SIXTH MEETING

CODE AUTHORITY MEETING

New York, N. Y. October 26, 1934.

A meeting of the Code Authority for the Lead Industry was held on Friday, October 26, 1934, at 10:00 A.M., in the Board Room of the National Lead Company, 111 Broadway, New York, N. Y.

PRESENT

MEMBERS	ALTERNATES
Clinton H. Crane, Chairman	W. C. Beschorman
F. M. Carter	H. M. Brush
R. M. Roosevelt	D. A. Callahan
	Clarence Glass
	R. C. McKay
	F. S. Mulock
	E. L. Newhouse, Jr.

C. W. Farny, Administration Member
F. E. Wormser, Secretary, Treasurer.

BY INVITATION

S. H. Levison

The minutes of the fifth meeting of the Code Authority of September 25th were approved.

CODE STATUS MEMBERSHIP

The Secretary reported that he had had considerable correspondence with several Members of Industry about their Code status. Correspondence with the Kester Solder Company in this connection appears as Exhibit "A" attached. He also stated he had had correspondence with the Westinghouse Electric and Manufacturing Company and the Willard Storage Battery Company, who were working under other codes and therefore did not feel it necessary to submit labor and statistical reports to the Code Authority for the Lead Industry. The Secretary was directed to follow up the correspondence with each case as it arose and in the event of failure to procure a settlement, was instructed to refer the matter to the Deputy Administrator.

EXEMPTION OF AMERICAN METAL CO. LTD.
FROM LABOR PROVISIONS OF LEAD CODE

Without objection, Official Orders Nos. 442-8 and 401-7, exempting the American Metal Co. Ltd., applying to their subsidiary the United States Metals Refining Company, Carteret, N. J., from the labor provisions of the Lead Code, was inserted in the record and appears as Exhibit "B" attached.

BUDGET

Without objection, a letter from Deputy Administrator Janssen, dated September 22, 1934, on the Budget, was inserted in the record as follows:

"Receipt is acknowledged of your letter of September 15 inclosing copies of your plan for safe-guarding Code Authority funds. As stated in previous letters, you will not require official approval of your budget in view of the fact that contributions are to be made on a voluntary basis. I will, however, advise you when matters in connection with your budget are in order."

REPORT ON DISTRIBUTION OF BLUE EAGLES

The Secretary stated that he had made a report, as required by the National Recovery Administration, on the distribution of Blue Eagles, to Members of Industry. The report was approved and appears as Exhibit "C" attached.

REPORT ON DISTRIBUTION OF LABOR PROVISION
POSTERS AND FRANKED ENVELOPES

The Secretary reported that he had distributed the official labor provision posters and franked envelopes provided by the Administration and had made a report to the National Recovery Administration on the subject. Consideration of this subject was tabled for the next meeting.

TREASURER'S REPORT

The Treasurer reported as follows:

Ever since June 4, 1934, the effective date of the Lead Code, the Lead Industries Association has carried the

financial support of the Code Authority for the Lead Industry, pending the approval of our Budget by the National Recovery Administration. Inasmuch as contributions to the support of the Code Authority have been placed upon a voluntary basis and the formal approval of the National Recovery Administration therefore has become unnecessary, the Treasurer wrote a letter to the Companies listed below, requesting them to make voluntary subscriptions as a formal fund, in the amounts indicated, to be used for the initial support of the Code Authority so that it would be sized over the formative period of its existence. The Treasurer is pleased to report that subscriptions to the underwriting fund of $10,000 were 100 per cent, which has been collected and deposited in the Chemical National Bank and Trust Company, in the name of the Code Authority for the Lead Industry.

American Smelting & Refining Co.	$3,000
Anaconda Sales Company	500
Eagle-Picher Lead Company	1,000
Hecla Mining Company	500
National Lead Company	2,000
Reynolds Metals Company	500
St. Joseph Lead Company	2,000
United States Smelting Refining & Mining Co. Inc.	1,500
	$10,000

The Lead Industries Association assumed the complete burden of all Code expenses prior to June 4, 1934, but since that date, careful check has been made of all sums expended in conformity with the budget submitted by the Code Authority to the National Recovery Administration. Disbursements made from June 4, 1934, to October 1, 1934 by the Lead Industries Association, on behalf of the Code Authority, are as follows:

Salaries	$3,017.68
Rent and Light	424.44
Office Expense Miscellaneous	205.85
Traveling Expenses	73.67
Telephone & Telegraph	137.81
Books and Subscriptions	3.50
Printing	178.23
Mailing	270.00
	$4,311.38

The Treasurer respectfully suggests that the Code Authority authorize him to reimburse the Lead Industries Association for all of the above items.

In procuring funds for the continued operation of the Code Authority, we have two methods of financing open to us:

1. To circulate labor questionnaires which will provide information about the manhours of employment furnished by each member and then to make an apportionment of expense, or

2. To make a request that contributions be granted the Code Authority on the basis of 1½¢ per man-shift, pending the actual apportionment of the code expense among those who are willing to make periodical voluntary subscriptions. It has been estimated that the 1½¢ per man-shift basis of subscription will provide the funds in conformity with the budget as established by the Code Authority.

The Treasurer would like to be guided by the wishes of the Code Authority in this matter.

Respectfully submitted,

Treasurer.

It was moved, seconded and carried that the Treasurer reimburse the Lead Industries Association for the expenditures made by the Lead Industries Association on behalf of the Code Authority for the Lead Industry from the period June 4, 1934 to October 1, 1934, as set forth in the Treasurer's Report and totaling the sum of $4,311.38.

It was further moved, seconded and carried that the Treasurer request voluntary subscriptions to the support of the Code Authority on the basis of 1½¢ per man-shift of employment for the period June 4 to September 30, 1934 and that adjustment of the subscriptions of members be made at a later date when the detailed labor statistics are available on which to make an apportionment of the expense.

EQUITABLE WAGE ADJUSTMENT REPORTS

The Chairman noted the receipt of Equitable Wage Adjustment Reports from Members of Industry, and, without objection, these reports were ordered filed in the office of the Code Authority, and are attached as Exhibit "D". The Secretary was also requested to make another effort to procure the equitable wage adjustment reports that had not yet been received from Members of Industry.

TRADE PRACTICE COMPLAINTS COMMITTEE PLAN

Action upon the Trade Practice Complaints Committee Plan was deferred to a subsequent meeting as it was felt that the experience of the Code Authority to date, without having a single complaint to act upon, indicated that the need for a Trade Practice Complaints Committee was slight. Major Farny recommended that the Trade Practice Complaints Committee be appointed at the earliest opportunity. Some members of the Code Authority also believed that, to make a widespread distribution of the Trade Practice Complaints Committee program would merely encourage the filing of complaints.

