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THE ASBESTOS INDUSTRY

TRANSCRIPT OF THE HEARING

AND

APPENDIX

EXHIBIT
4223

VOLUME

ORIGINAL

NATIONAL INDUSTRIAL
RECOVERY ADMINISTRATION

HEARING ON
Code of Fair Practices and Competition

Presented by

ASBESTOS INDUSTRY

THURSDAY OCTOBER 19, 1935

Call:
NATIONAL { 4266
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JESSE L. WARD
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ASBESTOS INDUSTRY

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Representing the International Hod Carriers Building and Common Laborers Union of America 25 School Street, Quincy, Mass.	

NATIONAL RECOVERY ADMINISTRATION

Washington, D. C.

October 19, 1933

HEARING ON

CODE OF FAIR COMPETITION

for the

ASBESTOS INDUSTRY.

The above-entitled matter came on for hearing at 10:00 o'clock a. m., in the Patio Room of the Carlton Hotel, Washington, D. C., Assistant Deputy Administrator George S. Brady, presiding.

There were also present:

Of the Industrial Advisory Board:

Mr. C. J. Stover.

Of the Labor Advisory Board:

Dr. Edmund Eckel.

Of the Consumers Advisory Board:

Mr. M. G. Johnston

Of the Planning and Research Division:

Mr. Reed.

Of the Legal Division:

Mr. E. T. Ansell.

ember 27, 1933 at meetings of the five Divisions of the Industry

According to our very best estimates the signers of the Code, to date, represent over 83 per cent of the production in this Industry. The following table sets forth the proportion of total production of the Industry in each Division and the proportion represented by the companies which have signed.

Divisions	Proportion of the Industry	Proportion of Division Pro- duction Repe- sented by Signers	Proportion of the Industry Represented by Signers of the Code
Paper Products	13.5%	80%	10.8%
Asbestos Cement Products	16.5	85	14.0
Magnesia Products	9.0	85	7.7
Textile Products	16.0	75	13.0
Brake Lining and Allied Products	<u>45.0</u>	85	<u>38.3</u>
Total	100.0		83.8

Very truly yours,

Lewis H. Brown

President.

LHB:mn

* * * * *

MEMBERS OF THE ASBESTOS INDUSTRY WHICH HAVE SIGNED THE PROPOSED
CODE OF FAIR COMPETITION FOR THE ASBESTOS INDUSTRY AS REVISED
SEPTEMBER 24, 1933.

Allbestos Corporation

21st St. & Godfrey Ave.

Germantown, Phila. Pa.

American Brakeblok Corp.

332 S. Michigan Ave.

Chicago, Ills.

Asbestos Fibre Spinning Co.

North Wales, Pa.

Asbestos Ltd. Inc.

8 West 40th Street

New York, N. Y.

Asbestos Mfg. Co.

Sabine Street

Huntington, Indiana

Atlas Asbestos Co.

North Wales, Pa.

The Philip Carey Co.

Lockland, Cincinnati, O.

Ehret Magnesia Mfg. Co.

Valley Forge, Pa.

Emsco Asbestos Co.

Downey, Calif.

Ferodo & Asbestos Inc.

New Brunswick, N. J.

Garlock Packing Co.

Palmyra, New York

Gatke Corp.

228 N. LaSalle St.

Chicago, Ills.

Johns-Manville Corp.

22 E. 40 St.

New York, N. Y.

Keasbey & Mattison Co.

Ambler, Pa.

Multibestos Co.

Cambridge B, Mass.

National Asbestos Mfg. Co.

Jersey City, N. J.

Norristown Magnesia & Asbestos Co.

Norristown, Pa.

Raybestos Division, Raybestos Manhattan Inc.

Bridgeport, Conn.

Rex-Hide Inc.

East Brady, Pa.

The Ruberoid Co.

95 Madison Avenue

New York, N. Y.

Russell Mfg. Co.

Middletown, Conn.

Sall Mountain Co.

30 Broad Street,

New York, N. Y.

Scandinavia Belting Co.

248 Central Ave.

Newark, N. J.

Smith & Kanzler

Elizabeth, N. J.

Southern Asbestos Co.

Charlotte, N. C.

Standard Asbestos Mfg. Co.

822 W. Lake St.

Chicago, Ills.

