightclubs, if food or drink is served incidental to main business of offering entertainment (if main business is serving food or drink, See Order 10)

Nurseries, child

Office and loft buildings

Organized camps

Pest control

Pre-schools

Property management

Real estate offices, if business includes property management

Restaurants

Rest homes

Sanitariums

School, private, with board or lodging

Sewer/septic cleaning

Sorority houses
Stables, with board and care
Storage, mini, not connected with transportation firm (if connected with a transportation firm, see Order 9)
Taverns
Termite control
Trailer parks
Tree service firms
Universities, private, with board or lodging
Veterinary service that provides overnight shelter or feeding

Note: Order 5 covers all classifications of employees in an Order 5 business, such as a hospital, whether they assist patients, clean rooms, do laundry, drive, keep books, etc. This is also true of other industry orders.

Order 6 – LAUNDRY, LINEN SUPPLY, DRY CLEANING AND DYEING INDUSTRY

Definition, Section 2(H)

“Laundry, Linen Supply, Dry Cleaning and Dyeing Industry” means any industry, business or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, storing, fumigating, mothproofing, or other processes incidental thereto, on articles of fabrics of any kind, including but not limited to clothing, hats, drapery, rugs, curtains, linens, household furnishings, textiles, furs, or leather goods; and includes self-service laundries, self-service dry cleaning establishments, and the collection, distribution, storage, sale or resale at retail or wholesale of the foregoing services.

Carpet cleaning service, including in-home
Diaper service, if laundering included (if laundered elsewhere, see Order 7)
Drapery cleaning service, including in-home
Dry cleaning, including self-service
Dyeing plants
Laundries, including self-service
Laundromats
Linen supply, if laundering included
Rental of uniforms, if laundering/cleaning included (if laundering/cleaning not included, see Order 7)
Self-service laundries/dry cleaners
Uniform rentals, if laundering/cleaning included (if laundering/cleaning not included, see Order 7)

Order 7 – MERCANTILE INDUSTRY

Definition, Section 2(H)

“Mercantile Industry” means any industry, business, or establishment operated for the purpose of purchasing, selling or distributing goods or commodities at wholesale or retail; or for the purpose of renting goods or commodities.

Antique Stores, retail/wholesale
Auction houses
Bakeries, retail, if no tables for patrons’ use (if bakery has tables for patrons’ use, see Order 5)
Building materials, retail/wholesale
Commodity agents and brokers
Commodity rentals
Costume rental
Diaper service, if laundered elsewhere (if laundering included, see Order 6)
Donut shops, if no tables for patrons’ use (if shop has tables for patrons’ use, see Order 5)
Equipment rentals (except vehicles, see Order 9)
Flea markets
Florists, retail/wholesale
Gas stations (with or without car washes or garages)
Hardware stores, retail/wholesale
Ice cream stores, if no tables are provided for patrons’ use
Import-export, retail/wholesale
Irrigation systems (sales)
Linen supply, if laundering not included (if laundering included, see Order 6)
Mail order houses, retail/wholesale
Nurseries, horticultural (main purpose selling)
Optician (except manufacturer, see Order 1)
Rental of commodities and goods
Rental of equipment (except vehicles, see Order 9)
Rental of uniforms, if laundering/cleaning not included (if laundering included, see Order 6)
Retail stores
Rummage sales
Solar equipment (sales)
Telephone soliciting
Thrift shops
Uniform rentals, if laundering/cleaning not included (if laundering included, see Order 6)
Wholesale houses

Note: A retail store operating incidentally as part of another business; such as a gift shop operated by a hotel or hospital, is covered by the industry order applicable to the main business, i.e., the hotel or hospital (Order 5). A retail store operating on the premises of another business where the retail store is neither owned nor operated by the other business is covered by the industry order applicable to its type of business, which in this example, a retail store, is Order 7. A separate establishment under a distinctly separate organization, such as a telephone equipment store under the sales division of a telephone company, would be under Order 7, and not under Order 4, the order applicable to the telephone company. Each such situation must be analyzed on a case-by-case basis, as it depends upon the particular facts of the situation.

Order 8 – INDUSTRIES HANDLING PRODUCTS AFTER HARVEST

Definition, Section 2(H)

“Industries Handling Products After Harvest” means any industry, business or establishment operated for the purpose of grading, sorting, cleaning, drying, cooling, icing, dehydrating, cracking, shelling, candling, separating, slaughtering, picking, plucking, shucking, pasteurizing, fermenting, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy product for distribution, and includes all the operations incidental thereto.

Beet sugar mills
Citrus and deciduous fruit packing
Cooperatives (farmers’) for warehousing, grading, packing, cooling, etc.
Cotton gins
Dairies (which process milk commercially)
Deciduous and citrus fruit packing
Dried fruit processing
Drying vegetables and fruit
Egg candling and packing
Egg processing (washing, grading and bulk packing any eggs other than farmer’s own)
Feed mills (commercial)
Fresh vegetable and fruit packing
Fruit drying
Fruit (fresh) packing
Ice cream (made from whole milk as first processing)
Meat slaughtering (commercial packing house)
Moving packing plant (operator brings rig into field, works on farmer’s crop on same basis as a commercial packing house)
Nut hulling, cracking, shelling, sorting and hauling
Olive oil
Packing fresh vegetables and fruit
Packing plant, moving (operator brings rig into field, works on farmer’s crop on same basis as a commercial packing house)
Potato grading, sorting and bagging
Poultry processing, commercial packing house
Rice drying (commercial)
Sausage making (at point of first processing)
Slaughtering meat (commercial packing house)
Sugar (beet) mills
Sugar or syrup directly from sugar cane
Vegetable drying
Vegetables (fresh) packing

Note: A grower who processes the product of any other employer is engaged in a “commercial” operation. Most of the operations listed here if done by the grower on his or her own crop would be under Order 13, but the grinding and mixing of feed exclusively for the employer’s own use would be part of the care of farm animals under Order 14, even if done mechanically in a separate building (the grower’s own “feed mill”). All beet sugar mill operations are under Order 8, but cane sugar refining from purchased raw sugar or syrup (typical of the industry in California) is under Order 1. The production of sugar or syrup directly from sugar cane would be under Order 8. A firm in the business of making sausage or cold cuts from purchased cuts of meat would be manufacturing under Order 1.