SAFETY AND HEALTH STANDARDS

The Chairman noted the proximity of the date (November 24, 1934) upon which Standards of Safety and Health, as required by the Lead Code, would have to be submitted to the Administrator. He noted the fact that the Copper Code Authority was working upon a similar matter and in view of the close relation between the safety and health problems of the copper and lead industries, he proposed that the two industries confer upon this subject, through the medium of a Code Authority representative from the Lead Industry and the Chairman of the Safety and Health Committee of the Copper Code Authority.

The Chairman, being a member of the Code Authority for the Copper Industry, read a tentative draft of the Standards of Safety and Health that had been prepared by the subcommittee of the Copper Code Authority, which is attached as Exhibit "E".

Whereupon it was regularly moved, seconded and carried that Mr. Andrew Fletcher, Vice President of the St. Joseph Lead Company, be appointed on behalf of the Code Authority for the Lead Industry, to confer with the representatives of the Copper Code Authority designated to prepare safety and health standards for the Copper Industry.

STATUS OF ANTIMONIAL LEAD

Mr. Bruch reported for the Smelting and Refining Division that he had circulated a bulletin among the members of that Division, as per Exhibit "F" attached, asking them whether they would agree to consider themselves members of the Metallic Lead Products Division insofar as their sales of antimonial lead were concerned, and reported that he had received 10 affirmative replies with four members not heard from.

It was thereupon moved, seconded and carried that the Members of the Smelting and Refining Division, who are sellers of antimonial lead, should be considered members of the Metallic Lead Products Division so far as their sales of antimonial lead are concerned and that should conditions change in any respect from those now existing, any by-product producer of antimonial lead should have the privilege of petitioning the Code Authority for a review of the present situation.

INTERPRETATION OF ARTICLE VIII SECTION 1 (i)
WITH RESPECT TO AN ANTIMONIAL LEAD CONTRACT

The Secretary reported that the Antimonial Lead producers had been corresponding on the matter of a trade practice and its practical application to an antimonial lead contract, but that a strong division of opinion existed.

Without objection, the Secretary was requested to ask the Antimonial Lead Section to agree upon an interpretation before submitting the matter to the Code Authority for an official interpretation.

INTERPRETATION OF ARTICLE III BY THE
SMELTING AND REFINING DIVISION

The Chairman of the Interpretations Committee of the Smelting and Refining Division, reported three interpretations of Article III, and stated that these interpretations were now ready to receive the endorsement of the Code Authority. The interpretations upon which the Committee was agreed, are as follows:

Interpretation 1 - Making up Lost Time
Employees who are regularly employed from Mondays to Fridays inclusive may be allowed to make up a day lost during this period on the following Satur-

day or Sunday, provided that they do not work in excess of 40 hours per week and provided that they do not work more than six days in any seven-day period.

Interpretation 2 - Definition of Standard Week
An employer may select any period of seven consecutive days to be his standard week. Such standard week shall be selected to conform with pay period, plant wages, etc., and when selected by a member is not to be changed without good and sufficient reason.

Interpretation 3 - Temporary Relief
Section 3, paragraph (f) was designed to apply to continuous processes where the restriction of hours of labor of work would unavoidably reduce or interrupt production because of the demands inherent within and peculiar to the process itself. If an employee has worked his regular shift and his relief is not there to relieve him, it is permissible under the Code, for the man being relieved to work a temporary reasonable time until relief is provided, being paid for the overtime at regular rates. No overtime at time and one-half need be paid for temporary relief work, otherwise collusion between employees so as to gain overtime to their mutual advantage, would be encouraged. Temporary relief does not mean that men are privileged to arrange their relief to the extent where they deliberately plan to exchange shifts.

Mr. Mulock moved to change the wording of Interpretation No. 1, substituting the words "standard week" for "seven-day period" at the end of the setence. The amendment was seconded and carried.

It was thereupon moved, seconded and carried that the Code Authority approve the interpretations as amended.

Major Farny at this point brought out the fact that the views of the Deputy Administration had been explicit in a letter to him on August 7, 1934, distributed to the Members of the Code Authority (Memorandum No. 24).

The meeting adjourned, after having set the date for the next Code Authority meeting as Friday, November 16, 1934.

Secretary.

[illegible]

[illegible]

[illegible]

[illegible]

Gentlemen:

[illegible] we have not made application for membership, to the [illegible] with several other firms, forming a code which we shall call the Lead Institute.

Very truly yours,

[illegible]

P. C. [illegible] (SIGNED)

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CODE AUTHORITY FOR THE LEAD INDUSTRY
420 Lexington Avenue
New York, N.Y.

October 1, 1934.

Mr. W. A. Jamieson,
Deputy Administrator,
National Recovery Administration,
Washington, D. C.

Dear Mr. Jamieson:

In distributing the Blue Eagles, we sent one to the Kester Solder Company, 4201 Wrightwood Avenue, Chicago, Illinois, believing that they are entitled to one as a solder manufacturer.

We have received a letter from the Kester Solder Company, dated September 26, returning the Blue Eagle and stating that its Company is forming a code under the Cored Solder Institute. It is my understanding that most of the cored solder manufacturers in the United States desire to operate under the Code of Fair Competition for the Lead Industry and I therefore would like your advice as to how this matter should be handled.

Very truly yours,

P. E. [illegible] (SIGNED)

Secretary.

COPY

[illegible]

[illegible] 28, 1934.

Mr. E. E. [illegible],
Code Authority for the Lead Industry,
420 Lexington Avenue,
New York City.

Dear Mr. Germort

This comes as an acknowledgment to your letter of October 1, having to do with the return of the Blue Eagle by the Kester Solder Company.

Will you kindly advise the Kester Solder Company that they, by definition, are under the Lead Code and even though members of the Cored Solder Institute should submit a Code, in view of recent policies of the Administration their Code, when and if approved, would be made a supplement to the Lead Code. Even though they were to be granted a separate Code, during the interim of the promulgation of their Code, the Kester Solder Company should not be without a Blue Eagle, and inasmuch as by definition they are under the Lead Code they should display the Blue Eagle for the Lead Industry.

Very truly yours,

W. A. JANSSEN (SIGNED)
Deputy Administrator
Mining and Quarrying Section.

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ORDER NO. 463-9 & 401-7

[illegible]

CODE OF FAIR COMPETITION

FOR THE

LEAD INDUSTRY

Granting application of the American Metal Company, New York City, for a conditional exemption from the labor provisions of the Lead Code to apply to their subsidiary plant, the United States Metals Refining Company, Carteret, New Jersey.

