

MEMORANDUM FOR THE RECORD

New York, N. Y.

November 18, 1934.

A meeting of the Code Authority for the Smelting and Refining Division was held on Friday, November 18, 1934, at 10:30 A.M., in the Board Room of the National Lead Company, 111 Broadway, New York, N. Y.

MEMBERS

Clinton E. Crano, Chairman
F. M. Gerdner
W. Y. C. Hunt
R. M. Roosevelt
P. E. Sprague

EX-OFFICIO

EX-OFFICIO

W. C. Scarborough
H. M. Brown
F. F. Colburn
Clarence Chase
R. C. McElroy

O. W. Farny, Administration Member
F. E. Hornsby, Secretary-Treasurer.

BY INVITATION

G. H. Levison

The minutes of the sixth meeting of the Code Authority of October 28th were approved.

VACANCY-CHAIRMAN, SMELTING & REFINING DIVISION

There being a vacancy on the Code Authority due to the death of Mr. John A. McCarthy, Chairman of the Smelting and Refining Division, the Secretary was authorized to hold an election, by letter ballot or by formal meeting of the Members of the Smelting and Refining Division, to choose a successor to serve as Chairman of the Smelting and Refining Division and, ipso facto, a member of the Code Authority, and further to elect an alternate or alternates for the Chairman of the Smelting and Refining Division.

EQUITABLE WAGE ADJUSTMENT REPORTS

The Secretary presented Supplementary Report No. 8 on Equitable Wage Adjustments, furnished by Members of Industry, and without objection, the report was inserted in the record as per Exhibit "A" attached.

It was noted, recorded and certified that the application of the Restingplace in Minefield and Manufacturing Company, for exemption from the provisions of the Land Code, be transmitted to the Administrator with the endorsement of the Code Authority, provided that the Restingplace Company maintains its manufacturing operations at its present site, with respect to the production of products as defined by the Land Code.

The posting of labor provisions of the Lead Code was tabled for consideration at a later meeting.

The Chairman presented a request for an interpretation of Article III, Section 1 on Change of Shifts, by the Eagle-Picher Lead Company, which appears as Exhibit "C" attached. In this connection, the Secretary read some correspondence on the subject he had had with Deputy Administrator Janssen, which is made a part of said Exhibit.

In view of the necessity of giving careful consideration to all phases of the problem, and to make sure that the Administration would not misconstrue the reasons for an interpretation as to changes of shifts, the Code Authority unanimously decided to prepare a letter setting forth its attitude, to be approved and transmitted to the Administrator at a subsequent meeting.

The Chairman requested information as to whether any trade practice complaints had been received by the Chairman of the manufacturing divisions of the Lead Code, and there having been none, the Trade Practice Complaints Committee Plan was deferred for a subsequent meeting. At this point Major Farny stated that he believed action should be taken to perfect a plan for handling trade practice complaints.

REPORT OF THE SECRETARY-TREASURER

The Secretary-Treasurer requested the advice of the Code Authority in sending out requests for subscriptions to the support of the Code Authority, together with the forms essential to process the same data on which the Code Authority would be able to make a report. As a result of this discussion, it was decided that the Code Authority should be informed of the Secretary's letter and the resulting labor force report as Exhibit "D" attached.

STANDARDS OF SAFETY AND HEALTH

The Chairman noted that as a result of a conference between representatives of the Copper Code Authority and the Lead Code Authority, a tentative draft of proposed Safety and Health Standards had been prepared for the consideration of both Code Authorities. After considerable discussion, the draft was amended to read as in Exhibit "E" attached, but some members feeling the need of giving the subject further study.

It was moved, seconded and carried that the Secretary circulate the latest revised draft of Standards of Safety and Health among Members of the Code Authority, requesting their suggestions within ten days and immediately thereafter circulating a new draft, with the suggestions submitted, in the meantime notifying the Administrator that the complete draft of the Safety and Health Standards is nearly ready for submission and requesting an extension of time beyond November 24, the date upon which the report on Safety and Health Standards becomes due.

CONSIDERATION OF ACTION OF PAINT RECOVERY BOARD TO PROCURE TRANSFER OF LEAD-IN-OIL TO PAINT CODE

The Code Authority next considered the action which had been taken by the Paint Recovery Board, to secure a transfer of white lead-in-oil from the jurisdiction of the Lead Code to the Paint Code. Knowledge of this action had been obtained from Mr. Carter, who had been advised by Mr. Frigg that the Paint Recovery Board was making a move, through the National Recovery Administration, to procure jurisdiction over white lead-in-oil. Copy of Mr. Frigg's letter appears later in the minutes. The Code Authority, being unanimously of the opinion that the action of the Paint Recovery Board should be opposed, passed the following resolution:

WHEREAS the Code Authority for the Lead Industry has been informed that the Paints Recovery Board has requested an interpretation from the National Recovery Administration as follows:

"All manufacturers of lead-in-oil are governed by the provisions of the Code of Fair Competition for the Paint, Varnish and Lacquer Manufacturing Industry".

BE IT HEREBY RESOLVED that the Code Authority for the Lead Industry is strongly opposed to said interpretation and that the Secretary be instructed to write a letter of protest to the National Recovery Administration and to prepare a brief in support of the position of the Code Authority for the Lead Industry, to be used as necessary.

The Code Authority thereupon composed the following letter which the Secretary was authorized to transmit to the National Recovery Administration:

November 19, 1934.

"The Paint Industry Recovery Board, which is the Code Authority for the Paint Industry, has requested your interpretation to the effect that 'All manufacturers of lead-in-oil are governed by the provisions of the Code of Fair Competition for the Paint, Varnish and Lacquer Manufacturing Industry.'"

"We wish, at this time, to enter an emphatic protest against the Paint Industry Recovery Board's interpretation as the Code of Fair Competition for the Lead Industry already specially provides, under the provisions of Article II, Section 6 (e), a place for white lead-in-oil.

"The Paint Code contains an elaborate 'Selling Below Cost' provision. The Lead Code contains no cost or price-fixing provisions and the present attempt of the Paint Industry to have white lead-in-oil transferred to its own Code, if successful, would bring white lead-in-oil under the strict costing provisions of the Paint Code and thereby force upward the price of white lead-in-oil.

"The white lead-in-oil labor provisions are more stringent, therefore, more favorable to labor than the corresponding provisions in the Paint Code. The wages being the same, obviously this is not an issue.

"The original decision of the N.R.A. was equitable to labor, consumer and the white lead industries and, therefore, in the light of the above, we are sure that you will reaffirm the fact that white lead-in-oil belongs in the Code of Fair Competition for the Lead Industry, where it was originally placed by the Administrator, and refuse to entertain the interpretation of the Paint Recovery Board."