Order 9 – TRANSPORTATION INDUSTRY

Definition, Section 2(N)

“Transportation Industry” means any industry, business or establishment operated for the purpose of conveying persons or property from one place to another whether by rail, highway, air or water, and all operations and services in connection therewith; and also includes storing or warehousing of goods or property, and the repairing, parking, rental, maintenance, or cleaning of vehicles.

Airlines
Ambulance service
Armored car service
Boat rentals
Boats, cruise, ferry
Bus lines
Buses, tour
Car loading
Car rentals
Car washes, when not in retail business
Courier service
Cruise boats
Express and parcel delivery companies
Ferryboats
Garages, repair (except when operated by vehicle dealer or gas station, see Order 7)
Garages, storage
Garbage collectors
Limousine service
Logging trucks, commercial (for on-site logging, see Order 16)
Maintenance of vehicles, e.g., garages, car washes, etc., if not connected with gas station or vehicle dealer (if connected with gas station or vehicle dealer, See Order 7)
Mini-storage connected with a transportation firm (if not connected with a transportation firm, see Order 5)
Moving and storage warehousing (of commodities moved)
Parcel delivery service
Parking lots
Railways
Rental of vehicles (cars, trucks, boats, ships, airplanes)
Repairs to vehicles (except when operated by vehicle dealer or gas station, see Order 7)
Ship rental
Ship repair
Stevedoring
Storage and moving warehouse (of commodities moved)
Storage garages
Taxi service, including water taxis
Tire aligning and balancing companies
Tour buses, companies
Tow companies
Transportation companies
Trucking, including commercial trucking of farm products
Truck rental
Vehicle rental, including boats and ships
Vehicle repairs (except when operated by vehicle dealer or gas station, see Order 7)
Warehousing and storage (of commodities moved)
Water taxi service

Note: Many kinds of industries employ people to operate and maintain vehicles and warehouses; transportation companies under Order 9 have that as their main purpose. A hotel employee who drives a van is under Order 5; a mechanic employed by a retail chain is under Order 7; a mini-storage facility not connected with a transportation firm is under Order 5; the building of vehicles, including ships, is under Order 1; a farm employee who delivers farm products to the first point of distribution is under Order 14, but a trucking company which is in the business of trucking mostly farm products is under Order 9; employees who balance and align tires are under Order 9, if their employer is in the business of providing that service but under Order 7 if their employer is basically in the business of selling tires.

Order 10 – AMUSEMENT AND RECREATION INDUSTRY

Definition, Section 2(A)

“Amusement and Recreation Industry” means any industry, business or establishment operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to theaters, dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, amusement parks, athletic fields, swimming pools, gymnasiums, gold courses, tennis courts, carnivals, and wired music studios.

Academies, riding
Amusement parks
Arena/auditoriums (multipurpose)
Aquariums
Athletic fields
Ballooning
Billiard parlors
Bingo parlors, games
Boating, golf, tennis, etc., clubs
Boats, charter fishing
Botanical Gardens
Bowling alleys
Card rooms
Carnivals
Casinos
Charter fishing boats
Clubs; golf, tennis, boating, etc. (also see Order 5)
Dance halls
Fishing: charter boats, party boats, recreational fishing lakes
Game rooms
Golf courses
Golf, tennis, boating, etc., clubs
Gymnasiums, spectator or participatory sports
Ice skating rinks
Music festival, opera and symphony organizations
Music groups and orchestras
Nightclubs, entertainment is primary purpose (if food or drink is served other than incidentally, see Order 5)
Opera, symphony and music festival organizations
Orchestras and other music groups
Penny arcades
Racetracks
Racing stables
Riding academies, stables
Rodeos
Roller skating rinks

Ski facilities
Ski lifts
Stables, riding academies (primarily recreational), racing
Swimming pools
Symphony, music festival and opera organizations
Tennis courts
Theaters
Theatrical companies
Wired music studios
Zoos

Note: The gymnasiums under Order 10 are those used primarily for spectator or participatory sports and are different from the establishments offering bodybuilding or weight control facilities under Order 2. Musicians may be employed directly by restaurants or hotels under Order 5; by symphony or opera organizations under Order 10; or, in a group which shares receipts, by a leader who can hire or fire them and command more than an equal share of the fees paid for the group's services under Order 10. Food service may be provided incidentally by a firm whose main business is offering entertainment, as in a theater, bowling alley, nightclub or golf club without affecting the classification under Order 10. But a golf club with a public dining room not operated by the golf club (separate ownership or leased from the golf club) is operating a restaurant, and the restaurant employees are covered under the provisions of Order 5.

Order 11 – BROADCASTING INDUSTRY

Definition, Section 2(B)

“Broadcasting Industry” means any industry, business or establishment operated for the purpose of broadcasting or taping and broadcasting programs through the medium of radio or television.

Broadcasting and taping (sound or video)
Radio broadcasting
TV broadcasting

Note: The production of motion pictures on videotapes for a purpose other than broadcasting usually falls under Order 12 (see note following Order 12). If the company both tapes and broadcasts, as in a TV news show, the taping is under Order 11, but if the broadcaster contracts with another firm for the production of a video tape, the taping is an Order 12 operation. Most cable TV companies are in the business primarily for the purpose of selling and providing a communications service and are under Order 4.

Order 12 – MOTION PICTURE INDUSTRY

Definition, Section 2(K)

“Motion Picture Industry” mean any industry, business or establishment operated for the purpose of motion picture or television film production, or primarily allied with theatrical or television, motion picture productions, including but not limited to motion pictures for entertainment, commercial, religious or educational purposes, whether made by film, tape, or otherwise.

Advertising films, production of
Casting bureaus, motion picture industry
Commercial motion picture production
Distribution of motion pictures to theaters or television
Educational motion pictures, production and distribution
Film, developing and printing, motion picture production
Film libraries, motion picture production
Film production, television
Films, advertising, production of
Libraries, film, motion picture production
Motion picture production, casting bureaus
Motion picture production, theatrical and non-theatrical (commercial, education, religious, etc.)
Motion picture, distribution to theaters and television
Non-theatrical motion picture production (commercial, education, religious, etc.)
Property or wardrobe rental, motion picture production
Religious motion picture production
Rental of property, wardrobe, motion picture production
Television advertising films (production)
Television film production
Theatrical motion picture production
TV advertising films (production)
TV film production
Video production companies producing tapes for industrial, training, or other purposes (but if reproducing the tapes, see Order 1)
Wardrobe or property rental, motion picture industry

Note: A firm producing motion picture programs on videotape for corporate customers would be under Order 12, even if it made and distributed copies; but a firm whose main business is to reproduce tapes (i.e., manufacture them) for wholesale and retail trade would be under Order 1. If video production is incidental to the employer’s main business (i.e., a function of the promotional office of an industrial or financial corporation) the order covering the main business would apply.