The Thermoid Co.

Trenton, N. J.

Union Asbestos & Rubber Co.

310 S. Michigan Avenue

Chicago, Ills.

Worldbestos Corp.

Paterson, N. J.

52 Courtland St.

S. K. Wellman Co.

1381 East 49th Street

Cleveland, Ohio

MEMBERS OF THE ASBESTOS INDUSTRY WHICH HAVE NOT SIGNED THE
PROPOSED CODE OF FAIR COMPETITION FOR THE ASBESTOS INDUSTRY.

American Asbestos Co.

Box 15

Norristown, Pa.

Armstrong Cork & Insulation Co.

Lancaster, Pa.

Baldwin Rubber co.

Pontiac, Michigan

Brassbestos Brake Lining Co.

Preakness Avenue

Patterson, N. J.

Burrell Belting Co.

416 S. Hermitage Ave.

Chicago, Illinois

Carolina Asbestos Co.

Davidson, N. C.

Cheney Chemical Co.

Cleveland, Ohio

Colt Patent Fire Arms Mfg, Co.

Hartford, Conn.

R. J. Dorn Co.

New Orleans, La.

Durwyllan Company

35-61 Kentucky Ave.

Patterson, N. J.

Firestone Tire & Rubber Co.

Firestone Park

Akron, Ohio

Gates Rubber Co.

Denver, Colo.

Glendenning Rubber & Asbestos Co.

Billerica, Mass.

Hoosier Friction Prod. Corp.

North Manchester, Ind.

Leher Auto Spring Co.

26th & Magnolia Sts.

Oakland, Calif.

Marine Chemical Co.

San Francisco, Calif.

Marshall Asbestos Corp.

P. O. Box 417

Troy, New York

L. J. Miley Co.

1462 S. Michigan Ave.

Chicago, Ills.

Mohawk Asbestos Division

Creo-Dipt

N. Tonowanda, New York

Palmer Asbestos Co.

St. Matthews, Kentucky

Plant Rubber & Asbestos Works

537 Brannan

San Francisco, Calif.

Rockbestos Products Corp.

New Haven, Conn.

Rosendale-Reddaway Co.

32 Euclid Avenue

Newark, N. J.

E, M. Smith Co.

639 S. Clarence

Los Angeles, Calif.

Manning J. Smith Belting Co.

10th & Allegheny Ave.

Philadelphia, Pa.

Southern Friction Fabric Co.

P. O. Box 1392

Charlotte, N. C.

Standard Brake Lining Co.

Gleasondale, Mass.

Swan Rubber Co.

Bucyrus, Ohio

Wood Insert Brake Lining Co.

725 Pioneer Bldg.

St. Paul, Minn.

* * * * *

THE ASBESTOS INSTITUTE

TWENTY-TWO EAST FORTIETH STREET

NEW YORK, N. Y.

October 17, 1933.

Mr. Malcolm Muir

Deputy Administrator

National Recovery Administration

Washington, D. C.

Re: Asbestos Industry Code

Index - 1002/1/01

Dear Sir:

Attached are four copies of the formal Application for Presentation of a Code of Fair Competition.

These should replace the application forms filed with the National Recovery Administration on August 7th.

Very truly yours,

Lewis H. Brown

President.

various cities throughout the country and operated to sell Carey products in defined territories.

(2) District Distributors under contract with the Philip Carey Company, allotting to the Distributor an exclusive territory, in which exclusive territory the distributor has the exclusive right to sell Carey products. (These District Distributors correspond to the affiliates provided for in the Code submitted.)

In selling and distributing The Philip Carey Company has upward of seventy branches and District Distributors. Of this number thirty-five are District Distributors. These District Distributors perform in the selling and distributing of the products, the same function that a branch office performs. This District Distributor method of distribution has been used continuously for upward of twenty-five years and many of the present District Distributors have served in the same capacity throughout that entire period. These District Distributors have contracts with The Philip Carey Company, many of them being ten year contracts, under which a separate territory is provided for distributor and he is given the sole right within that territory to sell Carey products. These contracts are exclusive in that they give to the distributor the exclusive right to sell Carey products in an exclusive territory.

In territories where the Philip Carey Company does not have District Distributors, it has branch offices. The District

Distributors in their respective territories function just as the branch offices function in other territories.