Major Farny stated that he had written a letter to Deputy Administrator Janssen, dated October 31, 1934, on the subject, as follows:

"Mr. F. E. Wormser submitted to me a great deal of information in regard to the Paint Industry Recovery Board's desire to have lead-in-oil subjected to its Code of Fair Competition.

"A letter of Mr. E. T. Trigg, President of the Paint Industry Recovery Board, to Mr. F. M. Carter, President of the National Lead Company, a copy of which has been sent to you, states that the Board has submitted to the National Recovery Administration an interpretation to the effect that "All manufacturers of lead-in-oil are governed by the provisions of the Code of Fair Competition for the Paint, Varnish and Lacquer Manufacturing Industry."

"In the light of the information submitted to me, I see no reason whatever why such interpretation be considered and I strongly endorse the point of view taken by the National Recovery Administration that lead-in-oil belongs under the Code of Fair Competition for the Lead Industry."

The Secretary stated he had notified Mr. Janssen of the Paint Recovery Board's action with respect to white lead-in-oil as follows:

October 23, 1934.

"I am enclosing copy of a letter written by Mr. James T. Trigg, President of the Paint Industry Recovery Board, dated October 27, to Mr. F. M. Carter, President of the National Lead Company, one of our members, in which he states that he is submitting to the National Recovery Administration an interpretation (presumably of the Paint Code) to the effect that 'all manufacturers of lead-in-oil are governed by the provision of the Code of Fair Competition for the Paint, Varnish and Lacquer Manufacturing Industry.'"

"This is the communication about which I spoke to you on the phone this afternoon."

.....

October 27, 1934.

Mr. F. M. Carter, President
National Lead Company
New York, N. Y.

Dear Mr. Carter:

In view of our numerous conversations, we are today submitting to the National Recovery Administration an interpretation to the effect that 'all manufacturers of lead-in-oil are governed by the provisions of the Code of Fair Competition for the Paint, Varnish and Lacquer Manufacturing Industry.'

Before submitting this, I discussed it with our Deputy Administrator who has advised this course, looking to a definite, and I hope, final clarification of this situation.

Yours very truly,

Signed: E. T. Trigg, President.

.....

STUDY OF CODE ADMINISTRATION

Without objection, a letter from Deputy Administrator Janseen, dated November 7, with reference to a Study of Code Administration, was inserted in the record and is attached as Exhibit 'F', and the Chairman's reply follows:

November 7, 1934.

"I have your letter of November 7 in regard to a survey of level of administration as conducted by Local Code Authority Agencies, and this will advise that we will cooperate with the various people any way we can."

PLANNING AND ADMINISTRATIVE ACTIVITIES

Without objection a letter from Deputy Administrator Janssen, dated November 18, with reference to planning and adjustment activities was included in the record and is attached as Exhibit "B". The Code Authority was of the opinion that a complete report on all activities was being currently furnished the Administrator in the minutes of the Code Authority meetings.

The meeting adjourned at 12:00 A.M. to reconvene on Monday, December 10, 1934.

Secretary.

7/24/33

2000 2001 2002 2003 2004

Boiler No. 1. Not operating.

CONFIDENTIAL 2024. 60. 6/1/93

Crown Metal Company

**Detroit Lead Pipe
Works, Inc.**

Black Metal Company

Theo. Mertz Metal Co.

Edison Sault, & Ref. Co.

Imperial Type Metal Co. 1953

John Brothers Esq. & Son, Aug. 1933
 1934

2000-2001, 2002-2003, 2004-2005, 2006-2007, 2008-2009, 2010-2011, 2012-2013, 2014-2015, 2016-2017, 2018-2019, 2020-2021, 2022-2023, 2024-2025, 2026-2027, 2028-2029, 2030-2031, 2032-2033, 2034-2035, 2036-2037, 2038-2039, 2040-2041, 2042-2043, 2044-2045, 2046-2047, 2048-2049, 2050-2051, 2052-2053, 2054-2055, 2056-2057, 2058-2059, 2060-2061, 2062-2063, 2064-2065, 2066-2067, 2068-2069, 2070-2071, 2072-2073, 2074-2075, 2076-2077, 2078-2079, 2080-2081, 2082-2083, 2084-2085, 2086-2087, 2088-2089, 2090-2091, 2092-2093, 2094-2095, 2096-2097, 2098-2099, 2100-2101, 2102-2103, 2104-2105, 2106-2107, 2108-2109, 2110-2111, 2112-2113, 2114-2115, 2116-2117, 2118-2119, 2120-2121, 2122-2123, 2124-2125, 2126-2127, 2128-2129, 2130-2131, 2132-2133, 2134-2135, 2136-2137, 2138-2139, 2140-2141, 2142-2143, 2144-2145, 2146-2147, 2148-2149, 2150-2151, 2152-2153, 2154-2155, 2156-2157, 2158-2159, 2160-2161, 2162-2163, 2164-2165, 2166-2167, 2168-2169, 2170-2171, 2172-2173, 2174-2175, 2176-2177, 2178-2179, 2180-2181, 2182-2183, 2184-2185, 2186-2187, 2188-2189, 2190-2191, 2192-2193, 2194-2195, 2196-2197, 2198-2199, 2200-2201, 2202-2203, 2204-2205, 2206-2207, 2208-2209, 2210-2211, 2212-2213, 2214-2215, 2216-2217, 2218-2219, 2220-2221, 2222-2223, 2224-2225, 2226-2227, 2228-2229, 2230-2231, 2232-2233, 2234-2235, 2236-2237, 2238-2239, 2240-2241, 2242-2243, 2244-2245, 2246-2247, 2248-2249, 2250-2251, 2252-2253, 2254-2255, 2256-2257, 2258-2259, 2260-2261, 2262-2263, 2264-2265, 2266-2267, 2268-2269, 2270-2271, 2272-2273, 2274-2275, 2276-2277, 2278-2279, 2280-2281, 2282-2283, 2284-2285, 2286-2287, 2288-2289, 2290-2291, 2292-2293, 2294-2295, 2296-2297, 2298-2299, 2300-2301, 2302-2303, 2304-2305, 2306-2307, 2308-2309, 2310-2311, 2312-2313, 2314-2315, 2316-2317, 2318-2319, 2320-2321, 2322-2323, 2324-2325, 2326-2327, 2328-2329, 2330-2331, 2332-2333, 2334-2335, 2336-2337, 2338-2339, 2340-2341, 2342-2343, 2344-2345, 2346-2347, 2348-2349, 2350-2351, 2352-2353, 2354-2355, 2356-2357, 2358-2359, 2360-2361, 2362-2363, 2364-2365, 2366-2367, 2368-2369, 2370-2371, 2372-2373, 2374-2375, 2376-2377, 2378-2379, 2380-2381, 2382-2383, 2384-2385, 2386-2387, 2388-2389, 2390-2391, 2392-2393, 2394-2395, 2396-2397, 2398-2399, 2400-2401, 2402-2403, 2404-2405, 2406-2407, 2408-2409, 2410-2411, 2412-2413, 2414-2415, 2416-2417, 2418-2419, 2420-2421, 2422-2423, 2424-2425, 2426-2427, 2428-2429, 2430-2431, 2432-2433, 2434-2435, 2436-2437, 2438-2439, 2440-2441, 2442-2443, 2444-2445, 2446-2447, 2448-2449, 2450-2451, 2452-2453, 2454-2455, 2456-2457, 2458-2459, 2460-2461, 2462-2463, 2464-2465, 2466-2467, 2468-2469, 2470-2471, 2472-2473, 2474-2475, 2476-2477, 2478-2479, 2480-2481, 2482-2483, 2484-2485, 2486-2487, 2488-2489, 2490-2491, 2492-2493, 2494-2495, 2496-2497, 2498-2499, 2500-2501, 2502-2503, 2504-2505, 2506-2507, 2508-2509, 2510-2511, 2512-2513, 2514-2515, 2516-2517, 2518-2519, 2520-2521, 2522-2523, 2524-2525, 2526-2527, 2528-2529, 2530-2531, 2532-2533, 2534-2535, 2536-2537, 2538-2539, 2540-2541, 2542-2543, 2544-2545, 2546-2547, 2548-2549, 2550-2551, 2552-2553, 2554-2555, 2556-2557, 2558-2559, 2560-2561, 2562-2563, 2564-2565, 2566-2567, 2568-2569, 2570-2571, 2572-2573, 2574-2575, 2576-2577, 2578-2579, 2580-2581, 2582-2583, 2584-2585, 2586-2587, 2588-2589, 2590-2591, 2592-2593, 2594-2595, 2596-2597, 2598-2599, 2600-2601, 2602-2603, 2604-2605, 2606-2607, 2608-2609, 2610-2611, 2612-2613, 2614-2615, 2616-2617, 2618-2619, 2620-2621, 2622-2623, 2624-2625, 2626-2627, 2628-2629, 2630-2631, 2632-2633, 2634-2635, 2636-2637, 2638-2639, 2640-2641, 2642-2643, 2644-2645, 2646-2647, 2648-2649, 2650-2651, 2652-2653, 2654-2655, 2656-2657, 2658-2659, 2660-2661, 2662-2663, 2664-2665, 2666-2667, 2668-2669, 2670-2671, 2672-2673, 2674-2675, 2676-2677, 2678-2679, 2680-2681, 2682-2683, 2684-2685, 2686-2687, 2688-2689, 2690-2691, 2692-2693, 2694-2695, 2696-2697, 2698-2699, 2700-2701, 2702-2703, 2704-2705, 2706-2707, 2708-2709, 2710-2711, 2712-2713, 2714-2715, 2716-2717, 2718-2719, 2720-2721, 2722-2723, 2724-2725, 2726-2727, 2728-2729, 2730-2731, 2732-2733, 2734-2735, 2736-2737, 2738-2739, 2740-2741, 2742-2743, 27