Order 13 – INDUSTRIES PREPARING AGRICULTURAL PRODUCTS FOR MARKET, ON THE FARM

Definition, Section 2(H)

“Industries Preparing Agricultural Products for Market, on the Farm” means any operation performed in a permanently fixed structure or establishment on the farm or on a moving packing plant on the farm for the purpose of preparing agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy products for market when such operations are done on the premises owned or operated by the same employer who produced the products referred to herein and includes all operations incidental thereto.

Agricultural commodities, packing and processing, on grower’s own land and crops
Dairies (which process own products on farm)
Egg processing and packing for distribution (if it includes candling)
Meat slaughtering (when done on grower’s own product)
Moving packing plant, processing grower’s own crop on grower’s own land
Nut hulling, cracking, shelling, sorting and hauling
Packing and processing agricultural commodities on grower’s own land and crops
Packing plant (moving) processing grower’s own crop on grower’s own land
Packing shed (permanent) processing grower’s own crop on grower’s own land
Poultry processing, when done on grower’s own product
Slaughtering meat (when done on grower’s own land and product)

Note: If the grower’s packing or processing operation handles the product of any other employer, even “a little for a neighbor”, it is a commercial operation under Order 8. Conversely, almost everything done under Order 8 is an Order 13 operation when performed only on the farm employer’s own crop or animal product, but there are rare exceptions; rice drying, for example, is Order 14 or Order 8. If an employee is working under Order 13 and 14, the applicable order for overtime purposes would relate to the activity in which the person was engaged at the time of the overtime was worked.

Order 14 – AGRICULTURAL OCCUPATIONS

Definition, Section 2(D)

“Employed in an agricultural occupation”, means any of the following described occupations:

- (1) The preparation, care, and treatment of farm land, pipeline, or ditches, including leveling for agricultural purposes, plowing, disking, and fertilizing the soil;
- (2) The sowing and planting of any agricultural or horticultural commodity;
- (3) The care of any agricultural or horticultural commodity, as used in this subdivision, “care” includes, but is not limited to, cultivation, irrigation, weed control, thinning, heating, pruning, or tying, fumigating, spraying, and dusting;
- (4) The harvesting of any agricultural or horticultural commodity, including but not limited to, picking, threshing, mowing, knocking off, field chopping, bunching, baling, balling, field packing, and placing in field containers or in the vehicle in which the commodity will be hauled, and transportation on the farm or to a place of first processing or distribution;
- (5) The assembly and storage of any agricultural or horticultural commodity, including but not limited to, loading, road siding, banking, stacking, binding, and piling;
- (6) The raising, feeding and management of livestock, fur bearing animals, poultry, fish, mollusks, and insects, including but not limited to herding, housing, hatching, milking, shearing, handling eggs, and extracting honey;
- (7) The harvesting of fish, as defined by Section 45 of the Fish and Game Code, for commercial sale;
- (8) The conservation, improvement or maintenance of such farm and its tools and equipment;

Agricultural workers
Agronomist
Apiary
Bee hives
Chemical application (on-site agriculture)
Chicken debeaking
Cowboy/Cowgirl
Crop dusting (on-site activities)
Dairies (no processing except cooling)
Egg handling (if no candling is done)
Farm laborers
Fish hatcheries
Harvesting machines, tomato and grain

Hatcheries, commercial
Hatcheries, fish
Hives, bee
Irrigation districts
Irrigators
Milk tester (employed by agricultural employer)
Nurseries, horticultural (primarily a growing operation)
Oyster farms
Ranch hands
Shepherds
Tomato and grain harvesting machines
Tree farms (growing but not logging)
Trout farms, hatcheries
Wranglers

Note: Order 14 occupations generally include all growing occupations up through harvesting, including field packing, loading on trucks, and delivery by farm employees to the point of first processing or distribution (if a farmer has a packing plant, employees who transport products to any point off the farm are under Order 13). Employees directly engaged in the on-farm application of chemicals by a commercial agricultural service are under Order 14, but other employees of a company which is also in the business of selling chemicals are under Order 7; if the firm only contracts to apply the grower's materials or facilitates obtaining chemicals only incidentally, its non-farm employees are under the applicable occupation or industry order.

If during a workday/workweek an employee is working under both Order 13 *and* 14, the applicable order for overtime purposes would relate to the activity in which the person was engaged at the time the overtime was worked.

If the nature of the farm is the growing of timber, including Christmas trees, for commercial purposes and the harvesting requires a timber operator's license pursuant to California Public Resources Code §§4571, 4586, the logging is covered under Order 16.

Order 15 – HOUSEHOLD OCCUPATIONS

Definition, Section 2(I)

“Household Occupations” means all services related to the care of persons or maintenance of a private household or its premises by an employee of a private householder. Said occupations shall include, but not be limited to, the following: butlers, chauffeurs, companions, cooks, day workers, gardeners, graduate nurses, grooms, house cleaners, housekeepers, maids, practical nurses, tutors, valets, and other similar occupations.

Persons employed in such occupations by any employer other than the private householder are covered by some other order.

Note: Personal attendants are only covered by Sections 1, 2, 4, 10 and 15 or Order 15. A personal attendant includes babysitters and means “any person employed by a private householder or by any third party employer recognized in the health care industry to work in a private household, to supervise, feed, or dress a child or person who by reason of advanced age, physical disability or mental deficiency needs supervision. The status of “personal attendant” shall not apply when no significant amount of work other than the foregoing is required. The phrase “no significant amount of work other than the foregoing” in the definition means not more than twenty percent (20%) of the work time. Usually, such “other work” involves housekeeping duties such as making beds, preparing meals, washing clothes, and other similar services. It should be noted that practical nurses and companions are explicitly covered by Order 15 and may not be exempted as personal attendants even though many of their duties are the same. Any worker who regularly gives medication or takes temperatures or pulse or respiratory rate, regardless of the amount of time such duties take, falls within some classification of nurse, licensed or unlicensed.