WHEREAS, an application has been made by the above-named applicant for an exemption from the labor provisions (except the hour provisions) of the Code of Fair Competition for the Lead Industry, and

WHEREAS, hearings have been duly held thereon, and the Deputy Administrator has reported, and it appears to my satisfaction, that the conditional exemption hereinafter granted is necessary and will tend to effectuate the policies of Title I of the National Industrial Recovery Act;

NOW, THEREFORE, pursuant to authority vested in me, it is hereby ordered that the above-named applicant be and is hereby exempted from the labor provisions (except the hour provisions) of the Code of Fair Competition for the Lead Industry on condition that the applicant maintain the labor provisions of the Copper Code (with the exception of the hour provisions thereof); this conditional exemption to apply to the subsidiary plant of said American Metal Company at their United States Metals Refining Company plant at Carteret, New Jersey.

C. R. ADAMS
Division Administrator.

Order Recommended:

September 3, 1934.
Washington, D. C.

W. A. JANSEN
Deputy Administrator.

Minutes Ind-Code Auth. Monthly Meeting Oct. 1934

CODE AUTHORITY FOR THE LEAD INDUSTRY
420 LEXINGTON AVENUE
NEW YORK, N. Y. September 20, 1934.

Mr. W. M. Duvall
Industrial Section
National Recovery Administration
Washington, D. C.

Dear Mr. Duvall:

Thank you for your letter of September 18, enclosing copy of the Blue Eagle Manual for Code Authorities. In answer to the questions set forth in the Manual, we wish to advise you as follows:

(a) Total number of Blue Eagles distributed by Code Authority and NRA combined. 197

(b) Number of Blue Eagles undistributed in hands of Code Authority. 348

(c) Number of members of industry to whom Blue Eagles have not been distributed.

We believe we have reached all of the members of our industry to whom Blue Eagles should be distributed. However, there are some companies whose status is not clear to us as they are engaged in numerous activities which may or may not come under our Code. We are endeavoring to ascertain their exact position and will give each a Blue Eagle if they are members of our industry.

(d) Estimate of total membership 120

(e) When will distribution be completed?

We believe distribution has been completed except for members unknown to us.

(f) What has been accomplished regarding availability of duplicate copies of the Blue Eagle in accordance with Paragraph 8 of this Manual?

We have extra copies of the Blue Eagle printed ready to distribute upon demand. Some of them have already been distributed.

Very truly yours,

Secretary.

Name of Company	Date of Increase	Amount of Increase	Remarks
[illegible] Co.	1[illegible]	7[illegible] to [illegible]¢	
[illegible]			[illegible]
[illegible]	6/[illegible]	[illegible]	[illegible] All [illegible] were [illegible] adjustment.
	4/34	[illegible] 25 to 37½¢ Others [illegible]	
[illegible] & Co.			
[illegible]	8/33	Min. 60-5/8 to [illegible] Others [illegible]	
[illegible]	8/33	25 to [illegible] Others [illegible] hr. or 10 to 11½ [illegible] greater.	
Anthracite Valley	8/33	Min. [illegible] to [illegible] Others 15%	
Murray	8/33	Min. 5½ to 40-6/8¢ Others 6.1 to 8.5%	Not now operating
Omaha	3/33	Min. 35½ to 35¢ Others 10 to 15%	
Perth Amboy	8/33	Min. 40 to 44¢ Others 10 to 15%	
Selby	8/33	Min. 35½ to 39¢ Others 10%	
	2/34	39 to 44¢ Others 12.5%	
Jack Waite	6/34	Surface 46-7/8 to 50¢ Underground 46-7/8 to 53-1/8¢	
Boston Con.	9/33	Min. of 9-3/8¢ making minimum wages since then 45.8¢ above and 50¢ underground.	
Anaconda Lead Prod. Co.			Two adjustments since P.R.A. Higher brackets revised each time minimum revised.
Andrews Lead Co.			Schedules above minimum
Belmont Smelting Works		10%	Working hours reduced. Men working 40 hrs receiving pay equivalent to 44 hrs.
Berry Solder Co.			Above code minimum. No adjustment necessary.
Bunker Hill & S M & Concentrating Co.	8-20-33 .... since code..	50¢ per shift 60¢ per shift for part employees (See letter [illegible]-10-34)	Schedules above minimum
A. W. Cadman Mfg Co.	6/33	Not stated	Above minimum and adjustments made.

[illegible]			[illegible]
[illegible] Co. [illegible] Co.			Always above minimum.
[illegible] Company.	[illegible]	[illegible]	
Eagles Metal Co.	[illegible]	[illegible]	
Euston Lead Company.	8/33 6/33	[illegible] [illegible]	
Evans Lead Company	8/33 4/34	20% 10% except rates under 30¢ raised 6¢ per hour.	
Federal Mining & Smelting Company	8/33		No adjustment since code as wages were above minimum at that time, 50¢ surface, 55-1/6¢ underground. These wages in effect since 8/33 when P.R.A. was signed.
Federated Metals Corp.	Prior to effective date of Code.	Increase above minimum, same as made for those receiving minimum.	
John Finn Metal Works			Now paying 62½¢ per hour minimum.
W. P. Fuller & Co.	8/33 2/34 7/34	10% Back to original rates. 3 to 5¢ per hour and 5% on salaries.	Went to 35 hour week. Went to 40 hour week. Kept 40 hour week.
General Lead Mfg. Co.			Reduced time from 9 hours per day to 7 hours per day. 40 hours per week. Added part time man at 35¢ per hr.
Girard Smelt. & Ref. Co.	8/34	5%	Wages have been above minimum since 8/33
Glacier Metal Co.			Wages always above code minimum.
Glaser Lead Company.			Schedules above minimum.

[illegible]	[illegible]	[illegible]	[illegible]
[illegible] Co. Inc.			[illegible]
[illegible]	[illegible]	[illegible]	
	[illegible]	[illegible]	
[illegible] Company	[illegible]	[illegible] hours.	[illegible]
[illegible] Co.			[illegible]
[illegible]'s Windows, Inc.	Since effective date.	20%	
International Lead Ref. Co.			Rates were equal to or above code minimum on effective date.
Johnston Tin Foil & Metal Co.	10/33	Equitable adjustment.	Was on 48 hour week prior to NRA. No hourly rates reduced.
Kelly Metal Corp.			Schedules above minimum.
L. A. Smelting Co.			Not in operation. One employee part time at 40¢ per hour.
Lewin Metals Corp.			Maintained differentials existing prior to code.
Marks Liesberger & Son, Inc.	8/33	16-2/3%	
Mehlman Metal Co.		33-1/3% hourly rate. Some weekly rate.	[illegible] hours reduced [illegible] to 35. [illegible] increased 33 [illegible] weekly rate. [illegible] are [illegible] 67¢ [illegible] 87¢
Mignelli's Metal Co.	Prior to local [illegible] approximately	8 to 7½¢ per hour.	[illegible] above minimum.