DATE _____
BY _____

On 10/10/77, the following hours pointed from 43 to 44 hours. This causes echinoids increased slightly.

Equitable adjustments in
all pay schedules prior
to code.

Schedules above minimums.
Adjustments were made pri-
or to Lead Cols. No ad-
justments since.

Only one employee. Rate above minimum.

Wage above minimum. Adjustment not necessary. Work 8 hour day - 5 day week.

No wage increase made since June 24, 1934.

Schedule above minimum.
Hourly rates raised and
shorter hours. No change
made after effective date
of Land Code.

Working hours reduced from 8 1/2 to 8 hours per day and some daily wage. Nearly none of all the cases under which they worked.

Name of Company

Date of Report

Notes

Maryland State & Hotel
BathsNo wage adjustments
in hourly wage to
minimum set by state.Park Utah Consolidated
Mining Company

June 1933

Underground .5000

Differential rates
based on 30¢ per
day between skilled
or unskilled workers.
All employees on 40
hour week since
August 1933.

Sept. 1933

Surface .5000

Underground .5000

Resisto Pipe & Valve Co.

Our wage above mini-
mum. No adjustments
necessary.

Richards Co. Inc.

7/28/33

10¢

Pay schedule mini-
mum of 50¢ per hr.
Working time re-
duced to 40 hrs. on
July 28, 1933.Richmond Eureka Mining
Company

Not operating.

November 15, 1934.

Special Agent Ernest W. B. Thompson, Special Agent in Charge, Portland, Ore.
Lead Industry

Angus Metal Co. - 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. Rate July 21, 1933 was 40¢. Raised July 21, 1933 to 45¢.

Belmont Metal Co. - Would state that the minimum wage which we pay is 40¢ per hour which is above the minimum of 30¢ per hour.

Bellows Metal Co. Portland, Ore. - Not operating.

Central Metal Co. - The pay schedules of our plant have been above the minimum prescribed by the Code. An equitable adjustment in all pay schedules was made August 1, 1933. No adjustment of wages has taken place after inception of Code. On August 1, 1933, we reduced the working hours of our organization from 48 to 40 hours, to conform with the President's Employment Recovery Program. In a number of cases, the wage schedules themselves were increased slightly at the same time.

Crown Metal Company - We have made equitable adjustments in all pay schedules prior to the Lead Code going into effect.

Definite Lead Pipe Works, Inc. - 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.

The Duck Metal Co. - We work only one employee and we pay him above the minimum scale wage. We are scrap metal brokers. The only lead we handle is scrap lead. We have always paid salary above the Code Wage.

Franklin Electric Metal Co. - We are working under the blanket code of the F.R.A. since its inception. We have never adjusted wages, as our wages paid before the Code were as good or better than the minimum wages allowed by the Code. We employ only six men in our shop, and for some time past, and also at present, we have a hard time to keep them busy. We are working 8 hours a day and a five day week.

Galena Smelting & Refining Co. - There have been no increases made since June 24, 1934.

Imperial Iron Metal Company - All pay schedules for this Company, both before 1933 and since, have been above the minimum prescribed by the Lead Code. Pay schedules were revised at the time of the P.R.A. in 1933, so that the old pay envelope was earned by the shorter hour schedules prescribed. In other words, the hourly rates were raised at the time of shorter hours. Because of the changes prior to the effective date of the Lead Code, no change was necessary at that date.

John Anthony Smelting & Refining Works - When we signed the F.R.A. agreement in August, 1934, we reduced our working hours from nine and one half hours to eight hours per day and paid the same daily wage, with the result that our hourly wage is in excess of all the Codes under which we are operating, including the Lead Industry.

N 3026.02

November 15, 1934.
 Statement of the Board of Directors of the United States Steel Corporation

Our Board of Directors has no change to make in our wage schedule for the year 1935. The wage schedule is the same as that for the year 1934.