Order 16 - OCCUPATIONS IN THE CONSTRUCTION, DRILLING, LOGGING AND MINING INDUSTRIES

Definition, Section 2(C)

“Construction occupations” mean all job classifications associated with construction, including, but not limited to, work involving alteration, demolition, building, excavation, renovation, remodeling, maintenance, improvement and repair work by the California Business and Professions Code, Division 3, Chapter 9, §§7025 *et seq.*, and any other similar, or related occupations or trades.

Bricklayers/tenders
Carpenters
Carpet installers
Cement masons
Drywall installer/finisher
Electricians
Flag person
Framers
Glaziers
Hazardous material cleanup and handling (when contractor’s license required)
Hod carriers
Iron workers
Laborers, construction

Landscape installers
Marble/granite/slate installer/finisher (natural or synthetic)
Mechanics (equipment)
Operating engineers
Painters
Plasterers
Plumbers
Roofers
Sheet metal workers
Slurry seal workers
Steel erectors
Stonemason and tenders
Surveyors
Teamsters (when working on-site)
Telecommunication workers
Tile setters and finishers
Welders

Order 16 covers the preceding listed crafts when the worker is participating in on-site construction activities. However, there may be situations where a worker is covered under another industry order if he or she is involved in fabrication (manufacturing industry).

Definition, Section 2(E)

“Drilling occupations” mean all job classifications associated with the exploration or extraction of oil, gas, or water resources work, including but not limited to, the installation, establishment, reworking, maintenance or repair of wells and pumps by boring, drilling, excavating, casting, cementing and cleaning for the extraction or conveyance of fluids such as water, steam, gases, or petroleum.

Derrickman (Derrick person)
Driller
Electrician
Field mechanic
Floor hand – motorman
Floor hand (roughneck)
Lubeman (Lube person)
Mechanic
Operator
Pipe racker
Reservoir engineer
Reliability specialist
Rig operator (sometimes referred to as “head well puller”)
Rig supervisor
Roughneck (Floor hand)
Tool-pusher
Welder
Well puller

Definition, Section 2(K)

“Logging occupations” mean any work for which a timber operator’s license is required pursuant to California Public Resources Code §§4571, 4586, including the cutting or

removal, or both, of timber or other solid wood forest products, including Christmas trees from timberlands for commercial purposes, together with all the work that is incidental thereto, including but not limited to, construction and maintenance of roads, fuel breaks, firebreaks, stream crossings, landings, skid trails, beds for the falling of trees, and fire hazard abatement.

Choker setters
Equipment operators
Fallers
Forester
Skidders
Water truck drivers

Definition, Section 2(L)

“Mining occupations” mean miners, and other associated and related occupations (not covered by Labor Code Section *et seq.*) required to engage in excavation or operations above or below ground including work in mines, quarries, or open pits used for the purposes of exploration or extraction of non-metallic minerals and ores, coal, and building materials, such as stone, gravel and rock, or other materials intended for manufacture or sale, whether paid on a time, piece rate, commission, or other basis.

Batch plant laborer
Blaster
Bull gang mucker
Cable tender
Change houseman
Chemical grout operator
Cherry picker operator
Chuck tender
Coal worker
Dredge operator
Driller
Dump person
Flume maker
Grout gun operator
Grout mix operator
Grout pump operator
Jackleg miner
Jumbo person
Kemper
Miner
Nozzle person
Nipper
Pneumatic vibrator operator
Pot tender
Powderman
Primer person
Raiser/Setter
Rodders (concrete crew)
Sandblaster
Shotcrete operator
Spiral runner

Spreaders (concrete crew)
Stone grinder
Swamper (Brakeman and Switchman on tunnel work)
Timber person
Tool person
Track person
Tunnel concrete finisher
Tunnel materials handler

Order 17 – MISCELLANEOUS EMPLOYEES

Applicability of Order.

Section 1(A) Any industry or occupation not previously covered by, and all employees not specifically exempted in, the Commission's Wage Orders in effect in 1997, or otherwise exempted by law, are covered by this order.

Currently the Division of Labor Standards Enforcement has not identified any occupations that meet the definition of "miscellaneous employees" in Industrial Welfare Commission Order 17-2001.

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	Boats, commercial fishing, office and support personnel	4
	Boats, commercial fishing, on-site activities	10 and 14
	Boats, commercial passenger fishing (crew member)	10
	Boats, cruise, ferry	9
	Body building gymnasium, facility	2
	Book and magazine publishers	1
*	Bookkeepers	4
	Bottling soft drinks	1
	Bowling alleys	10
	Box lunch service	5
	Breweries	1
	Bricklayer/tender (construction)	16
	Broadcasting and taping (sound or video)	11
	Broadcasting, radio or TV	11
	Building materials, retail or wholesale	7
	Bull gang mucker (mining)	16
*	Bundlers	4
	Bureaus, casting, motion picture industry	12
	Business associations (homeowners, retailers associations, Chamber of Commerce, etc.)	4
	Business services	4
	Bus lines	9
	Buses, tour	9
	-C-	
	Cabletender (mining)	16
	Cable TV service and installation	4
	Cafeterias	5
	Call offices (for laundry/dry cleaning pickup)	6
*	Call out operators	4
	Camps, day	5
	Camps, organized	5
	Candy, (food processing)	1
	Cane sugar refining (of purchased raw sugar or syrup)	1
	Canned pet food	3
	Canned soup, stews, hash, etc.	3
	Canned fish, fruit, meat, poultry, rabbit, vegetables	3
*	Canvassers	4
	Card rooms	10
	Car loading	9
	Carnivals	10
†	Carnival (traveling) operators (full-time) <i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Order 10 are applicable; exempt from all other provisions of Order 10	10
	Carpenter (construction)	16
	Carpet cleaning service, including in-home	6
	Carpet installers (construction)	16
	Car rentals	9
*	Carriers	4
	Car washes (when not in retail business)	9
*	Cashiers	4
	Casinos	10
	Casting bureaus (motion picture industry)	12
	Catering service	5