[illegible] & Smelt. Co.	[illegible]	[illegible] to [illegible] to [illegible]	[illegible]
[illegible] Refining Co.			[illegible]
Milwaukee Lead Co.	6/33	0%	[illegible]
Muskegon Metal Co.	4/34	[illegible] to [illegible] per [illegible]	[illegible]
Phoenix Smelt. & Ref. Co.	8/33 1/34 5/34	[illegible] maintenance empl. [illegible] hourly positions. 4.6%	Only for certain jobs. Minimum now 43¢, for beginners only.
National Bearing Metals Corp.	4/33 8/33 4/34	to 35¢ per hour. to [illegible]¢ per hour. to 41¢ per hour.	Schedules above minimum.
National Lead Co.		Equitable adjustment.	At time of adjusting minimums.
New York Solder Company			Above minimum. Cut hours 10%.
North Lily Mining Co.			Schedules above minimum.
North-Western Metal Mfg. Co;		5¢ per hour for minimum. 8¢ to 12½¢ for others.	
Pacific Metal Co.	Date of signing F.R.A.	No details.	Schedules above minimum.
Philadelphia Solder Co.			Wages and hours of code used before adoption of code.
Pittsburgh Smelt. & Ref. Co.			Schedules above minimum.
Pittsburgh White Metal Co.			No adjustments necessary. Always above minimum.

[illegible]	[illegible]	[illegible]	[illegible]
[illegible] Smelt. Mining Co.			[illegible]
[illegible] Metals Corp.			[illegible]
[illegible] Metals Co.			
Louisville	[illegible]	[illegible]	
"			
"	[illegible]	[illegible]	
Chicago	[illegible]	[illegible]	
"	[illegible]	[illegible]	
Richmond	8/2/33	[illegible]	
"	8/33	[illegible]	
"	6/34	[illegible]	
River Smelt. & Ref. Co.	7/33	10¢ to 15¢ per hour.	
Rochester Lead Works			Weekly pay maintained, but hours shortened.
St. Joseph Lead Company	6/34	25¢ per day	Rates always above minimum.
Sherwin-Williams Company		Inc. / Min.	
	8/33	14.4% 35¢ to 40¢ per hr.	
	1/34	11.1% 40 to 45¢ per hr.	
	4/34	10.0% 45 to 50¢ per hr.	
Silver King Coalition Mines Co.	9/34	50¢ per day.	Wages were above code minimum. Minimum now 56-1/4¢ per hour.
Standard Rolling Mills, Inc.		Equitable Adjustment.	Time of signing P.R.A. Hourly rates not reduced in any case, but increased partially to offset shorter hours.
Star Refining Co.			Schedules above minimum.

[illegible]	Date of [illegible]	Amount of [illegible]	[illegible]
[illegible] Mining Co.	Date of signing Public [illegible]	[illegible] the Code [illegible]	[illegible] above [illegible]
Sinclair Consolidated Mining Co.	Prior to [illegible] Code.	[illegible] per day	[illegible]
Tobacco Roll Company			Complying to wage [illegible]
United American Metals Corp.	Prior to effective date of code.	[illegible]	[illegible] to [illegible] hours.
Universal Bearing Co.			Schedules above minimum.
United States Smelt. Refining and Mining Co.			
Mixvale	9/33	25¢ per day	
Mines	9/33	20¢	Hours reduced 56 to 40. Well above minimum, requiring no change.
Offices (N.Y., Salt Lake, Boston)			
Grasselli	6/34	32¢ per day.	Well above minimum at all times.
Utah-Delaware Mining Co.	6/4/34	Underground 55¢ a day.	
Vulcan Smelting Works.			Schedules above minimum.
White Bros. Smelting Corp.			Operating under Ingot Brass Code. Practically no lead smelted now.
Winston Lead Smelting Co.			Minimum wages in accordance with code. No adjustments made.
Marquis Smelting & Refining Co.			Works not more than 40 hours per week. No pay less than $14.00 per week. One employee besides owner.

[illegible]

[illegible] 1933, [illegible] rates of our lead workers from 30 cents per hour to 35 cents to have such as adjustments since then.

[illegible] of [illegible] with or [illegible]

[illegible] to [illegible] 1933 [illegible] 5, [illegible] 6, [illegible] which [illegible] August 15, [illegible] as to the [illegible], etc. [illegible] adjustments [illegible] the provisions of the lead code which [illegible] as the [illegible]

[illegible] 1933 all hourly rates were raised 5% to [illegible] per hour and all [illegible] 1934. [illegible] this was done partially to [illegible] the copper [illegible] lead [illegible] are so closely interwoven that it would have been [illegible] for us to adjust upwards the hourly rates of one group without [illegible] care of the other group.

From the period of August 15, 1933 to April 1934, overtime was paid at 1-1/3 times the regular rates. Effective April 10, all time over 8 hours per day or 40 hours per week is paid for at 1½ times the regular rate.

As all salaried employees in our lead operations are receiving over the required minimums, no adjustments here have been necessary.

American Smelting & Refining Co. -

East Helena, Montana - Wage rate adjustments made August 7, 1933. Minimum rate increased from 40-5/8¢ to 45¢ per hour. All other hourly wage rates increased 10%.

El Paso, Texas - Wage rate adjustments made August 7, 1933. Minimum rate increased from 25¢ to 30¢ per hour. All other wage rates increased 5¢ per hour, unless this amount was less than 10% of the employee's hourly rate in which event an increase of 10% to 11.1% was made in these hourly rates.

Arkansas Valley (Leadville, Colo.) - Wage rate adjustments made August 7, 1933. Minimum rate increased from 31-1/4¢ to 36¢ per hour. All other hourly wage rates increased 15%.

Murray, Utah - Wage rate adjustments made September 1, 1933. Minimum rate increased from 37-1/2¢ to 40-5/8¢ per hour. All other hourly wage rates increased from 6.1% to 8.3%. Note: At present this plant is not in operation.

