

MINUTES

New York, N. Y.

November 15, 1934.

A meeting of the Code Authority for the Smelting and Refining Division was held on Friday, November 15, 1934, at 2:00 P. M., in the Board Room of the National Lead Company, 211 Broadway, New York, N. Y.

MEMBERS
Clinton E. Crane, Chairman
F. M. Carter
W. Y. C. Hunt
R. M. Roosevelt
P. E. Sprague

ATTENDEES
W. C. Scarborough
H. M. Evans
F. F. Colford
Clarence Glass
R. O. McKay

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

BY INVITATION

G. H. Levison

The minutes of the sixth meeting of the Code Authority of October 25th 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. 2 on Equitable Wage Adjustments, furnished by Members of Industry, and without objection, the report was inserted in the record as per Exhibit "A" attached.

APPROVAL OF THE WESTINGHOUSE ELECTRIC AND MANUFACTURING COMPANY

The application of the Westinghouse Electric and Manufacturing Company, for adoption from the provisions of the Lead Code, was read, as per Exhibit "B" attached and after discussion.

It was noted, discussed and carried that the application of the Westinghouse Electric and Manufacturing Company, for adoption from the provisions of the Lead Code, be transmitted to the Administrator with the endorsement of the Code Authority, provided that the Westinghouse Company maintains its manufacturing operations as its present ones, with respect to the production of products defined by the Lead Code.

REVIEW OF LABOR PROVISIONS

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

INTERPRETATION OF ARTICLE III, SECTION 1 ON CHANGE OF SHIFTS

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.

TRADE PRACTICE COMPLAINTS COMMITTEE

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 Varny stated that he believed action should be taken to perfect a plan for handling trade practice complaints.

GENERAL BUSINESS - MINUTES

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 procure the same. It was decided that the Code Authority should be prepared to receive the same. As a result of this discussion, it was decided that the Code Authority should be prepared to receive the same. The Secretary-Treasurer's letter and the resulting labor forms appear as Exhibit "D" attached.

REVIEW 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 Paint 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'.

IT IS HEREBY RECOMMENDED 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. Frigg, 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 27, 1934.

"I am enclosing copy of a letter written by Mr. Edward 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."

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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 local code 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 ADJUSTMENT ACTIVITIES

Without objection a letter from Deputy Administrator Janssen, dated November 13, 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.

7/25/33

Edison Steel Works Co.

Edison Steel Works Co. Not operating.

Edison Steel Works Co. 6/1/33

Crown Metal Company

Detroit Lead Pipe
Works, Inc.

Heck Metal Company

Theo. Elerts Metal Co.

Hudson Steel & Ref. Co.

Imperial Type Metal Co. 1933

John Brothers Steel & Ref. Aug. 1933

Edison Steel Works Co. 7/25/33

Edison Steel Works Co. 7/25/33

Edison Steel Works Co. 7/25/33

Edison Steel Works Co. 7/25/33

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Edison Steel Works Co. 7/25/33

Edison Steel Works Co. 7/25/33

Edison Steel Works Co. 7/25/33

634

1999-2000

2000

... ..

The Authors

3539

Maryland Press & Mail

2003

Do not use the word "and" in the title of the report.

Part With Generalized
Hemorrhage

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, 2679, 26

1950

Differential rates
based on 300 per
cent increase in
costs of materials.
All employees on 40
hour week since
August, 1933.

Existo Pipe & Valve Co.

Our wage above mini-
mum. No adjustments
necessary.

Richard Co. Inc.

7/28/33

205

Pay schedules minimum of 50¢ per hr. Working time reduced to 40 hrs. on July 28, 1933.

Richmond Furze Mining
Company

Not operating.

James Earl Ray - One ray submitted has been above the minimum prescribed by the Federal Bureau of Investigation in all pay schedules was made prior to the effective date of the last law. Rate July 21, 1963 was 40%. Raised July 22, 1963 to 45%.

2. Price of the Gas - Would state that the minimum was what we pay to 40¢ per hour. Would state that we are not sure of the exact amount but it is around 40¢ an hour.