	Cement (ready mix)	1
	Cement masons (construction)	16
	Cemeteries	5
	Ceramics	1
†	Certified public accountants – exempt from Sections 3-12, Orders 1-13, 15 and 16	-
	Changehouseman (mining)	16
	Charitable agencies (non-profit)	4
	Charter fishing boats	10
*	Checkers	4
	Checkrooms	4
	Chemical applications (on-site agriculture)	14
	Chemical grout operator (mining)	16
	Cherry picker operator	16
	Chicken debeaking	14
	Child care institutions	5
	Child nurseries	5
	Choker setters (logging)	16
	Chuck tender (mining)	16
	Churches	4
††	Citrus and deciduous fruit packing	8 or 13
	Citrus by-products (food processing)	1
*	Cleaners and porters	4
	Cleaning of facilities, grounds, commercial units, living units	5
*	Clerks	4
	Clubs (golf, etc.) operating public eating facilities	5
	Clubs: golf, tennis, boating, etc. (also see Order 5)	10
	Clubs offering rental of living, business or commercial quarters	5
	Clubs preparing and serving food, solid or liquid, consumed on premises	5
	Coal worker (mining)	16
	Coating lumber products	1
	Cocktail lounges	5
	Collection agencies	4
*	Collectors	4
	Colleges, private, no boarding or lodging	4
	Colleges, private, with boarding or lodging	5
	Commercial fishing boats, office and support personnel	4
	Commercial fishing boats, on-site activities	10 and 14
	Commercial passenger fishing boats (crew member)	10
	Commercial motion picture production	12
	Commercial photography (except in motion picture industry, see Order 12)	4
	Commodity agents and brokers	7
	Commodity rentals	7
	Communication equipment manufacturing	1
	Communication firms	4
*	Communication technicians	4
*	Compilers	4
*	Computer operators, programmers	4
	Concrete (ready-mix)	1
	Construction, office and support personnel	4
	Construction, on-site activities	16
	Contractors, office and support personnel	4
	Contractors, on-site activities	16
	Convalescent hospitals	5
	Cook houses in lumber camps (if part of lumber company operation)	16
	Cook houses in lumber camps (if separate employer)	5
	Cook traveling with farm workers	5
	Cooperatives (farmers') for warehousing, grading, packing, etc.	8
*	Copy holders	4
	Copy making service	1
*	Copy readers	4

*	Copy writers	4
††	Cotton gins	8 or 13
	Cotton seed oil (food processing)	1
	Courier service	9
	Credit agencies	4
	Credit unions	4
	Crop dusting, office and support personnel	4
	Crop dusting, on-site activities	14
	Cruise boats	9
	-D-	
	Dairies (no processing except cooling)	14
	Dairies (which process milk commercially)	8
	Dairies (which process own products on the farm)	13
	Dance halls	10
	Dance schools, studios	4
	Day camps	5
	Day care centers (no board or lodging)	4
	Day care centers (with board or lodging)	5
††	Deciduous and citrus fruit packing	8 or 13
	Dehydrated soups and mixes (food processing)	1
*	Demonstrators	4
	Dental laboratories	1
	Dental offices	4
*	Dental technicians and technologists	4
†	Dentists – exempt from Sections 3-12, Orders 1-13, 15 and 16	-
	Derrickman (Derrick person) (drilling)	16
	Detective agencies, protective and investigative	4
	Developing, printing or editing of film (except motion picture industry, see Order 12)	1
	Development of grounds	5
	Diaper service (if laundered elsewhere)	7
	Diaper service (if laundering included)	6
	Direct mail advertising and service	4
*	Display representatives	4
*	Dispatchers	4
	Distribution of motion pictures to theaters or television	12
†	Doctors/medical offices – exempt from Section 3-12, Orders 1-13, 15 and 16	-
	Doctors offices	4
	Donut shops (no tables for patrons' use)	7
	Donut shops (with tables for patrons' use)	5
*	Drafters	4
	Drapery cleaning service, including in-home	6
	Dredge operator (mining)	16
††	Dried fruit processing	8 or 13
	Driller (drilling and mining)	16
	Drinking places	5
*	Drivers (vehicle)	4
	Drug stores	7
	Dry cleaning (including self-serve)	6
††	Drying fruits or vegetables	8 or 13
	Drywall installer/finisher (construction)	16
	Dude or guest ranch	10
	Dump person (mining)	16
	Dumps/landfill	4
	Dyeing plants	6
	-E-	
	Eating places	5
*	Editors	4
	Education motion pictures, production and distribution	12

††	Eggs	8, 13, or 14
	Electrician (construction)	16
	Electronic productions, manufacturing	1
*	Elevator operators	4
	Employment agencies	4
	Engineering firms	4
†	Engineers – exempt from Section 3-12, Orders 1-13, 15 and 16	-
	Equipment operators (construction and logging)	16
	Equipment rentals (except vehicles, see Order 9)	7
*	Estimators	4
	Express and parcel delivery	9
	-F-	
	Fallers (logging)	16
	Farm labor camps (with board or lodging)	5
	Farm labor contractor (if employer of farm workers)	14
	Farm labor contractor, office and support personnel	4
	Feed mills, commercial	8
	Ferry boats	9
	Field mechanic (construction and drilling)	16
	Film, developing and printing, motion picture industry	12
	Film, libraries, motion picture industry	12
	Film processing (except motion picture industry)	1
	Film production television and motion pictures	12
	Films, advertising, production of	12
	Finance companies	4
	Fish: freezing, canning	3
	Fish hatcheries	14
	Fishing boats (charter)	10
	Fishing boats (commercial), office and support personnel	4
	Fishing boats (commercial), on-site activities	10 and 14
	Fishing boats (charter, commercial passenger, party, recreational fishing lakes)	10
	Flag person (traffic control – construction)	16
	Flea markets	7
	Floor hand – motorman (drilling)	16
	Floor hand (roughneck – drilling)	16
	Florists, retail/wholesale	7
	Flume maker (mining)	16
	Food manufacturing (secondary processing)	1
	Food processing	1
	Baby formulas (except canned fruits etc., see Order 3)	
	Bakeries (non-retail)	
	Bottling (soft drink)	
	Breweries	
	Candy	
	Cane sugar refining (of purchased raw sugar or syrup)	
	Citrus by-products	
	Cotton seed oil	
	Dehydrated soups and mixes	
	Ice cream (beyond first processing)	
	Margarine	
	Meat	
	Pet foods, dry	
	Pizza manufacturing	
	Potato and corn chip manufacturing	
	Preparing fruit and vegetables for restaurants, bakeries, etc.	
	Salad oil	
	Soft drinks, bottling	
	Tortilla manufacturing	
	Yeast	