Omaha, Nebraska - Wage rate adjustments made August 20, 1933. Minimum rate increased from 33-3/4¢ to 35¢ per hour. All other hourly wage rates increased 10% or 15%.

Perth Amboy, N.J. - Wage rate adjustments made August 7, 1933. Minimum rate increased from 40¢ to 44¢ per hour. All other hourly wage rates increased 10% or 15%.

[illegible], Calif. - Wage rate adjustments made August 5, 1933. Minimum rate increased from 25-1/2¢ to 30¢ per hour. All other rates increased 10% to the nearest 1/2¢ per hour. On February 1, 1934, minimum rate increased from 39¢ to 44¢ per hour and other hourly wage rates increased 12.5% to the nearest 1/2¢ per hour.

[illegible] - At the date the Lead Code was [illegible] by the [illegible] Smelting [illegible], was as follows:

[illegible] Form was more conformable [illegible] and since that time the minimum [illegible] hour [illegible] per hour.

[illegible] to all pay schedules were made at the [illegible] on September 1, [illegible] the National Industrial [illegible] per hour was put into [illegible] increase in [illegible] and the minimum wage since that time has been $0.010 above [illegible] working [illegible].

[illegible] - We have always made it a practice to adjust the higher brackets [illegible] minimum at the time the minimum rates are fixed. This has happened twice since the President's Blanket Agreement has been in effect, and we have both times adjusted the higher brackets accordingly. In view of the above, I presume we have complied with all provisions of the code, and that it will not be necessary to do anything further about these schedules unless you send a suitable form for us to fill out. I do not believe you would want any of these other details without such a form.

Anaconda Lead Co. - Pay schedules have been considerably above the minimum prescribed by the Lead Code. No adjustments were necessary in all pay schedules in that our wage scales have been considerably above the minimum.

Belmont Smelting & Refining Works, Inc. - We use only one or two men in making lead products. We have adjusted the salaries of all our men, and reduced the working hours from 48 hours to 40 hours. We have continued the salaries of the office staff and the men in the plant have always worked on an hourly rate and we have increased the hourly salary [illegible] so that the men who are now working 40 hours are receiving pay equivalent to 44 hours.

Berry Miller Co., Inc. - Our pay schedules are above the minimum prescribed by the lead code and no adjustment was necessary.

Bunker Hill & Sullivan Mining & Concentrating Co. -(1) Every pay schedule in all departments of the operation of this Company are substantially above the minimum prescribed by the lead code. (2) As of August 20, 1933, when the President's Re-employment Agreement was signed by this Company, a horizontal raise of 10 cents per shift was made in the pay schedule of all employees of this Company whether on a day pay basis or a tonnage. (3) Following the effective date of the Code of Fair Competition for the Lead Industry, namely, June 6, 1934, and with the approval of the Compliance Board as Section Board, having jurisdiction over this area, an adjustment was made [illegible] employees in the surface [illegible] of the operations of the Bunker Hill & Sullivan M. & C. Co. of a total amount of [illegible]. This adjustment was made on the basis that there was [illegible] the President's Re-employment Agreement, this was [illegible] on a [illegible] basis, although they received an increase of [illegible] per shift [illegible] actually earn as much money as they actually did prior to such date. [illegible] this difference. (Letter dated 10/10/36)

[illegible]

[illegible] - [illegible] equitable adjustment to [illegible] the office of the [illegible]

[illegible] have [illegible] wages [illegible] but they have [illegible] considerably above the minimum wages.

[illegible] - A report listing the equitable adjustments made by [illegible] to the Code Authority has been requested to make a [illegible] The requested report will be supplied the Code Authority in the near future, according to Mr. [illegible].

[illegible] - Prior to signing the blanket code, we were operating on part time with [illegible] men and no office [illegible]. Upon signing the President's agreement, we reinstated our stenographer at [illegible] per week and put our shop on a 35 hour weekly basis paying the men 68¢ and [illegible] per hour, although they were not fully employed. This basis of hours and pay has been observed up to the present time although production and sales do not require anything like full time employment for the three employees. The basis was established above the minimum and increased our payroll to a considerable extent. We regret we have been unable thus far to take on additional employees, having been in red figures each month this year.

[illegible] - We are detailing below the dates and hourly wage increases placed in effect in our factory since we began operating under the President's Re-employment Agreement:

Prior to August 16, 1933	August 16, 1933 to June 1, 1934	June 1, 1934 to date
11 men ..... 46½¢	13 men ..... 57¢	15 men ...50½¢
1 man ..... 42½¢	3 men ..... 50¢	8 men ...52½¢
2 men ..... 41 ¢	12 men ..... 45¢	20 men ...47½¢
2 men ..... 39½¢	2 men ..... 40¢	3 men ...42½¢
7 men ..... 37½¢		
1 man ..... 34½¢		
1 man ..... 32½¢		

You will note from the above that the increase effective August 16 was approximately 22% and the increase on June 1 approximately 4%.

[illegible] - On August 1, 1933, we increased all hourly rates exactly 15% with the exception that we raised our minimum wage from 30¢ to 35¢ per hour. On April 16, 1934, we increased all hourly rates 10% with the exception that rates under 50¢ per hour were raised an even 5¢ per hour.

vj

[illegible] - [illegible] as its Dunlap and Fern plants [illegible]

[illegible] per hour.

[illegible] August [illegible], 1933, on which date [illegible] of this Company.

[illegible] - [illegible] per month [illegible] minimum [illegible] per hour, [illegible] on all wages of employees previously paid [illegible] an hour or more, by [illegible] less than ½ per hour to each such employee's wage rate.

[illegible] - We are now paying a minimum wage to all employed in the Lead Industry in our plant, [illegible] per hour. We are working 40 hours per week.

[illegible] - We are reporting such adjustments in wages and hours as have been made by our Company either prior to or subsequent to the date of approval of this Code to the Code Authority. We have the following changes to report:

On August 1, 1933, in compliance with the plans of the President's Reemployment Agreement, we reduced our hours of work in our Lead Factory (manufacturing White Lead and Lead Oxides) to 35 hours and paid an added supplemental wage of one-seventh of the regular rate which at that time had for a minimum 45¢ per hour, the one-seventh making an additional 6⅜¢ per hour or a total of 51⅜¢ per hour.

On February 5, 1934, in accordance with the provisions of the Lead Code approved as to hours and wages, we changed to forty hours per week and discontinued the supplement, going back to our minimum base rate of 45¢ per hour so that all workers now received the same for 40 hours as they have previously received for 35 hours.