Reference: 68-000000 - The Americans.

Q. Now, the 1933 wage schedule. - The pay schedule at our plant have been changed the minimum pay schedule of the Code. An equivalent adjustment in all pay schedule was made August 1, 1933. No adjustment of wages has taken place after compliance 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 Reemployment Recovery Program. In a number of cases, the wage schedule themselves were increased slightly at the same time.

General Labor Summary - We have made equitable adjustments in all pay schedules prior to the Lead Code going into effect.

Defendant 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 Buck 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 Rate.

Thompson Electric Metal Co. - We are working under the blanket code of the FRA 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.

Polson Smelting & Refining Co. - There have been no increases made since June 24, 1924.

Special Time Hotel Summary - 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.

Edna Leathers, Seattle & Refining Works. - When we signed the U.M.W. 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 Colos under which we are operating, including the Lead Industry.

WESTINGHOUSE

Electric & Manufacturing Company

35 Rockefeller Plaza, New York, N. Y.

November 14, 1934.

Mr. F. S. Forester, Secretary,
Code Authority for the Iron Industry,
420 Lexington Avenue,
New York City.

Dear Mr. Forester:

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 Iron Code would be by an administrative order of NIRA. In order to obtain this, I wrote to Mr. D. A. Tuttle, 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 mixes 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 NIRA 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.

Fortinaco Electric &
Manufacturing Company

November 16, 1936

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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. E. A. Cullen,
Administrator, WPA,
1000 New York Building,
Washington, D. C.

Mr. J. E. Howard, WPA.

Dear Sir:

~~CONFIDENTIAL - SECURITY INFORMATION~~

We have been asked by the Code Authority of the above industry to comply with their new and very conditions.

I have had this matter up previously several times with Mr. F. E. Forester, Secretary of the Code Authority for the Iron Industry, 400 Broadway, New York, and have explained to him that we manufacture soldiers and babbitts 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 babbitt which we used in bearings of our equipment that they purchased from us, and we have sold them these soldiers and babbitts. 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 babbitt and soldier 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 soldiers or babbitts 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 WPA. I am therefore asking for this exemption.

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

Very truly yours,

S. L. HENDERSON (SIGNED)

Assistant to Vice President.

N 3026.04

Exhibit #C - Code Authority
Mining - December 16, 1934.

NATIONAL MINISTRY ADMINISTRATION

Washington, D. C.

November 5, 1934.

Mr. F. G. Chamber, Secretary,
Code Authority for the Lead Industry,
435 East 42nd Street,
New York City.

Dear Mr. Chamber:

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

410 LEXINGTON AVENUE
NEW YORK, N. Y.

NOV 9 - 1934

Mr. Walter A. Jansson,
Deputy Administrator,
National Recovery Administration,
Washington, D. C.

Dear Mr. Jansson:

Referring to your letter of September 5, I find there is some uncertainty in regard 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. WENNER (SIGNED)

Secretary.

CODE AUTHORITY FOR THE LEAD INDUSTRY

430 LEHMAN ST. NEW YORK 17, N.Y.

NEW YORK, N.Y. November 19, 1934.

November 19, 1934.

To Members of the Lead Industry:

Subject: CODE AUTHORITY FOR THE LEAD INDUSTRY AND LABOR DATA

The Code Authority for the Lead Industry has adopted a man-shift basis for a budget for the purpose of estimating the Code Authority and has requested the Treasurer to request subscriptions, covering the first half of the Code year, namely, from June 1 to December 31, at a rate of 1 1/2¢ per man-shift of employment (normal work) furnished by employers, subject to the labor provisions of the Lead Code. 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 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
 Anaconda Sales Company
 Eagle-Picher Lead Company
 Pacifi Mining Company
 National Lead Company
 Reynolds Metals Company
 St. Joseph Lead Company
 United States Smelting Refining & Mining Co.

N 3026.08

November 19, 1934.

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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 issue of the Code Authority journal on the basis of the amount of annual labor expended by you, making your check 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 1940 PAYROLL
 400 W. 42nd Street,
 New York, N. Y.