This method of distribution through District Distributors under contracts, covers a very large portion of the United States.

For instance, District Distributors are located in:

Albuquerque, New Mexico

Birmingham, Alabama

Buffalo, New York

Chattanooga, Tennessee

Chicago, Illinois

Cleveland, Ohio

Denver, Colorado

El Paso, Texas

Ft. Smith, Arkansas

Jacksonville, Florida

Los Angeles, California

Memphis, Tennessee

Minneapolis, Minnesota

New Orleans, Louisiana

New York, City, New York

Portland, Oregon

San Francisco, California

Seattle, Washington

Washington, D. C.

and other points in the United States. This method of distribut-

us later.

Mr. Brown: We will be delighted to go into session this afternoon, or tomorrow, if necessary.

Assistant Deputy Brady: This may be all right, but they need, perhaps, a little clarification, to explain why you have some of those things in the code.

If I can not be present myself, I will have somebody from the office, one of my assistants, present, and he can meet you immediately after you take this up with Doctor Eckel.

Any time that is convenient to him this afternoon possibly would be better, and you can get away.

Mr. Brown: That will be perfectly satisfactory. We will be willing to be here on any of these, today and tomorrow, whichever you want.

Assistant Deputy Brady: Article V. There is nothing on that, I believe.

STATEMENT OF MR. WALDO G. HOLDEN.
(Resumed.)

Mr. Holden: I understand that I am on record for and including Article V.

Assistant Deputy Brady: Mr. Holden.

Mr. Holden: Article V --- Child Labor.

Substitute: No person under 16 years of age shall be employed in the industry, and no person under 18 years of age

ARTICLE V -- Child Labor

Our recommendation for the exclusion of all persons under 18 years of age from manufacturing operations is based on the recommendation of the Hazardous Occupations Committee, urging the exclusion of all minors under 18 from occupations involving exposure to asbestos dust.

Furthermore, I include for the record a statement by the Children's Bureau of the Department of Labor, which covers not only the dust hazard in this industry, but also the ever-present hazard from machine processes. In addition to the 18 year minimum which this evidence justifies, such materials must be given full consideration in determining the maximum hours and minimum wages which are specified in the approved code.

EXHIBIT 1 --

Re: Hazards in the manufacture of asbestos products.

Children's Bureau, Dept. of Labor.

No statistics are available in the Census as to the number of minors under 18 years of age employed in establishments manufacturing asbestos products. According to the Census of Manufactures for 1929 (Vol 2, page 327), the average number of wage earners in all asbestos manufacturing establishments in 1929 was 15,358. The number of persons under 18 working in this industry is therefore comparatively small, but the hazard is such that minors under 18 should be prohibited from manu-

facturing processes. There is not only a mechanical hazard, but also a health hazard from the asbestos dust. (Occupation and Health, No. 37, International Labor Office, Geneva, 1925. (Asbestos)).

While processes differ to a certain extent in different establishments, the August, 1932, Industry Report (Atlanta Retail Credit Association, Atlanta, Georgia) gives a brief summary of the general methods used in making products of asbestos: After the asbestos has been mined and milled and received by the manufacturer, it is sent to the picking machines to be graded and separated according to kind and size; the fibre is then carded or combed by machines into strands so that all the fibres lay in the same direction. It is next sent to the spinning room where it is converted into yarns of various types. Copper or brass wires may be inserted into the fibre by a twisting machines to increase tensile strength.

Report of Advisory Committee on Employment of Minors in Hazardous Occupations

Foreword

THE Committee on Vocational Guidance and Child Labor of the White House Conference on Child Health and Protection recommended that an advisory committee of experts be appointed to work in cooperation with the Children's Bureau in determining existing conditions with reference to occupational hazards and in formulating standards for the protection of minors against such hazards. In pursuance of this recommendation, the bureau appointed a committee which made available through its membership the experience of specialists in labor law administration, safety engineers, and industrial hygienists. The committee met in Washington, May 24-26, 1932, and has embodied the unanimous conclusions reached at this conference in the following report. Because of the rapid changes which take place in industrial processes, requiring new substances, new machines, and new methods of operation, and because of the discovery of the effects of old processes and old methods, these recommendations may require revision from time to time. The Children's Bureau plans to ask the help of the committee in making such revisions in the future.