Our wage schedule for the year 1934 was based on the scale of wages in effect on January 1, 1934. In June 1934, the Board of Directors adopted a new wage schedule for the year 1935. This new schedule was based on the scale of wages in effect on January 1, 1934, and was designed to provide for a 10% increase in wages for all employees. As a result of this increase, the wages of all employees were raised to the same level as in 1934. We have always maintained a wage schedule which is based on the 40-hour week since August 1933.

United States Steel Corporation - Our wages are, and always have been, above the minimum rates for the industry and we have no need to make any adjustment.

United States Steel Corporation - Our pay schedules are a minimum of 50¢ per hour. On January 1, 1934, at the time of the President's Reemployment Agreement, we reduced our working time to forty hours per week and gave all of our employees a ten per cent increase in hourly rates.

Richmond Baraka Mining Company - Not operating.

WESTINGHOUSE

Electric & Manufacturing Company

35 Rockefeller Plaza, New York, N. Y.

November 14, 1934.

Mr. F. E. Newman, Secretary,
 Code Authority for the Lead Industry,
 480 Lexington Avenue,
 New York City.

Dear Mr. Newman:

Referring to your letter of October 18, in which you state that the only way in which we could be exempted from the provisions of the Lead Code would be by an administrative order of NLRB. In order to obtain this, I wrote to Mr. D. A. Felsin, Acting Deputy Administrator for the Electrical Manufacturing Industry, as per enclosed copy.

This was evidently forwarded to Mr. W. A. Janssen, Deputy Administrator, Mining and Quarrying Section, who wrote me on October 27, advising that we should apply to you for this exemption, furnishing you with data.

This seemed to be passing from one to the other, and after my telephone conversation with you, I immediately proceeded to try to obtain exact information as to the number of our employees employed in the processing of babbitts and solders and their percentage of the total number employed at our East Pittsburgh Plant. I now have these figures.

Any sales we make of babbitts and solders are to customers who have purchased our electrical machinery and desire to have the same classes of materials for either repairs or maintenance work on our apparatus. For their convenience, as there are quite a number of these inquiries for small amounts of material, we have listed our various sizes and given prices to them. The sales of this material are extremely small compared with the total amount of babbitts and solders which we manufacture for our own electrical apparatus. Therefore, it seems to me we would not in any way affect the general market for babbitts and solders, as such.

As to the labor provisions, we are working under the Electrical Manufacturing Industry Code, which calls for 36 hours per week at 40¢ per hour minimum wage, unless the rate per hour for the same class of labor was on July 15, 1929, less than 40¢, in which case the rate per hour shall be not less than the rate per hour on July 15, 1929, and in no event less than 32¢ per hour, so that in general the labor provisions of NLRB are more onerous for us than they would be if we were operating under your Code.

As to the number of men employed by us in making solders and babbitts, in comparison with the total number of employees in our East Pittsburgh Plant, I have just received telegraphic advice that we use part of one man's time on babbitt and solder production. This is .013 of the total East Pittsburgh employees. You can see from this that it would be absolutely impossible for us to segregate this.

Fortification Electric &
Manufacturing Company

November 16, 1954.

- 3 -

I therefore request that our company be exempted from all provisions of your Code.

I am sending a copy of this to Mr. W. A. Jansson, as an answer to his letter of October 27.

Very truly yours,

S.L. NICHOLSON (SIGNED)

Assistant to Vice President.

CC: Mr. W. A. Jansson.

October 22, 1941.

Mr. F. E. Forester,
 Administrator, FEA,
 1200 National Building,
 Washington, D. C.

Mr. J. E. Bowland, Mpls.

Dear Sir:

~~REPLY TO LETTER OF OCTOBER 15, 1941~~

We have been asked by the Labor Authority of the above industry to comply with their law and wage conditions.

I have had this matter up personally several times with Mr. F. E. Forester, Administrator of the Code Authority for the Iron Industry, 420 Lexington Avenue, New York, and have explained to him that we manufacture solders and babbits for bearings of our electrical products, such as motors, generators, etc., and that in the past, customers have come to us and asked us to furnish them with the same type of babbit which we used in bearings of our equipment that they purchased from us, and we have sold them these solders and babbits. We have listed them for the convenience of our customers.

The amount of this business is extremely small in proportion to our regular business, and I would assume in proportion to the babbit and solder business of the United States, although I do not have any figures.

We desire to have exemption from the provisions of the above Code insofar as wages and hours are concerned, and also from making payments to the above Code Authority for their operation.

It is impossible to segregate the men working upon solders or babbits for bearings of our various electrical products from our regular electrical manufacturing processes.

They have advised us that the only way in which we can be exempted from the Labor provisions of their Code is by administrative order from FEA. I am therefore asking for this exemption.

Should you require any further information, if you will advise me I will endeavor to obtain it.

Very truly yours,

G. L. HUGHES (SIGNED)

Assistant to Vice President.

N 3026.04

2. Question the criteria concerning the interpretation of the following portion of Section 1 of the Act of the 1941 Code: "The employee shall be paid for the time and effort of the employee.... in orders of call or orders to any temporary and irregularly engaged as hereinafter provided...." Does the portion quoted above mean a continuous full time period, the beginning and end of which may be fixed according to the clerical practice of the employer concerned, or does it mean that sixteen (16) hours must elapse between the end of one day's work and the beginning of the next day's work?

Let us state an hypothetical case and assume that it is the practice on change shift work to rotate the shifts every two weeks. In so changing shifts two shifts must return to work after an interval of only eight hours. For example, the afternoon shift finishes its Saturday's work at 12:00 midnight, and returns to work at 8:00 A. M. Sunday morning. The same is true of changing from a day to a night shift; Saturday's day shift ends at 4:00 P. M. and returns to work at 12:00 midnight Sunday morning. In both instances only eight hours elapse between the two shifts, and an employee works sixteen (16) hours in one twenty-four (24) hour period; but an employee is permitted to work only eight hours in one time-keeping day. In this operation the time-keeping day begins at midnight and ends the following midnight.

I should appreciate your bringing this question before the Code Authority for an official interpretation.

Very truly yours,

THE EAGLE-PICURE LEAD COMPANY

A. E. HANSEN (HIC 600)

President.

N 3026.05

Exhibit #2 - Code Authority
Meeting - December 16, 1934.

NATIONAL MINING ADMINISTRATION

Washington, D. C.

November 5, 1934.

Mr. F. S. Warner, Secretary,
Code Authority for the Lead Industry,
430 Broadway Avenue,
New York City.

Dear Mr. Warner:

My attention has been called to a possible difficulty of members of the Smelting Division of the Lead Industry being able to conform to certain hour provisions of the Lead Code. This has to do with employees at the time of shift change being called upon to work more than eight hours in a twenty-four hour period. In other words a shift might terminate its operations and then be off duty for eight hours and again have to resume operations on a new shift, all within the same twenty-four period.