	Food Products, manufacturing	1
	Forester (logging)	16
	Framer (construction)	16
	Fraternity houses	5
	Fresh vegetables and fruit packing	8 or 13
	Freezing: fish, fruit, meat, poultry, rabbit, vegetables	3
	Fruit and vegetables, preparing for restaurant, bakeries, etc.	1
†	Fruit drying	8 or 13
††	Fruit (fresh) packing	8 or 13
	Fruit: freezing, canning	3
	Fruit jellies and preserves	3
	Funeral parlors	2
	-G-	
	Galvanizing	1
	Game rooms	10
	Garages, repair (except when operated by vehicle dealer or gas stations (Order 7)	9
	Garages, storage	9
	Garbage collectors	9
	Garment manufacturing	1
	Gas Stations (with or without car washes or garages)	7
	Geophysical exploration	4
	Glazier (construction)	16
	Golf courses	10
	Golf, tennis, boating, etc., clubs (also see Order 5)	10
	Grain and tomato harvesting machines	14
*	Graphic art technicians	4
	Grout gun operator (mining)	16
	Grout mix operator (mining)	16
	Grout pump operator (mining)	16
*	Guards	4
	Guest or dude ranch	10
*	Guides	4
	Gymnasium, body building	2
	Gymnasium, spectator or participatory sports	10
	-H-	
	Harvesting machines, tomato and grain	14
	Hash, canned	3
	Hatcheries, commercial	14
	Hatcheries, fish	14
	Hazardous material "HAZMAT" cleanup and handling (if no contractor's license required), or Order 16 if on construction site (contractor's license required)	4 or 16
	Health clubs	2
	Hives, bee	14
	Hod carrier (construction)	16
	Homes for the aged or infirm	5
††	Honey	8 or 13
	Hospitals, including convalescent	5
*	Hosts, hostesses	4
	Hotels	5
	-I-	
	Ice cream (beyond first processing)	1
††	Ice cream (made from whole milk as first processing)	8 or 13
	Ice cream stores (no tables for patrons' use)	7
	Ice cream stores (with tables for patrons' use)	5
	Ice skating rinks	10
	Import/export, retail/wholesale	7
†	Inside salespersons – except from Subsections 3(A), 3(B) and 3(C), or Orders 4 and 7 if	4 or 7

	wages equal more than 1 ½ times the minimum wage and if more the ½ of employee's compensation represents commissions	
*	Inspectors	4
*	Installers, if no license required (if license required, see Order 16)	4
*	Instructors	4
	Insurance companies	4
	Internet service provider (ISP)	4
*	Interviewers	4
*	Investigators	4
	Investment houses	4
	Iron worker	16
	Irrigation districts	14
	Irrigation systems (sales)	7
	Irrigators – except from Subsection 3(A) if more than ½ of week spent as irrigator	14
	-J-	
	Jackleg Miner (mining)	16
	Janitorial service	5
	Juice concentrates	3
	Jumbo person (mining)	16
	-K-	
	Kemper (mining)	16
	-L-	
	Laboratories, dental and optical	1
	Laboratories (independent research, development and testing, etc.	4
*	Laboratories workers	4
	Labor contractors (for farm labor, see Order 14, for construction, see Order 16)	4
	Labor unions	4
	Laborer (construction)	16
	Landscape installer (initial and construction sites)	16
	Landscaping (except initial earth moving and cement work, see Order 16)	5
	Landfill/dumps	4
	Laundries, including self-service	6
	Laundromats	6
†	Lawyers – exempt from Section 3-12, Orders 1-13, 15 and 16	-
	Legal firms	4
*	Librarians	4
	Libraries	4
	Libraries, film, motion picture industry	12
	Limousine service	9
	Linen supply (if laundering included)	6
	Linen supply (no laundering included)	7
	Loan offices	4
	Locker clubs	6
	Loft or office buildings	5
	Logging camps (with board or lodging)	16
	Logging, office and support personnel	4
	Logging, on-site activities	16
	Logging trucks (not associated with actual logging operations)	9
	Logging truck drivers (associated with on-site logging operations)	16
	Lube man (Lube person)	16
	Lumber products, manufacturing	1
	Lumber trucks (not on-site logging trucks)	9
	Lunch counters	5

-M-		
*	Machine operator (for construction, logging, mining or drilling machinery see Order 16)	4
	Machinery, metal products	1
	Magazine and book publishers	1
*	Mailers	4
	Mail order houses, retail/wholesale	7
	Maintenance, repair, improvement of building (contractor's license required)	16
	Maintenance of grounds, facilities, quarters of commercial units and living units (no contractor's license required)	5
	Maintenance of vehicles (garages, car washes, etc.)(if connected with gas station or vehicle dealer see Order 7)	9
	Marble/granite/slate installer/finisher (natural or synthetic) (construction)	16
	Margarine (food processing)	1
	Massage parlors	2
	Meat: freezing, canning	3
	Meat processing	1
†	Meat slaughtering	8 or 13
*	Mechanics	4
	Mechanic, equipment (on-site construction and logging)	16
	Medical clinics (apart from hospitals)	4
*	Medical technicians and technologists	4
	Metal products, machinery	1
	Microfilm service	1
	Milk testing	14
	Miner	16
	Mining, office and support personnel	4
	Mining, on-site activity	16
	Mini-storage (if connected with transportation firm, see Order 9)	5
†	Minor baby sitter (under age 18) sitting for a minor child of the employer in the employer's home, exempt from Order 15	-
*	Models	4
	Mortuaries	2
	Motels	5
	Motion picture production, casting bureaus	12
	Motion picture production, theatrical and non-theatrical (commercial, educational, religious, etc.)	12
	Motion pictures, distribution to theaters and television	12
	Motorman (floor hand) (drilling)	16
	Moving and storage warehousing (of commodities moved)	9
††	Moving packing plant	8 or 13
	Music festival, opera and symphony organizations	10
	Music groups and orchestras	10
-N-		
	National service organizations (CCC, Americorps, etc.); exempt from all Orders (Labor Code Section 1171)	-
	Needle trades	1
	Newspaper publishers	1
	Night clubs (food and drink are served)	5
	Night clubs (entertainment is primary purpose)	10
	Nipper (mining)	16
	Non-profit organizations (charitable, churches, social agencies)	4
	Non-theatrical motion picture production (commercial, educational, religious, etc.)	12
	Nozzle person (mining)	16
	Nurseries, child	5
	Nurseries, Horticultural (main purpose selling)	7
	Nurseries, Horticultural (primarily a growing operation)	14
*	Nurses	4
†	Nurse, student; exempt from Order 5 if student of bona fide nursing school	-
††	Nut cracking, shelling, sorting and hauling	8 or 13