This report presents recommendations on the basis of existing knowledge of hazardous occupations. It is believed it will be of great value to State boards which, under a flexible law, have authority to make rulings on this subject, and in the revision of standards which are embedded in child labor laws.

The Children's Bureau is greatly indebted to the members of the committee for their work in the preparation of this report.

GRACE ABBOTT,

Chief United States Children's Bureau.

Report of the Committee

AVAILABLE statistics and recent investigations, limited as they are, stress the urgent need for more adequate protection of young workers against industrial accidents and occupational diseases. It has long been recognized that the natural curiosity, lack of prudence, and imperfect muscular coordination, inherent in youth, make it dangerous to employ boys and girls in proximity to complicated machinery. Furthermore, adolescents are more susceptible than adults to such hazards as poisonous substances, vitiated air, and nervous and physical strain. Yet child-labor legislation has been slow to take into account this peculiar susceptibility of the young worker to accident and occupational disease. At first it was thought sufficient to keep children out of certain establishments or industries up to a fixed age; once past that age they were allowed to work as if they were adult. The idea that they should be prohibited from engaging in certain special kinds of work even after they were old enough to enter industry developed late and has been embodied in laws and rulings which even to-day are incomplete and lacking in uniformity. Some laws contain only the most general provisions against employments dangerous to life or limb, to health or morals; others apply to a long list of specified occupations. Some provide that these lists may be supplemented from time to time by rulings of special boards. On

EXHIBIT
4224

the whole, the mass of this legislation has been formulated without sufficiently detailed knowledge of modern industrial conditions. Occupations prohibited in one State are entirely unregulated in another, and many States have failed to prohibit occupations that are acknowledged to be extremely hazardous. One of the most obvious weaknesses is the failure to regulate adequately the employment of minors 16 and 17 years of age, although high accident rates indicate that this group of immature workers is in great need of protection.

The committee has given consideration only to those occupations in which accident or health hazards are involved. Research is continuing along several lines, including the hazards involved in messenger service and in the operation of dangerous power-driven farm machinery. The committee's findings as given below will need revision from time to time in the light of increasing information and changing industrial conditions.

Specific recommendations—Minors under 18

It is the sense of this committee that the following kinds of employment involving exposure to serious hazards should be prohibited to minors under 18 years of age:

I. Occupations involving mechanical hazards (general):

101. In construction work of all kinds, including demolition or repair work, on buildings, bridges, roads, sewers, subways, or in any other work involving excavation, except in the erection or repair of private dwellings and structures appurtenant thereto of not more than three stories in height; provided, however, that minors under 18 shall not work on any scaffolding or do any heavy work in connection with any such construction.
102. In shipbuilding or in or on dry docks or on ways or structures in the shipbuilding industry.
103. In work on steam or electric railways of all kinds:
Exception: Shop operations other than those hereinafter prohibited.
- 104 (a). In work connected with the generation of electricity, or the outside erection, maintenance, or repair of electric wires;
- (b). In the inside installation, maintenance, or removal of electric wires, meters and equipment at live voltages of more than 50 volts—work on dead lines to be permitted only when means are provided (as by locking switches open) to insure that lines remain electrically dead;
- (c). In the operation of electrical utilization equipment or appliances at any voltages higher than 250.
105. In the manufacture, purification, storage, or distribution of coal gas, water gas, or natural gas, or in the operation of gas pumping stations connected therewith.
106. In or about oil wells, oil-drilling operations, or oil refineries.
107. In or about mines, quarries, sand, gravel, or clay banks or pits, including all surface work connected with any mining or quarrying operation.
108. On rock or coal crushers.
109. In the handling, loading, or unloading of coal at storage yards or distribution points where power-driven machinery for the conveying or handling of coal is used.
110. In stone cutting or polishing.
111. In or about ore-reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops, or any other places in which the heating, melting, or heat treatment of metals is carried on.
112. In the cutting or welding of metals by gas or electricity.
113. In or in connection with hot galvanizing or tinning processes.
114. In the manufacture, transportation, or use of explosives, or explosive or highly inflammable substances.
115. In stockyards, in abattoirs, or in slaughtering or butchering departments in the meat-packing industry.