I wish that you would advise me as to whether this is a general condition of the Smelting Division or if it only represents a condition with certain individual members. After having received the facts from you, it may be necessary to make an interpretation so that Members of the Industry be not cited for non-compliance.

Yours very truly,

W. A. JANSSEN (SIGNED)

Deputy Administrator
Mining and Quarrying Section.

N 3026.06

CODE AUTHORITY FOR THE LEAD INDUSTRY

420 LEXINGTON AVENUE
NEW YORK, N. Y.

NOV 9 - 1934

Mr. Walter A. Jasson,
Bureau Administrator,
National Recovery Administration,
Washington, D. C.

Dear Mr. Jasson:

In reply to your letter of November 5, I find there is some uncertainty in respect to Section 1 of Article III of the Lead Code as it relates to change of shifts.

As you know, our Code does not contain any definite stipulation about shift changes and in continuous operations, such as lead smelting and refining, it is customary for many plants to change shifts periodically. How to do this in conformity with the Lead Code and at the same time to provide an equal amount of employment to the employees engaged in the smelting and refining operations, has puzzled several of our members.

The Code Authority will doubtless give this subject consideration at the next meeting, as a request for an interpretation has already been made, which was the subject of our Memorandum No. 64, copy of which you probably have received.

Perhaps an interpretation of our Code as suggested in the following paragraph might cover the situation:

Where, during any twenty-four hour period and until the close of the next following calendar day, or during any calendar day and until the close of the next following twenty-four hour period, in order to effect a change of shifts in the ordinary course of operations, an employee is permitted to work two shifts of not more than eight hours each, the requirement of Section 1, Article III of the Code, that no employee shall be permitted to work "in excess of eight (8) hours in any twenty-four (24) hour period" shall be deemed to have been duly complied with.

In any event some such interpretation should be made to relieve certain employees who would otherwise have the hardship of always having to work the night or graveyard shift.

Your help with this problem will be very much appreciated.

Very truly yours,

F. E. WHEELER (SIGNED)
Secretary.

CODE AUTHORITY FOR THE LEAD INDUSTRY

430 LEXINGTON AVENUE

NEW YORK 17, N. Y.

November 18, 1934.

To Members of the Lead Industry:

Subject: CODE AUTHORITY FOR THE LEAD INDUSTRY AND LEAD DATA

The Code Authority for the Lead Industry has adopted a man-shift basis for a year for the purpose of establishing the Code Authority and has asked the Treasurer to request subscriptions, covering the first year of the Code year, namely, from June 1 to December 31, on the basis of $1\frac{1}{2}\%$ per man-shift of employment (normal time) furnished by employers, subject to the later provisions of the Code rules. It has been estimated that this basis will supply the funds required by the budget. In a subsequent part of the Code year, an adjustment of all subscriptions will be made, based upon the labor data supplied by individual members. The rate mentioned above, $1\frac{1}{2}\%$ per man-shift, is tentative and subject to revision.

A man-shift means one man working one daily shift, as explained on the labor questionnaire attached.

It is necessary for the Treasurer to have labor data from which he may procure sufficient information to estimate the individual subscriptions to Members of Industry. We are, therefore, enclosing a labor questionnaire which is a simplification of an earlier form that has been circulated to Members of Industry. Not only will the data supplied in this form enable the Treasurer to make an accurate apportionment of Code Authority expenses, but it will furnish the industry with a report on employment in the lead industries from month to month.

To provide the Code Authority with immediate resources, the following Industry Members were asked by the Treasurer to contribute to and have contributed to an underwriting fund, totaling \$10,000, toward the initial support of the Code Authority, pending the receipt of sufficient funds from Industry Members to carry on the activities of the Code Authority on a self-sustaining basis:

American Smelting & Refining Company
 Anacosta Sales Company
 Eagle-Picher Lead Company
 Maca Mining Company
 National Lead Company
 Reynolds Metals Company
 St. Joseph Lead Company
 United States Smelting Refining & Mining Co.

N 3026.08

November 19, 1934.

- 2 -

So that you may do your part in supporting your Code Authority, will you kindly:

1. Estimate the amount of your subscription for the first year of the Code Authority from the time of your receipt of manual labor expended to you, including your share payable to the Code Authority in that amount, and
2. Kindly fill in the attached labor questionnaire, returning it to the Code Authority at your earliest convenience.

Very truly yours,

J. E. W. Smith
Treasurer.

**CBS AGREEMENT FOR THE 1945 TRIESTE
430 W. 42nd Street,
New York, N. Y.**

Minor Division

	DATE	TIME	AMOUNT
1. (a) Average hours per week Man Operating			
(b) Total hours per week Man Operating			
(c) One, two or three shifts per day?			
(d) Average hours per week Concentrator			
Operator?			
(e) Total hours per week Concentrator			
Operator?			
(f) One, two or three shifts per day?			
2. MANUAL LABOR			
A. Aboveground Labor.			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code			
Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			
B. Underground Labor.			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code			
Wage.			
(d) Total man shifts worked.			
(e) Total man hours worked.			

Definition: A man-shift means one man working one daily shift (generally eight hours). For example, if ten men work 5 shifts of eight hours each per week, the total man-shifts would be 50, the total man-hours would be 400. If there is a day and night shift in your plant, calculate the man-shifts for each shift, adding them together.

Mining Division.

Table of ...

...

...	...	...	...
Under 10%	.....	.....	.....
10% and under 20%	.....	.....	.....
20% and under 30%	.....	.....	.....
30% and under 40%	.....	.....	.....
40% and under 50%	.....	.....	.....
50% and under 60%	.....	.....	.....
60% and under 70%	.....	.....	.....
70% and under 80%	.....	.....	.....
80% and under 90%	.....	.....	.....
90% and under 95%	.....	.....	.....
95% and under 1.00	.....	.....	.....
\$1.00 and under \$1.10	.....	.....	.....
\$1.10 and under \$1.20	.....	.....	.....
\$1.20 and under \$1.30	.....	.....	.....
\$1.30 and under \$1.40	.....	.....	.....
\$1.40 and under \$1.50	.....	.....	.....
\$1.50 and under \$1.60	.....	.....	.....
\$1.60 and under \$1.70	.....	.....	.....
\$1.70 and under \$1.80	.....	.....	.....
\$1.80 and under \$1.90	.....	.....	.....
\$1.90 and under \$2.00	.....	.....	.....
\$2.00 and under \$2.20	.....	.....	.....
\$2.20 and under \$2.75	.....	.....	.....
\$2.75 and under \$3.00	.....	.....	.....
\$3.00 and under \$3.50	.....	.....	.....