Minimum Division

	2017	1941	1942
1. (a) Average hours per week Man Concentrator			
(b) Total hours per week Man Concentrator			
(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. MINIMUM 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.

UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

	Area	Value	Notes
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 \$2.20			
\$2.20 and under \$2.75			
\$2.75 and under \$3.00			
\$3.00 and under \$3.50			

ONE AUTHORITY FOR THE IRON INDUSTRY

430 Lexington Avenue,
New York, N. Y.

**Smelter and Refinery
Returns**

	<u>1934</u>	<u>1934</u>	<u>1934</u>
	<u>July</u>	<u>August</u>	<u>September</u>
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. <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 3 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.

U.S. DEPARTMENT OF JUSTICE

420 ...

New York, N.Y.

Building & Planning
Division

Number of ...
...

(...)
...

Classified ...

Number of Page ...

	...	...	...
Under 20%			
20% and under 25%			
25% and under 30%			
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35% and under 40%			
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\$1.80 and under \$1.90			
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\$2.00 and under \$2.50			
\$2.50 and under \$3.00			
\$3.00 and under \$3.50			

UNITED STATES DEPARTMENT OF THE ARMY
 600 Madison Avenue,
 New York 17, N. Y.

Personnel Division.

		1954		
		April	May	June
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.	.....	.....	.....

		July	1954 August	September
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 3 shifts of eight hours each per week, the total man-shifts would be 240, the total man-hours would be 480. If there is a day and night shift in your plant, calculate the man-shifts for each shift, adding them together.

Figure 3 Division.

Under 25						
25 and under 30						
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90 and under 95						
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~~SECRET~~ ~~PLS~~

	July	1934 August	September
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 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.

	1960	1961	1962	1963	1964	1965
Under \$1.00						
\$1.00 and under \$1.10						
\$1.10 and under \$1.20						
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\$70.00 and under \$75.00						
\$75.00 and under \$80.00						
\$80.00 and under \$85.00						
\$85.00 and under \$90.00						
\$90.00 and under \$95.00						
\$95.00 and under \$100.00						

Full Division.

	1934	1935	1936
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.			

	July	1934 August	September
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 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 a half shift in your plant, calculate the man-shifts for each shift, adding them together.

It is the intention that safety in operations is essential to all industries and to the life, health and safety of the individual. The employer and the employee are both responsible for the safety of the individual. The employer shall be responsible for the safety of the individual and the employee shall be responsible for the safety of the individual. Safety and accident prevention shall be kept before the employer at all times.

Inspecting 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 bulletins or signs are posted.

Every employer shall comply with the provisions of the laws of the State in which he operates relative 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 A. of the Lead Ore, 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.

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NATIONAL RECOVERY ADMINISTRATION
Washington, D. C.

November 7, 1934.

Mr. Clinton H. Crane, Chairman,
Lead Industry Code Authority,
St. James Lead Company,
New York City.

Dear Mr. Crane:

Within the last two months NRI 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, NRI 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. JAMESON (SIGNED)
Deputy Administrator
Mining and Smelting Section.

N 3026.11

100-100 - Code Authority
 Meeting - November 16, 1934.

NATIONAL FINANCIAL ADMINISTRATION
 Washington, D. C.

November 12, 1934.

In Reply Refer to Div. I.

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

Dear Mr. Sawyer:

We are enclosing below the possible subjects which the Code Authorities have studied or submitted recently. 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.

Hours

Hours

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 Agents

Consolidated Field

November 12, 1934.

Department of Labor
Bureau of Labor Statistics

Washington, D. C.

Report on the activities
of the
Department of Labor
Bureau of Labor Statistics
for the year 1934.
North-South
East
Urban-Rural

Housework - Recommendations
Exemptions

Women - Special Reports on Hours and Wages
Discrimination Against.

Health and Safety - Standards to be submitted.

Apprentices - Limitation on Employment.

Handicapped Workers.

Company Houses

Stretch-Out

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,

V. A. JAMNICK (SIGNED)

Deputy Administrator
Mining and Quarrying Section.