- 116. In work on commercial threshing crews.
- 117. In lumbering or logging operations.
- 118. In the loading, unloading, piling or storing of heavy lumber.
- 119. In or about saw or planing mills.
- 120. In or about junk or metal-scrap yards.
- 121. In or in connection with the navigation or operation of any boat or vessel.
- 122. As stevedores or longshoremen, or in the handling of marine freight.
- 123. In or about pulp mills, or in establishments manufacturing paper, cardboard, box board, press board, or similar products from pulp, refuse, or rags.
- 124. In employment in tanning establishments that specifically pertains to the processes or involves the operation of machinery used in the tanning of hides or their preparation for tanning.
- 125. In or in connection with processes in the manufacture of rubber or rubber goods.
Exception: In finishing, sorting, inspecting, or packing, or work in dental laboratories.
- 126. In the outside cleaning of any windows the sills of which are located more than 10 feet above grade. (The level of an adjoining flat roof may be taken as grade.)
- 127. In the care or firing of steam or water boilers.
Exception: Domestic hand-fired coal-burning boilers.
- 128. As chauffeurs or assistants to chauffeurs, or as helpers or delivery boys on motor vehicles.
Exception: Clerical or office work. Recommendations 101 to 128, inclusive, shall not apply to persons employed in offices or at clerical work in the industries specified who are exposed only to hazards common to office or clerical employment.

II. Occupations involving mechanical hazards (specified machines):

PRIME MOVERS

- 201. In or assisting in the operation of gas, oil, or steam engines or other prime movers.

HOISTING MACHINERY

- 202. In the care, custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, or assisting therein.

Exception: In the operation of dumb-waiters as defined in section 8 of the American Standards Association Safety Code for Elevators, Dumb-Waiters and Escalators, or of elevators equipped only for automatic operation.

WORKING MACHINERY

(Prohibition to apply to operating, assisting in operating, or taking material from, the following machines):

BAKERY AND CRACKER-MAKING MACHINERY

- 203. Dough brakes or mixing machines in bakeries, or cracker-making machinery.

LAUNDRY AND DRY-CLEANING MACHINERY

- 204. Power-driven laundry or dry-cleaning machinery.

LEATHER AND BOOT AND SHOE MACHINERY

- 205. Molding, splitting, rolling, perforating, stamping, dieing-out, heel compressing, shank reducing, leveling, wetting, embossing, burnishing, clicking, skiving, stripping, or buffing machines used in the leather or boot and shoe industries.

MEAT-GRINDING AND MEAT-CUTTING MACHINERY

- 206. Power-driven meat-grinding or meat-cutting machines.

METAL-WORKING MACHINERY

- 207. Grinding, abrasive, polishing, or buffing wheels; provided, that apprentices, operating under the provisions set up under Exception (b), page 8, may grind their own tools.
- 208. Metal-cutting machines having a guillotine action.
- 209. Wire-drawing machines.
Exception: Work on fine sizes of wire commonly drawn through diamond dies.
- 210. Machinery used in the cold rolling of heavy metal stock.
- 211. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
- 212. Power-driven metal planing machines.
- 213. Circular saws used in the cutting of metals.
- 214. Boring mills.
- 215. Wire-stitching machinery.

MOTION-PICTURE MACHINERY

- 216. Motion-picture projection machinery.

PAPER AND PAPER-PRODUCTS MACHINERY

- 217. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods (including paper-lacing machines) if the clearance between the ram and the die or the stripper exceeds one-fourth inch.¹
- 218. Paper-cutting machines having a guillotine action.
- 219. Paper punches or line perforators.
- 220. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
- 221. Corner-staying, corner-cutting, or ending machines used in the paper-box industry if the opening to meet the plunger exceeds one-fourth inch.¹
Exception: Such corner-staying machines equipped with an automatic device that will instantly stop the downward motion of the plunger should the finger of the operator come between the plunger and the anvil.

PRINTING MACHINERY

- 222. Power-driven printing presses.
- 223. Monotype or linotype machines.
- 224. Embossing machinery used in the printing industry.

TEXTILE MACHINERY

- 225. Openers, pickers, cards, or lappers used in the textile industry.

WOODWORKING MACHINERY

- 226. Power-driven woodworking machinery.