On July 1, 1934, hourly wages were increased in accordance with the following schedule:

Men receiving from 45¢ to 59¢ per hour were increased 3¢ per hour.

Men receiving 60¢ to 79¢ were increased 4¢ an hour.

Men receiving 80¢ to 99¢ were increased 5¢ an hour.

Employees on our weekly and monthly payroll had advances approximating 5%.

No changes in hours were made at this time.

No other changes are contemplated in either hours or wages at the present time.

**

[illegible] - [illegible]

[illegible] - Our pay schedules have been [illegible] the minimum prescribed by the Lead Code.

[illegible] - Our pay schedules are now and have been before the effective date of the Lead Code above the minimum prescribed by the Lead Code, and our working hours are in accordance with the Lead Code.

[illegible] Mining - Our pay schedules have been above the minimum prescribed by the Lead Code. An equitable adjustment in all pay schedules was made prior to the effective date of the Lead Code. Pay of all classes was raised $1.00 per eight-hour day. Mine laborers receive $[illegible] per eight-hour shift and miners receive $4.75 per eight-hour shift. It is our understanding that all our pay rates are above the minimum prescribed by the Lead Code.

[illegible] Metal Company, Inc. - Would state that the pay schedules of this firm are and have been at all times above the prescribed minimum wage. The maximum working hours are 40 per week. Employees are insured under the California Industrial Insurance laws, this firm paying all premiums.

Raymond Lead Products Inc. - On August 1, 1933 hourly rates were raised from 40¢ per hour to 56¢ per hour and on June 4, 1934 the hourly wages were raised from 56¢ per hour to 66¢ per hour.

Keola Mining Company - We have not heretofore made a report on equitable adjustment of wages since, with our understanding of this article, we had nothing to report. Our pay schedules are now, and were prior to the President's Reemployment Agreement, above the minimum prescribed by the Lead Code. We did, however, acting in the spirit of the President's Reemployment Agreement, make a horizontal increase in wages of 50¢ per day, effective August 21, 1933. We signed the President's Reemployment Agreement on August 19, 1933.

Ballard Metals Company - We employ only one or two laborers part time when we pay the minimum rate as outlined in the NRA Code of Fair Competition for the Lead Industry. This rate of pay has been in effect since the inception of NRA in 1933.

Engel's Windows, Inc. - Inasmuch as our plant at Stratford, Conn. has been practically closed during the last two years and having only one regular experienced employee, we have not filed a previous report for we have been unable to keep the one [illegible] fully occupied. We did, however, adjust the one employee's rate by an increase of 50¢ since the [illegible] became effective.

[illegible]

[illegible] - Would say that at the time the Lead Code [illegible] at all of the plants operating under the Lead [illegible] than the minimum rates called for by the Lead Code. [illegible] of these rates was necessary and consequently no [illegible] was necessary.

[illegible] - [illegible] on a 48 hour weekly schedule [illegible] 60 hour week. In no event was the hourly [illegible]

[illegible] - Our pay schedules have always been above the minimum provided [illegible] During the [illegible] period time, all wages have been increased in [illegible] P.R.A., [illegible], and our lowest paid employee at this time re[illegible] for a 40 hour week.

[illegible] - We haven't any employees in our plant outside of a helper which [illegible] classify. When employed we pay him at the rate of 45¢ per hour. Our plant is not in operation to any extent for quite awhile.

[illegible] - Please be advised that the rates and differentials that we [illegible] the time code was adopted were sufficiently high to come within the la[illegible] statement of that code and the differentials existing at that time continue to [illegible] today. In other words, to make our position clear, we adopted the President's [illegible] provision calling for rates that existed in 1929 and providing for the differentials existing at that time, with the result that no change in our wages or differentials were necessary upon the adoption of the Code covering the Lead Industry.

[illegible] & Son, Inc. - Please be advised that our pay adjustments were made on Aug. 30, 1933, at which time we signed the P.R.A. and this resulted in an average increase of payroll rates of approximately 16-2/3% in our payroll.

[illegible] Metal Co. - Our pay schedules have been above the minimum. Original pay schedule was on basis of 45 hour week and this was adjusted under the P.R.A., to a basis of 35 hours per week, at same total weekly rate of pay, or approximately a 33-1/3% increase. In June, 1934 hours were increased to 40 per week, with corresponding increase in the weekly rate of pay. At the present time, our rate is 87¢ per hour for skilled labor, and 57¢ per hour for unskilled labor.

Magnolia Metal Co. - Our pay schedules have been above the minimum. Prior to effective date of Lead Code pay schedules were increased 5 to 7½¢ per hour.

Marbert & Evans Co. - Effective Aug. 1, 1933, we adjusted our pay schedules to conform with the Blanket Code as approved by the President July 20, 1933. Immediately prior to Aug. 1, 1933 our men worked 43 hours per week and our pay schedule was for Group "A" - 48.60¢ per hour, for Group "B" - 44.55¢ per hour. Beginning Aug. 1, 1933 and continuing to the present our men work 35 hours per week and our pay schedule is for Group "A" - 59.7¢ per hour, for Group "B" - 54.75¢ per hour.

Metals Refining Co. - We have complied with this section of the Code and have made all the equitable adjustments required.

[illegible] Lead Works - We paid a higher scale of wages than the minimum wage scale [illegible] by the Lead Code prior to the time the Lead Code went into effect. In addition to this in Aug. 1933 we advanced the wages of our employees 5%.

[illegible] have only one [illegible] this [illegible] [illegible] days per week, [illegible] we are working 40 hours per week [illegible]

[illegible] - [illegible] in our pay [illegible] [illegible] cut of [illegible] facilities [illegible] The minimum [illegible] is [illegible] in our [illegible]

National [illegible] - Pay schedules have been above minimum. Pay schedules in effect, [illegible] per hour, [illegible] - 40¢ per hour, [illegible] - 60¢ per hour.

National Lead Co. - [illegible] that equitable adjustments in pay schedules to all employees above the minimum fixed in the Code were made at the time when basic pay schedules were changed.

New York Solder Co. - Pay schedules have been above minimum. Hours cut 10%.

North Lily Mining Co. - Schedules have been above the minimum. No equitable adjustment made prior to effective date of Code. Salary of Ballett, Chief Clerk, was adjusted during first period of July to allow rate of $150. per 30 day month to become effective as of June 4. No other adjustments were necessary to bring us under Code requirements.

North-Eastern Metal Mfg. Co. - Following is a complete list of the adjustments made in wages to conform to the Code for the Lead Industries as provided in Article IV.