	-O-	
	Oculist offices	4
†	Oculists – exempt from Sections 3-12, Orders 1-13, 15 and 16	-
	Office and loft buildings	5
	Oil refining	1
	Oil and water well drilling and servicing firms, office and support personnel	4
	Oil and water well drilling and servicing firms, on-site activities	16
††	Olive oil	8 or 13
	Opera, symphony and music festival organization	10
	Operating engineer (construction)	16
	Operator (drilling and mining occupations)	16
*	Operators, computer	4
†	Operators, full-time, employed by traveling carnivals; <i>ONLY</i> Sections 1, 2, 4, 10 and 20 of Order 10 are applicable; exempt from all other provisions of Order 10	10
	Optical laboratories	1
	Optician (except manufacturer, see Order 1)	7
	Optometrist office	4
†	Optometrists – exempt from Sections 3-12, Orders 1-13, 15 and 16	-
	Orchestras and other music groups	10
	Organized camps	5
†	Outside salespersons; exempt from all orders (Labor Code Section 1171)	-
	Oyster farms	14
	-P-	
*	Packers	4
††	Packing and processing agricultural commodities	8 or 13
††	Packing fresh vegetables and fruit	8 or 13
††	Packing plant or shed, moving or permanent	8 or 13
	Painter (construction)	16
	Painting contractors, office and support personnel	4
	Painting contractors, on-site activities	16
	Paper products	1
	Parcel delivery service	9
	Parking lots	9
	Penny arcades	10
†	Personal attendants covered by Order 15 are employed by a private householder or by any third party employer recognized in the health care industry to work in a private household, and <i>ONLY</i> Sections 1, 2, 4, 10 and 15 or Order 15 apply	15
	Personal attendants covered by Order 5 are employed by a nonprofit organization, and are exempt from Section 3 of Order 5	5
	Pest control	5
	Pet foods, canned	3
	Pet foods, dry (food processing)	1
	Pharmacies	7
†*	Pharmacists	4
	Photocopy services	1
	Photographers	4
	Photography, commercial	4
	Photostatting services	1
	Physical conditioning centers	2
	Pipe racker (drilling)	16
	Pizza manufacturing	1
	Pizza parlors (with tables for patrons' use)	5
	Pizza parlors (pick-up and delivery only; no tables for patrons' use)	7
	Plasterer (construction)	16
	Plastic products	1
	Plumber (construction)	16
	Plumbing, installation	16
	Plumbing, maintenance	16

	Pneumatic vibrator operator (mining)	16
*	Porters and cleaners	4
	Portrait studios	4
	Pot tender (mining)	16
	Potato and corm chip manufacturing	1
††	Potato grading, sorting and bagging	8 or 13
	Poultry: freezing and canning	3
††	Poultry processing	8 or 13
	Powderman (mining)	16
	Primer person (mining)	16
*	Printers	4
*	Process servers	4
	Production of motion pictures, theatrical and non-theatrical (commercial, educational, religious, etc.)	12
	Production of TV advertising films	12
†	Professional actors; Only Sections 1, 2, 4, 10 and 20 of Orders 11 and 12 are applicable; exempt from all other provisions of Orders 11 and 12	11 or 12
	Professional offices (architects, attorneys, doctors, dentists, engineers, etc.)	4
*	Programmers, computer	4
*	Proof readers	4
	Property management	5
	Property or wardrobe rental, motion picture production	12
	Protective agencies	4
	Public utilities, electrical (for telephone, natural gas and water utilities, see Order 4)	1
	Public works, office and support personnel	4
	Public works, on-site activity	16
	Publishers, books, magazines and newspapers	1
	-R-	
	Rabbit: freezing, canning	3
	Race tracks	10
	Racing stables	10
	Radio broadcasting	11
*	Radio telephone operators	4
	Railways	9
	Raiser/Setter (mining)	16
	Real estate offices (brokerage only; also see Order 5)	4
	Real estate offices, if business includes property management	5
	Records and tapes (reproduction; retail/wholesale)	7
	Recycling center (processing plants altering/transforming material)	1
	Recycling center, nonprocessing	4
	Reliability Specialist (drilling occupations)	16
	Refineries, oil	1
	Refineries, sugar	1
	Religious motion picture production	12
	Rentals [See Below]	6, 7, 9 or 12
	Rental of commodities and goods	7
	Rental of equipment	7
	Rental of property or wardrobe, motion picture industry	12
	Rental of uniforms (no laundering/cleaning)	7
	Rental of uniforms (with laundering/cleaning)	6
	Rental of vehicles (cars, trucks, boats, ships, airplanes)	9
	Repacking bulk products	1
	Repairs to vehicles (if operated by vehicle dealer or gas station, see Order 7)	9
*	Research and development	4
	Resorts that provide meals or lodging (if resort does not provide meals or lodging, see Order 10)	5
	Reservoir engineer (drilling occupations)	16
	Restaurants	5
	Rest homes	5

	Retail stores	7
	Retirement homes	5
	Reweaving (if done by laundries/dry cleaners, see Order 6)	1
††	Rice drying (commercial)	8 or 13
	Riding academies, stables	10
	Rig operator (sometimes referred to as “head well puller”) (drilling)	16
	Rig supervisor (drilling)	16
	Rinks, ice and roller skating	10
	Rodders (concrete crew – mining)	16
	Roller skating rinks	10
	Roofer (construction)	16
	Rooming houses	5
	Roughneck (floor hand; drilling)	16
	Rubber manufacturing	1
	Rummage sales	7
	-S-	
	Salad oil manufacturing	1
*	Sales agents	4
*	Salespersons	4
†	Salespersons, outside (exempt from all orders (Labor Code Section 1171))	-
†	Salespersons, inside – exempt from Sections 3(A), 3(B) and 3(C) of Orders 4 and 7 if wages equal more than 1 ½ times the minimum wage and if more than ½ of employees compensation represents commissions	4 or 7
	Sandblaster (mining)	16
	Sanitariums	5
††	Sausage making (at point of first processing)	8 or 13
	Savings and loan	4
	Sawmills	1
	Schools, private (not boarding)	4
	Schools, private (with board or lodging)	5
*	Secretaries	4
*	Security guards	4
	Security guard service	4
	Self-service laundries/dry cleaners	6
	Sewer cleaning	5
†	Shepherders; exempt from Sections 3, 4 (A)-(D), 5, 6, 9, 11-13 of Order 14. Entire Order is applicable to any workweek during which a shepherd employee is engaged in any non-shepherding work.	14
	Sheet metal shops	1
	Sheet metal, on-site installation (construction)	16
	Sheet metal worker (construction)	16
	Shipbuilding (except repair, see Order 9)	1
	Ship rental	9
	Ship repair	9
	Shoe manufacturing and repair	1
	Shopping services	4
	Shotcrete operator (mining)	16
	Skating rinks	10
	Ski facilities that do not provide meals or lodging (if facility provides meals or lodging, see Order 5)	10
	Ski lifts	10
	Skidders (logging)	16
*	Sign erectors	4
*	Sign painters	4
††	Slaughtering meat	8 or 13
	Slurry seal worker (construction)	16
	Social agencies	4
*	Social workers	4
	Soft drinks, bottling	1