MISCELLANEOUS MACHINERY

- 227. Machinery having a heavy rolling or crushing action, such as paper rolls, corrugating rolls, or rolls used in the printing of textiles.
- 228. Picker machines used in picking wool, cotton, hair, or other materials.
- 229. Power shears of all kinds.
- 230. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.¹
- 231. Roller mixers, pug mills, putty chasers, or brick molding machinery of the pressure type.

¹ One of the members of the committee, Mr. Almerworth, believes that this should be three-eighths inch instead of one-fourth inch.

OTHER MACHINE HAZARDS

- 232. In oiling, cleaning, or wiping machinery in motion.
- 233. In applying belts to a pulley in motion or assisting therein.
- 234. In proximity to any unguarded belt or gearing.

Exceptions:

- (a) Clerical or office work: Recommendations 201 to 234, inclusive, shall not apply to persons employed in offices or at clerical work in the industries specified who are exposed only to hazards common to office or clerical employment;
- (b) Apprentices: Employment on any of the machines named in Recommendations 201 to 234, inclusive, may be permitted in the case of minors between 16 and 18 years of age under conditions of bonafide apprenticeship to a trade. Power to set up and enforce standards for the adequate control of apprenticeship and to determine the trades to which such standards and the machines to which such exemptions shall apply shall be given to the State agency administering the child labor law. Only after such standards have been set up shall any exception to these provisions be permitted.

III. Occupations involving health hazards:

- 301. In establishments in which heavy chemicals are manufactured.
- 302. In the handling of unsterilized hides or animal hair.
- 303. In occupations involving exposure to extreme heat, cold, humidity, or dampness, or to sudden, frequent, or extreme variations thereof. (More specific standards as to the degree of exposure and as to what may be considered extremes of, or extreme variations of, temperature, humidity, or dampness, are to be determined after further study by a subcommittee appointed as outlined under General Recommendations, 8b.)
- 304. In occupations involving exposure to free silica dust, asbestos dust, or other dusts in injurious quantities.
- 305. In occupations involving exposure to the following substances:
 - (a) Nitro or amido derivatives of benzol or toluol.
 - (b) Arsenic or its compounds.
 - (c) Benzol.
 - (d) Carbon bisulphide.
 - (e) Chlorine.
 - (f) Creosote.
 - (g) Hydrocyanic acid or its compounds.
 - (h) Hydrofluoric acid or its compounds.
 - (i) Hydrogen sulphide.
 - (j) Lead or its compounds.
 - (k) Mercury or its compounds.
 - (l) Mesothorium or its radioactive derivatives.
 - (m) Nitrous gases.
 - (n) White or yellow phosphorus.
 - (o) Radium or its radioactive derivatives.
 - (p) Tetrachlorethane.
 - (q) Other substances having similar injurious properties.
- 306. In occupations involving excessive exposure to the following substances:
 - (a) Antimony or its compounds.
 - (b) Carbon dioxide.
 - (c) Carbon monoxide.
 - (d) Carbon tetrachloride.
 - (e) Chromic acids, chromates, or bichromates.
 - (f) Corrosive substances.
 - (g) Methanol.
 - (h) Petroleum or its low-boiling distillates such as gasoline, naphtha, or benzine.
 - (i) Tar.
 - (j) Trichlorethylene.
 - (k) Turpentine.
 - (l) Other substances having similar injurious properties.

Exceptions:

Clerical or office work: Recommendations 301 to 306, inclusive, shall not apply to persons employed in offices or at clerical work in the industries specified who are exposed only to hazards common to office or clerical employment.

Specific recommendations—Minors under 16

IV. Occupations involving mechanical and health hazards:

The committee recognizes that for children under 16 greater protection from the hazards of industry is essential than for older boys and girls and therefore indorses the following recommendations of the 1930 White House Conference with reference to the employment of children under 16:

401. Children under 16 should not be permitted to work on or in connection with power-driven machinery of any kind or in close proximity to such machinery.
402. Children under 16 should not be permitted to work in any employment.
Exception: Children between 14 and 16 may be employed when schools are not in session in a carefully restricted list of occupations.