ONE ADMINIST FOR THE LEAD INDUSTRY

430 Lexington Avenue,
New York, N. Y.

**Smelter and Refinery
Form**

	Smelter	Refinery	Smelter and Refinery
1. (a) Average hours per week Smelter and/or Refinery Operated.			
(b) Total hours per month Smelter and/or Refinery Operated.			
(c) One, two or three shifts per day.			
2. MANPOWER			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

DEFINITIONS: A man-shift means one man working one daily shift (generally eight hours.) For example, if ten men work 3 shifts of eight hours each per week, the total man-shifts would be 30, the total man-hours would be 240. If there is a day and night shift in your plant, calculate the man-shifts for each shift, adding them together.

1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 26

420 Lexington Avenue,
New York, N.Y.

Philip Morris

Order of Posthumous Award
March 19, 1943

(b) (7) (C), (b) (7) (D)

Classified Schedule For Hour	Rank	Amount	Number of Days Earners in All Combinations
Under 20¢			
20 and under 25¢			
25 and under 30¢			
30 and under 35¢			
35 and under 40¢			
40 and under 45¢			
45 and under 50¢			
50 and under 55¢			
55 and under 60¢			
60 and under 65¢			
65 and under 70¢			
70 and under 75¢			
75 and under 80¢			
80 and under 85¢			
85 and under 90¢			
90 and under 95¢			
95 and under \$1.00			
\$1.00 and under \$1.10			
\$1.10 and under \$1.20			
\$1.20 and under \$1.30			
\$1.30 and under \$1.40			
\$1.40 and under \$1.50			
\$1.50 and under \$1.60			
\$1.60 and under \$1.70			
\$1.70 and under \$1.80			
\$1.80 and under \$1.90			
\$1.90 and under \$2.00			
\$2.00 and under \$2.50			
\$2.50 and under \$3.00			
\$3.00 and under \$3.50			
\$3.50 and under \$4.00			
\$4.00 and under \$4.50			
\$4.50 and under \$5.00			
\$5.00 and under \$5.50			
\$5.50 and under \$6.00			
\$6.00 and under \$6.50			
\$6.50 and under \$7.00			
\$7.00 and under \$7.50			
\$7.50 and under \$8.00			
\$8.00 and under \$8.50			
\$8.50 and under \$9.00			
\$9.00 and under \$9.50			
\$9.50 and under \$10.00			

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

1200 Madison Avenue,
New York, N. Y.

Payroll Division.

1934 DATA

	<u>April</u>	<u>May</u>	<u>June</u>
1. (a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. <u>MANUAL LABOR</u>			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

	<u>July</u>	<u>1934 Annual</u>	<u>September</u>
1. (a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. <u>MANUAL LABOR</u>			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

Definition: A man-shift means one man working one daily shift (generally eight hours). For example, if ten men work 5 shifts of eight hours each per week, the total man-shifts would be 40, the total-man hours would be 400. If there is a day and night shift in your plant, calculate the man-shifts for each shift, adding them together.

Figure 1a Division.

	1	2	3	4	5	6
Under 20						
20 and under 25						
25 and under 30						
30 and under 35						
35 and under 40						
40 and under 45						
45 and under 50						
50 and under 55						
55 and under 60						
60 and under 65						
65 and under 70						
70 and under 75						
75 and under 80						
80 and under 85						
85 and under 90						
90 and under 95						
95 and under \$1.00						
\$1.00 and under \$1.10						
\$1.10 and under \$1.20						
\$1.20 and under \$1.30						
\$1.30 and under \$1.40						
\$1.40 and under \$1.50						
\$1.50 and under \$1.60						
\$1.60 and under \$1.70						
\$1.70 and under \$1.80						
\$1.80 and under \$1.90						
\$1.90 and under \$2.00						
\$2.00 and under \$2.50						
\$2.50 and under \$3.00						
\$3.00 and under \$3.50						

U.S. DEPARTMENT OF COMMERCE
BUREAU OF MANPOWER
WASHINGTON, D. C.

Metallurgical Products Div.

FACTORY DATA

	<u>April</u>	<u>1934</u> <u>May</u>	<u>June</u>
1. (a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. <u>MANUAL LABOR</u>			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Rate.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

	<u>July</u>	<u>1934</u> <u>August</u>	<u>September</u>
1. (a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. <u>MANUAL LABOR</u>			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Rate.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

Definition: A man-shift means one man working one daily shift (generally eight hours). For example, if ten men work 8 shifts of eight hours each per week, the total man-shifts would be 80, the total-man hours would be 640. If there is a day and night shift in your plant, calculate the man-shifts for each shift, adding them together.