	Solar equipment (sales)	7
	Soliciting, telephone	7
*	Solicitors	4
	Sorority houses	5
*	Sound technician	4
	Soups, canned	3
	Spiral runner (mining)	16
	Spreaders (concrete crew; mining)	16
	Stables, racing	10
	Stables, riding academies (primarily recreational)	10
	Stables, with boarding and care	5
*	Statisticians	4
	Steel worker (erector) (construction)	16
*	Stenographers	4
	Stevedoring	9
	Stews, canned	3
	Stock brokerage firms	4
	Stone grinder (mining)	16
	Stone mason/tender (natural and synthetic) (construction)	16
	Storage and moving warehouse (of commodities moved)	9
	Storage garages	9
	Storage, mini (not connected to transportation firm [Order 9])	5
†	Student nurses; exempt from Order 5 if student of bona fide nursing school	-
††	Sugar (beet) mills	8 or 13
††	Sugar or syrup directly from sugar cane	8 or 13
	Sugar refineries	2
	Sun tanning parlors	2
	Surveyors (construction)	16
	Swamper (Brakeman and Switchman on tunnel work; mining)	16
	Swimming pool, construction	16
	Swimming pools	10
	Symphony, music festival and opera organizations	10
	-T-	
	Talent agents	4
	Tanning (sun) parlors	2
	Taping and broadcasting (sound or video)	11
	Taverns	5
	Tax consultants	4
	Taxidermy	1
*	Teachers	4
†	Teachers – exempt from Sections 3-12, Orders 1-13, 15 and 16	-
	Teamster (construction)	16
	Telecommunication installation worker	16
	Telegraph and telephone companies	4
*	Telegraph operators	4
	Telephone and telegraph companies	4
	Telephone answering service	4
*	Telephone operators	4
	Telephone soliciting	7
	Television advertising firms (production)	12
	Television broadcasting	11
	Television film production	12
*	Tellers	4
	Tennis courts	10
	Termite control	5
	Textile products, manufacturing	1
	Theaters	10
	Theatrical companies	10
	Theatrical motion picture production	12

	Thrift shops	7
*	Ticket agents	4
	Tile setter/finisher (construction)	16
	Timber person (mining)	16
	Tire alignment and balancing companies (when not part of a tire sales company [Order 7])	9
	Tomato and grain harvesting machines	14
	Tool person (mining)	16
	Tool-pusher (drilling)	16
	Tortilla manufacturing	1
	Tour buses	9
	Tour companies	9
*	Tracers	4
	Track person (mining)	16
	Trailer parks	5
	Transfer stations (garbage, sorting out hazardous materials and recyclable items)	4
	Transportation companies	9
	Travel agencies	4
	Tree farms (growing; not logging)	14
	Tree service firms	5
	Trout farms, hatcheries	14
*	Truck drivers, transportation (excluding log truck drivers associated with on-site logging operations, see Order 16)	9
*	Truck drivers engaged in on-site logging operations	16
	Trucking (including commercial trucking of farm products)	9
	Truck rentals	9
	Tunnel concrete finisher (mining)	16
	Tunnel materials handler (mining)	16
	TV advertising films (production)	12
	TV broadcasting	11
	TV film production	12
*	Typists	4
	-U-	
	Uniform rentals (if laundered/cleaned elsewhere)	7
	Uniform rental (if laundered/cleaned included)	6
	Universities, private (no board or lodging)	4
	Universities, private (with board or lodging)	5
	Utilities, public, telephone, natural gas and water (for electrical utilities, see Order 1)	4
	-V-	
††	Vegetable drying	8 or 13
	Vegetables and fruit, preparing for restaurants, bakeries, etc.	1
	Vegetables: freezing, canning	3
††	Vegetables (fresh) packing	8 or 13
*	Vehicle operators (if involved in the construction, logging, mining or drilling industries, see Order 16)	4
	Vehicle rental, including boats, aircraft and ships	9
	Repairs to vehicles (except when operated by vehicle dealer or gas station, see Order 7)	9
	Veterinary service (no overnight shelter or feeding)	4
	Veterinary service (with overnight shelter or feeding)	5
	Video production companies producing (but not reproducing) tapes for industrial, training or other purposes. If reproducing, see Order 1	12
	-W-X-Y-Z-	
	Wardrobe or property rental, motion picture industry	12
	Warehousing and storage (of commodities moved)	9
	Waste water treatment facilities	1
	Water and oil well drilling and servicing firms, office and support personnel	4
	Water and oil well drilling and servicing firms, on-site activities	16
	Water taxi service	9

	Water truck driver (construction)	16
*	Weather forecaster	4
	Weight control salons	2
	Welder (iron or steel worker in construction occupations)	16
	Welder (drilling occupations)	16
	Well puller (drilling occupations)	16
	Wholesale houses	7
	Wired music studios	10
	Winery (mixed grapes)	8
	Winery (on the farm)	13
*	X-ray technicians	4
	Yeast (food processing)	1

* Named and related occupations are covered by occupational order only when they are not covered by an industry order. Their type of business determines the industry code.

† Exempt occupations must meet the criteria stated in Section 1, Applicability and/or Section 2, Definitions, of the applicable IWC Order

†† Also see Notes following Order 8 (page 22), Order 13 (page 27) and Order 14 (page 28)