Old Rate	New Rate	No of Men Affected
.30¢ per hr.	.35¢ per hr.	12 to 18
.33-1/3 "	.40 " "	1 Furnace Man
.37½	.40	1 Shipping Clerk
.37½	.50	1 Operating Chemist
.40	.42	1 Moulder
.46	.48	3 Furnace Men

Pacific Metal Co. - Our pay schedules are above the minimum prescribed by the Lead Code. Wage adjustment was made at the time of the first signing of the P.R.A. several months before the effective date of the Lead Code.

Philadelphia Solder Co. - Please be advised that our manager is at present abroad. This Company has lived up to the lead code, namely, in wages and hours long before the lead code was ever made. This is the only information we are in position to offer you at the present time.

Pittsburgh Smelting & Refining Co. - Our pay schedules were above the minimum prescribed by the Lead Code prior to the existence of N.R.A. They have not been lowered since and are therefore still above the required minimum.

Pittsburgh White Metal Co. - Our pay schedules were always above the minimum prescribed by the Lead Code and therefore no adjustments were necessary and we have made none either up or down.

[illegible] - Contracting [illegible]

[illegible] - [illegible] made by us before the [illegible] the following are the adjustments made in wage rates:

[illegible]	[illegible]
[illegible]	[illegible]
35¢	45¢
40¢	50¢

[illegible] in rates that were 35¢ per hour or more.

[illegible]	45¢
35¢	50¢
40¢	50¢

[illegible] - We have not decreased the weekly payment of any of our employees, but have shortened the hours to conform with the Code.

[illegible] - At the Southeast Missouri Divisions of our Company, at the time the President's Reemployment Agreement was made effective, our minimum surface labor rate was $3.10 per 8 hour shift, which was in excess of the minimum rate of 35¢ per hour required by the P.R.A. On June 1, 1934 the wage rates of all employees of these Divisions were increased 25¢ per day. Therefore, on the effective date of the present Code of Fair Competition for the Lead Industry, our minimum surface labor rate was $3.35 per 8-hour shift, and this figure was in excess of the minimum of 40¢ per hour prescribed by the Code. Our minimum underground labor rate on the effective date of the Code was $4.25 per 8-hour shift, compared to the Code requirement of 47-1/2¢ per hour, or $3.80 per 8-hour shift.

[illegible] - Our minimum wages have been increased since August 1,1933, in our Lead Plants, as follows:

	Average % Increase	Minimum Increase
August 1, 1933	[illegible]	[illegible] per hour.
January 1, 1934	11.1	[illegible] per hour.
April 1, 1934	10.0	[illegible] per hour.

[illegible] wage schedules have been above the minimum [illegible] surface [illegible] to [illegible] for 8 hours. Effective [illegible] for all classes of labor, our minimum [illegible] per day for 8 hours.

[illegible] - [illegible] of the [illegible] per day per man, which [illegible] timekeeper, hoisting engineer, [illegible] No adjustment has been made since effective date of Code, as none was necessary.

[illegible] - We wish to state that we conform to the wage rates as specified in the Code for the Lead Industry.

[illegible] - Our pay schedules have been above the minimum provided in the Lead Code. Equitable adjustment in all pay schedules have been made prior to the effective date of the Lead Code. While we have reduced the number of working hours, we have increased the hourly rate so that the wages equal at least the amount paid before the reduction of working hours.

[illegible] Smelting [illegible] Mining Company - The following information is given pursuant to your bulletin [illegible] of June [illegible], 1934 relative to Equitable Adjustment Reports to the Code Authority. As this bulletin does not state the form in which this report should be presented nor the detail desired, only the principal changes made are given. The changes given below apply in the case of probably eighty-five to ninety-five percent of our employees covered by the lead code. Changes affecting the remainder of such employees were in some cases greater and in some cases less than those given below.

[illegible] A.M. Co. - Midvale Mill and Smelter

A blanket raise of [illegible] per day was made on September 1, 1933, affecting all employees covered by the President's Reemployment Agreement as modified for the Lead Industry. Only minor changes were necessary when the Lead Code went into effect. Neither the President's Reemployment nor the Lead Code changed hours of labor materially.

[illegible] Mining

[illegible] Agreement as modified for the Lead [illegible] and at the same time hours of labor [illegible] week to [illegible] week. Only a few minor changes were made [illegible] code went into effect.

[illegible] on next page.

[illegible]

[illegible] - It must be admitted that [illegible] been [illegible] Lead Code and therefore, it has [illegible] / [illegible].

[illegible] - Utah-Delaware Mining Company's pay schedules have been [illegible], or above the minimum prescribed by the Lead Code. No adjustments in pay schedules were made prior to the effective date of the Code. Surface pay schedules were above the Code minimum. Underground rates were raised [illegible] per 8 hour day. This raise was made retroactive to the effective date of the Code (June 4, 1934). This raise made all pay schedules up to or above the minimum Code wage. Following are wages paid at the present time per 8 hour shift:

Surface labor $3.25
Muckers $3.00
Miners $4.30

Delaware Smelting Works - Our pay schedules have always been above that prescribed by the Lead Code. It has therefore not been necessary for us to make any adjustment of our wage schedule after the effective date of the Code. We assure you we are complying with the provisions of the Lead Code.

White Knob Smelting Corp. - Practically all of our activities are in the smelting of brass and copper, and the amount of lead smelted is practically nil. We are operating under the Ingot Brass Code, and we believe the wages specified in that Code are practically the same as in the Lead Code.

[illegible] Smelting Co. - We have a very small smelter employing only seven men [illegible] only [illegible] the plant about [illegible] a month. We pay our labor [illegible] price per hour, according to the Code. Have only one clerk paying [illegible] prices. Have made no adjustments.

[illegible] - We pay none of our men less than [illegible] per [illegible] than [illegible] hours per [illegible] and only [illegible] men besides [illegible] on lead, rest of help working on storage [illegible].

jr

October 30, 1934.

[illegible] EQUITABLE WAGE ADJUSTMENT REPORTS

[illegible] - [illegible] Equitable adjustments made in August 1933. Minimum rate in- [illegible] per hour to 60¢ per hour. All wages above minimum increased from [illegible]

[illegible] Equitable adjustments made in August 1933 and June 1934. Minimum rate in- [illegible] per day to $[illegible] per day. All wages above minimum increased from [illegible]

[illegible] - Equitable adjustments made in August 1933. Minimum rate in- [illegible] per hour to 40¢ per hour. All wages above minimum increased from [illegible]

[illegible] - Due to the fact that the minimum wage rate was 5¢ above the minimum re- [illegible] the code no adjustments have been made.