	1960	1961	1962	1963	1964	1965
Under \$1	60000	60000	60000	60000	60000	60000
\$1 and under \$2	40000	40000	40000	40000	40000	40000
\$2 and under \$3	20000	20000	20000	20000	20000	20000
\$3 and under \$4	10000	10000	10000	10000	10000	10000
\$4 and under \$5	5000	5000	5000	5000	5000	5000
\$5 and under \$6	2000	2000	2000	2000	2000	2000
\$6 and under \$7	1000	1000	1000	1000	1000	1000
\$7 and under \$8	500	500	500	500	500	500
\$8 and under \$9	200	200	200	200	200	200
\$9 and under \$10	100	100	100	100	100	100
\$10 and under \$11	50	50	50	50	50	50
\$11 and under \$12	20	20	20	20	20	20
\$12 and under \$13	10	10	10	10	10	10
\$13 and under \$14	5	5	5	5	5	5
\$14 and under \$15	2	2	2	2	2	2
\$15 and under \$16	1	1	1	1	1	1
\$16 and under \$17	1	1	1	1	1	1
\$17 and under \$18	1	1	1	1	1	1
\$18 and under \$19	1	1	1	1	1	1
\$19 and under \$20	1	1	1	1	1	1
\$20 and under \$21	1	1	1	1	1	1
\$21 and under \$22	1	1	1	1	1	1
\$22 and under \$23	1	1	1	1	1	1
\$23 and under \$24	1	1	1	1	1	1
\$24 and under \$25	1	1	1	1	1	1
\$25 and under \$26	1	1	1	1	1	1
\$26 and under \$27	1	1	1	1	1	1
\$27 and under \$28	1	1	1	1	1	1
\$28 and under \$29	1	1	1	1	1	1
\$29 and under \$30	1	1	1	1	1	1
\$30 and under \$31	1	1	1	1	1	1
\$31 and under \$32	1	1	1	1	1	1
\$32 and under \$33	1	1	1	1	1	1
\$33 and under \$34	1	1	1	1	1	1
\$34 and under \$35	1	1	1	1	1	1
\$35 and under \$36	1	1	1	1	1	1
\$36 and under \$37	1	1	1	1	1	1
\$37 and under \$38	1	1	1	1	1	1
\$38 and under \$39	1	1	1	1	1	1
\$39 and under \$40	1	1	1	1	1	1
\$40 and under \$41	1	1	1	1	1	1
\$41 and under \$42	1	1	1	1	1	1
\$42 and under \$43	1	1	1	1	1	1
\$43 and under \$44	1	1	1	1	1	1
\$44 and under \$45	1	1	1	1	1	1
\$45 and under \$46	1	1	1	1	1	1
\$46 and under \$47	1	1	1	1	1	1
\$47 and under \$48	1	1	1	1	1	1
\$48 and under \$49	1	1	1	1	1	1
\$49 and under \$50	1	1	1	1	1	1
\$50 and under \$51	1	1	1	1	1	1
\$51 and under \$52	1	1	1	1	1	1
\$52 and under \$53	1	1	1	1	1	1
\$53 and under \$54	1	1	1	1	1	1
\$54 and under \$55	1	1	1	1	1	1
\$55 and under \$56	1	1	1	1	1	1
\$56 and under \$57	1	1	1	1	1	1
\$57 and under \$58	1	1	1	1	1	1
\$58 and under \$59	1	1	1	1	1	1
\$59 and under \$60	1	1	1	1	1	1
\$60 and under \$61	1	1	1	1	1	1
\$61 and under \$62	1	1	1	1	1	1
\$62 and under \$63	1	1	1	1	1	1
\$63 and under \$64	1	1	1	1	1	1
\$64 and under \$65	1	1	1	1	1	1
\$65 and under \$66	1	1	1	1	1	1
\$66 and under \$67	1	1	1	1	1	1
\$67 and under \$68	1	1	1	1	1	1
\$68 and under \$69	1	1	1	1	1	1
\$69 and under \$70	1	1	1	1	1	1
\$70 and under \$71	1	1	1	1	1	1
\$71 and under \$72	1	1	1	1	1	1
\$72 and under \$73	1	1	1	1	1	1
\$73 and under \$74	1	1	1	1	1	1
\$74 and under \$75	1	1	1	1	1	1
\$75 and under \$76	1	1	1	1	1	1
\$76 and under \$77	1	1	1	1	1	1
\$77 and under \$78	1	1	1	1	1	1
\$78 and under \$79	1	1	1	1	1	1
\$79 and under \$80	1	1	1	1	1	1
\$80 and under \$81	1	1	1	1	1	1
\$81 and under \$82	1	1	1	1	1	1
\$82 and under \$83	1	1	1	1	1	1
\$83 and under \$84	1	1	1	1	1	1
\$84 and under \$85	1	1	1	1	1	1
\$85 and under \$86	1	1	1	1	1	1
\$86 and under \$87	1	1	1	1	1	1
\$87 and under \$88	1	1	1	1	1	1
\$88 and under \$89	1	1	1	1	1	1
\$89 and under \$90	1	1	1	1	1	1
\$90 and under \$91	1	1	1	1	1	1
\$91 and under \$92	1	1	1	1	1	1
\$92 and under \$93	1	1	1	1	1	1
\$93 and under \$94	1	1	1	1	1	1
\$94 and under \$95	1	1	1	1	1	1
\$95 and under \$96	1	1	1	1	1	1
\$96 and under \$97	1	1	1	1	1	1
\$97 and under \$98	1	1	1	1	1	1
\$98 and under \$99	1	1	1	1	1	1
\$99 and under \$1.00	1	1	1	1	1	1
\$1.00 and under \$1.10	1	1	1	1	1	1
\$1.10 and under \$1.20	1	1	1	1	1	1
\$1.20 and under \$1.30	1	1	1	1	1	1
\$1.30 and under \$1.40	1	1	1	1	1	1
\$1.40 and under \$1.50	1	1	1	1	1	1
\$1.50 and under \$1.60	1	1	1	1	1	1
\$1.60 and under \$1.70	1	1	1	1	1	1
\$1.70 and under \$1.80	1	1	1	1	1	1
\$1.80 and under \$1.90	1	1	1	1	1	1
\$1.90 and under \$2.00	1	1	1	1	1	1
\$2.00 and under \$2.50	1	1	1	1	1	1
\$2.50 and under \$3.00	1	1	1	1	1	1
\$3.00 and under \$3.50	1	1	1	1	1	1
\$3.50 and under \$4.00	1	1	1	1	1	1
\$4.00 and under \$4.50	1	1	1	1	1	1
\$4.50 and under \$5.00	1	1	1	1	1	1
\$5.00 and under \$5.50	1	1	1	1	1	1
\$5.50 and under \$6.00	1	1	1	1	1	1
\$6.00 and under \$6.50	1	1	1	1	1	1
\$6.50 and under \$7.00	1	1	1	1	1	1
\$7.00 and under \$7.50	1	1	1	1	1	1
\$7.50 and under \$8.00	1	1	1	1	1	1
\$8.00 and under \$8.50	1	1	1	1	1	1
\$8.50 and under \$9.00	1	1	1	1	1	1
\$9.00 and under \$9.50	1	1	1	1	1	1
\$9.50 and under \$10.00	1	1	1	1	1	1

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
Washington, D. C.

Roll Division.

	1933	1934	1935
1. PLANT OR FACTORY OPERATED			
(a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. MINERAL LABOR			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

	July	1934 August	September
1. PLANT OR FACTORY OPERATED			
(a) Average hours per week Plant or Factory Operated?			
(b) Total hours per month Plant or Factory Operated?			
(c) One, two or three shifts per day?			
2. MINERAL LABOR			
(a) Total number on payroll.			
(b) Total amount of payroll.			
(c) Total number receiving Minimum Code Wage.			
(d) Total man-shifts worked.			
(e) Total man-hours worked.			

Definition: A man-shift means one man working one daily shift (generally eight hours). For example, if ten men work 8 shifts of eight hours each per week, the total man-shifts would be 80, the total-man hours would be 640. If there is a day shift in your plant, calculate the man-shifts for each shift, adding them together.

2025 21 450.

	1940	1941	1942	1943	1944	1945
20 and under 24 1/2	10000	10000	10000	10000	10000	10000
24 1/2 and under 29 1/2	10000	10000	10000	10000	10000	10000
29 1/2 and under 34 1/2	10000	10000	10000	10000	10000	10000
34 1/2 and under 39 1/2	10000	10000	10000	10000	10000	10000
39 1/2 and under 44 1/2	10000	10000	10000	10000	10000	10000
44 1/2 and under 49 1/2	10000	10000	10000	10000	10000	10000
49 1/2 and under 54 1/2	10000	10000	10000	10000	10000	10000
54 1/2 and under 59 1/2	10000	10000	10000	10000	10000	10000
59 1/2 and under 64 1/2	10000	10000	10000	10000	10000	10000
64 1/2 and under 69 1/2	10000	10000	10000	10000	10000	10000
69 1/2 and under 74 1/2	10000	10000	10000	10000	10000	10000
74 1/2 and under 79 1/2	10000	10000	10000	10000	10000	10000
79 1/2 and under 84 1/2	10000	10000	10000	10000	10000	10000
84 1/2 and under 89 1/2	10000	10000	10000	10000	10000	10000
89 1/2 and under 94 1/2	10000	10000	10000	10000	10000	10000
94 1/2 and under 99 1/2	10000	10000	10000	10000	10000	10000
99 1/2 and under \$1.00	10000	10000	10000	10000	10000	10000
\$1.00 and under \$1.10	10000	10000	10000	10000	10000	10000
\$1.10 and under \$1.20	10000	10000	10000	10000	10000	10000
\$1.20 and under \$1.30	10000	10000	10000	10000	10000	10000
\$1.30 and under \$1.40	10000	10000	10000	10000	10000	10000
\$1.40 and under \$1.50	10000	10000	10000	10000	10000	10000
\$1.50 and under \$1.60	10000	10000	10000	10000	10000	10000
\$1.60 and under \$1.70	10000	10000	10000	10000	10000	10000
\$1.70 and under \$1.80	10000	10000	10000	10000	10000	10000
\$1.80 and under \$1.90	10000	10000	10000	10000	10000	10000
\$1.90 and under \$2.00	10000	10000	10000	10000	10000	10000
\$2.00 and under \$2.50	10000	10000	10000	10000	10000	10000
\$2.50 and under \$3.00	10000	10000	10000	10000	10000	10000
\$3.00 and under \$4.00	10000	10000	10000	10000	10000	10000
\$4.00 and under \$5.00	10000	10000	10000	10000	10000	10000

It is the intention that safety in operations is essential to all industries and to the life of the Nation. Every industry should be made aware of this. Additionally, the employer and the employee are both responsible for the safety of the industry. It is the intention that the industry shall be made aware of the importance of safety and accident prevention shall be kept before the eyes of all workers.

Operating officials will take an active part in safety and health work, shall see that inspections are made at regular intervals of working places and equipment, and that the necessary safety instructions or signs are posted.

Every employer shall comply with the provisions of the laws of the State in which he operates relating to safety practices and to the health standards, applicable to his industry. He shall also at all times cooperate with the State and Federal Mine and Factory Inspectors, and other interested Governmental officials.

First aid service, equipment and supplies shall be maintained at each employer's mine and surface plants. This service shall be rendered by one familiar in first aid work, and if practicable shall not be confined to the regular first aid crew, but shall include as many other employees as local conditions warrant.

In the case of underground mining, mine rescue crews and equipment shall be maintained, and such service shall be furnished by each individual employer if Federal equipment is not available, or if the service can not be furnished through joint cooperation with others. Should local conditions necessitate oxygen breathing equipment and gas masks, the rescue crews should then be trained in the use of such equipment, which shall be periodically tested and maintained in working condition.

Continued studies shall be made by each employer individually, or in cooperation with others in the same district whose operating conditions may be similar, with a view to determining whether any elements injurious to health may exist in his property, and particular attention shall be given to the matter of ventilation and the lessening of any dust, fume or fire hazard. Where a new hazard is found, immediate steps should be taken to improve the condition.

To minimize the danger of machinery in motion and electricity, safeguards shall be provided wherever possible, and if impracticable, then warning and danger signs shall be posted.

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 Chief of the State Department of Labor, or their authorized representatives, and to the State Factory or Mine Inspector or other State official charged with the responsibility of administering the State laws affecting the lead industry.

G
F
I

NATIONAL RECOVERY ADMINISTRATION
Washington, D. C.

December 7, 1934.

Mr. Clinton K. Crane, Chairman,
Lead Industry Code Authority,
St. Joseph Lead Company,
New York City.

Dear Mr. Crane:

Within the last two months NIRA has received a number of suggestions from the field, urging it to inaugurate a survey of local code administration as conducted by Local Code Authority Agencies. It has been suggested that the objective of such a study should be to secure suggestions as to

- (a) How to reduce the cost of local code administration;
- (b) How to make local code administration more effective;
- (c) How to eliminate the multiple assessment problem;
- (d) What further assistance, if any, NIRA should give local Code Authorities in the conduct of local code administration.

The National Industrial Recovery Board has decided to make such a study. For this purpose, it proposes to send representatives to some fifteen centers to confer with Local Code Authority groups. At these meetings the representative of the Recovery Board will invite the local agencies to select a Committee, which Committee shall submit recommendations to Washington. As soon as these recommendations have been received, the National Industrial Recovery Board proposes to draft a program for the consideration of the National Code Authorities concerned. As Chairman of Lead Industry Code Authority, you will be kept informed of developments in this connection, and in the meantime, I would welcome any suggestions which you may wish to submit to the Recovery Board through me.

While the survey is being made in the field, we will contact you further in order to ascertain the location and personnel of all regional, state or local Code Authorities reporting to your National Code Authority. I would appreciate it if you would see to it that the information thus requested is forwarded as promptly as possible.

Sincerely yours,

W. A. JENSEN (SIGNED)
Deputy Administrator
Mining and Smelting Section.

N 3026.11

2
G
P
I

Code Authority
Meeting - November 16, 1934.

NATIONAL REVENUE ADMINISTRATION
Washington, D. C.

November 12, 1934.

In Reply Refer to Div. I.

Mr. F. E. Sanner, Secretary,
Code Authority for Land Industry,
405 Broadway Avenue,
New York, N. Y.

Dear Mr. Sanner:

We are outlining below the possible subjects which the Code Authorities have studied or submitted recent sessions on. It is not likely that any Code Authority has investigated more than a few of these activities, and it is not necessary to submit a complete report for each Code. Your report should be general and should cover only the high points of the Code Authority activities.

Planning and Adjustment Activities - Statistical Information Required

General

Registration of Establishments.

Merch

House

Stocks

Finished Product.
Distress Merchandise.

Sales Information

Inquiries
Orders
Shipments
Sales Below Cost
Cancellation of Contracts.
Clearances

Prices

Bids
Allowances on Defective Merchandise.

Credit Information

Classification of Customers

Exclusionary Matters

Complaints Filed

N 3026.12

1952 12 23

...and the fact that the *Journal* is a journal of the American Psychological Association, the largest and most influential organization in the field of psychology, adds to the journal's prestige and makes it a must-read for all psychologists.

TYPE OF CASE: ☐ Civil ☐ Criminal ☐ Other

Prepared by the Division
 of Statistics
 Bureau of Census of Commerce
 Department of State
 Washington - North-South
 Line
 Urban-Rural

Housework - Recommendations

Exceptions

Topic - Special Reports on Hours and Wages
Discrimination Against.

Health and Safety - Standards to be submitted.

Apprentices - Limitation on Employment.

Handicapped Workers.

Company Name:

62-124034

Unemployment Insurance.

Any other pertinent information relative to the activities of the Code Authority should be included in your report and forwarded to this office at your earliest convenience.

Very truly yours,

T. A. JAMES (ALBINO)

Deputy Administrator
Mining and Quarrying Section.