[illegible] Lead Co. - Our pay schedules have been above minimum prescribed by Lead [illegible] average wage scale before the code went into effect, or to be more [illegible], in August 1933 was 59¢ per hour for 44 hour week; after August 1933 we [illegible] to pay the same average rate for a 44 hr. week with only 40 hours work- [illegible] time. This brought the average wage scale up to 64¢ per hour. The Minimum wage paid any employee is 60¢ per hour, with the exception of our night watch- [illegible], who is on the basis of 50¢ per hour. The maximum paid any plant employee is 75¢ per hour. No further wage adjustments have been made except as stated above.

White [illegible] Rolling & Stamping Corp. - Our pay schedules have been above minimum prescribed by Lead Code. No equitable adjustment in pay schedules was made. It was not necessary, therefore no report made.

Amplification of National Lead Company's Equitable Wage Adjustments.

In July and August, 1933, we increased the minimum wage per hour in all of our pigments divisions and in most of our metal divisions from 30¢ to 40¢ per hour, or an increase of 33-1/3% in the hourly wage. In the metal division, the general rate was increased from 30¢ to 35¢ per hour, an increase in the minimum hourly wage of 16-[illegible]%. While the required minimum in the metal division, according to the Code, is only 35¢ an hour, we have comparatively few people who [illegible] minimum. In most cases they are getting 40¢ per hour. The actual increase in wages paid out to our wage earners amounted to 22%.

N 3023.07

[illegible]

October 17, 1934.

[illegible]

[illegible]

[illegible]

Below are given the recommendations submitted by Mr. Zemmin's Committee for Standards of Safety and Health modified in accordance with suggestions made.

For your information, we are also enclosing copy of original form as submitted July 27. You will note that this is the same as the one given below except that the last paragraph on page 2 and the first on page 3 have been deleted in accordance with suggestions from various members of the Industry.

Unless we hear from you to the contrary, the recommendations as given in this memorandum will be submitted at the next Code Authority meeting, October 23, as being satisfactory to the members of the Industry.

First Aid:

Adequate first aid service and first aid equipment and supplies shall be maintained to serve the employer's mines and surface plants. This service shall be rendered by men trained in first aid work and competent to administer first aid in emergencies. First aid training shall not be confined to regular first aid crews but shall include as many other employes as local conditions warrant.

Mine Rescue:

In the case of underground mining, adequate mine rescue crews and equipment shall be maintained whether this is accomplished by employers individually or jointly with others, but in any case the rescue station and crews must be within close proximity of the properties so served. The rescue crews shall be trained in the use of oxygen breathing equipment and gas masks, and all rescue equipment shall be periodically tested and maintained in good working condition at all times.

Sanitation and Ventilation:

Elements injurious to health shall be removed from the mines and surface plants and home locations owned by the employer, and particular attention shall be given to the matter of ventilation, underground and in surface plants. In the case of underground mines, whether mechanical ventilation is required or not, a careful study of the problem shall be made with a view to obtaining the best possible results. Various benefits from a carefully thought out ventilating system shall be the aim of every employer, and we shall make every reasonable effort to reach this objective.

Safety Appliances:

[illegible] the danger of an injury in motion and electricity, adequate safeguards [illegible] shall be provided. [illegible] warning or danger signs shall be posted.

Emergency Medical Aid:

Company medical and surgical service, as well as suitable hospital facilities shall be available at all times.

State Laws:

Every employer shall comply with the provisions of the laws of the State in which he operates relative to compensation to employees and to safety practices and health standards for the mining industry, and he shall cooperate with the State Mine Inspector and other State officials whose duty it is to see that such laws are adhered to.

General:

The idea of safety and accident prevention shall be kept before the employes at all times, and for this purpose lectures or personal contacts and the free use of signs, bulletins and photographs are recommended.

Operating officials, including foremen and subordinate bosses, shall be on the alert at all times in matters relating to safety and accident prevention in order that general inspection shall be a continuous process, but additional precaution shall be taken in this respect by making thorough inspections at regular intervals of working places and equipment, both underground and in surface plants, by individuals qualified to make such inspections.

A complete record shall be kept by each employer of all accidents, in which shall be recorded the date and time of each accident, place of occurrence, cause, nature of injury, whether fatal or whether disability was permanent and total, permanent and partial, or temporary. The time lost in each case shall also be recorded, as well as any other information of importance required to complete the record. Such record shall be kept up-to-date and shall be available for inspection to the Administrator and Code Authority of the Copper Code, or their authorized representatives, and to the State Mine Inspector, or other State official charged with the responsibility of administering the State laws affecting the metal mining industry.

CODE AUTHORITY FOR THE LEAD INDUSTRY
420 LEXINGTON AVENUE
NEW YORK, N. Y.

Smelting and Refining
Division - Bulletin No. 1.

September 22, 1934.

To Members of the Smelting and Refining Division:

At the last meeting of the Lead Code Authority held on September 20, the question was raised as to whether sellers of Antimonial Lead should be considered as members of the Smelting and Refining Division or the Metallic Lead Products Division of the Lead Code Authority.

In view of the fact that there is no present Chairman of the Smelting and Refining Division, the writer was asked personally to endeavor to submit a joint recommendation from the two Divisions to the Code Authority, at the next meeting, as to the proper policy to pursue.

After talking with Mr. Sprague, Chairman of the Metallic Lead Products Division, and with several members of the Smelting and Refining Division, it seems to be quite generally felt that:

(1) The numerous sellers of Specification Antimonial Lead metal properly belong in the Metallic Lead Products Division.

(2) It will be most difficult to draw a satisfactory line between sellers of Specification metal and sellers of Antimonial Lead which is produced by the primary smelters from both secondary and primary sources in a very great variety of compositions.

It has been suggested, therefore, that rather than attempt to make such a division, the members of the Smelting and Refining Division, who are sellers of Antimonial Lead, should agree to consider themselves members of the Metallic Lead Products Division insofar as their sales of any Antimonial Lead are concerned, such decision, however, to be with the understanding that should conditions change in any respect from those now existing, any by-product producer of Antimonial Lead may petition the Code Authority for a review of the present decision.

May I ask, therefore, that each member of the Smelting and Refining Division advise Mr. Wormser, Secretary of the Code Authority for the Lead Industry, as to whether he is willing to vote to recommend to the Lead Code Authority that they put all sellers of Antimonial Lead Products under the Metallic Lead Products Division, as outlined above?

I may add that the American Smelting & Refining Company vote affirmatively on this question.

Very truly yours,

H. M. Brush

H. M. Brush.