General recommendations

1. Power of State labor boards to make rulings with reference to the employment of minors in hazardous occupations.
 - (a) The committee strongly indorses the recommendations of the 1930 White House Conference on Child Health and Protection that "In addition to the prohibitions by law of hazardous occupations for minors, power should be given to State labor boards to determine what are dangerous and injurious occupations and prohibit minors' employment therein, and continuous study should be made by these State boards to keep prohibitions abreast of new industrial hazards."¹
 - (b) It is the opinion of the committee that, so far as is practicable, provisions relating to occupations involving employment on specific machines or special conditions of employment in which the hazards involved are subject to frequent change should be promulgated through rulings of State boards. These boards should have power to revise from time to time the rulings that they have laid down. In States in which no State labor board exists, the committee recommends that the State department administering the child labor law or a continuous committee of at least three members affiliated therewith make such study and enact such rulings.
2. Enforcement of laws or rulings with reference to the employment of minors in hazardous occupations.
 - (a) In order that minors may be given the full protection to which they are entitled under the law the committee recommends the general adoption of the measures recommended by the White House Conference with reference to the administration of child labor laws, including especially the establishment of adequate inspection forces.
3. Extra compensation legislation.
 - (a) As a means of preventing industrial accidents to minors and of reducing their illegal employment the committee indorses the recommendations of the White House Conference that employers of minors injured while illegally employed be required to pay not only the regular compensation payable under the act but an additional sum at least equal to that amount, the employer to be made personally liable for the payment of the additional amount.
4. Machinery or other apparatus in educational and other institutions.
 - (a) The committee emphasizes the necessity of proper safeguarding of machines and apparatus used in educational, charitable, and corrective institutions, public and private, and recommends that authorization be given to the appropriate State agency to compel the safeguarding of all machines and apparatus and of the use of chemicals in such institutions and to see that operations on such machines or apparatus or in connection with such chemicals are conducted only under the personal supervision of a properly qualified instructor; and the aforesaid agency should also provide inspection to see that such safeguards are adequately maintained.
5. Conditions of work.
 - (a) As a means of preventing the employment of minors under conditions injurious to health, the committee urges the adoption of the child-labor recommendations of the White House conference with reference to hours of work, night work, conditions of work, and periodical physical examinations.

¹ Doctor Hayhurst would substitute State health departments for State labor boards.

5. Conditions of work—Continued:

- (b) The committee recognizes the hazards of occupations involving exposure to skin or tissue irritants or infections, or to the possibility of tetanospasmodic or burulitis, or allergic action. Rather than suggest the prohibition of the employment of minors in all occupations in which such hazards may occur, however, it recommends that the conditions producing the hazard be controlled¹ and that the employment of minors in occupations involving the hazards depend upon the efficacy of the control of these conditions, as determined by the State agency enforcing the child labor law.
- (c) Similarly, the committee recognizes the injurious consequences of constant standing in one position, maintenance of faulty postures, continuous repetition of movements, pressures or blows, and lifting of heavy weights, but believes that these are also matters that should usually be subjected to control by corrective measures, rather than by exclusion of minors from all the occupations that may involve these hazards.

6. Further information to be obtained for the use of the committee.

- (a) In the light of the statistics of vehicular accidents to minors in industry compiled for the committee by the State departments of labor of New York and Pennsylvania, the committee recommends that further information on this subject be obtained by the Children's Bureau particularly for accidents to minors in messenger and delivery service, and that the committee postpone action with reference to the regulation of the employment of minors in such occupations, except in so far as already covered by recommendation 128, until such time as this information is available.
- (b) It is the sense of the committee that in the interest of uniformity of requirements, for the education of employers in what constitutes safe conditions of employment for minors, and for the guidance of the enforcing authorities in the various States, it is important that so far as possible definite standards be developed for the conditions fixed by the regulations recommended herein and to that end requests the Children's Bureau to appoint appropriate subcommittees to study these questions and to report their findings to this committee.

7. Statistics of industrial accidents to minors.

- (a) Inasmuch as the information currently available regarding the extent and nature of industrial injuries to minors is most limited and fragmentary, the committee reaffirms the recommendations of the White House conference that the various State agencies develop programs for the continuous study of industrial accidents to minors, including the compilation of comparable and adequate statistics of accidents to minors. The committee further requests that the Children's Bureau cooperate with the States in the preparation of forms for the tabulation of such statistics on a uniform basis, and in assembling, compiling, and publishing annually such figures.

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¹ Suggested measures of control are preliminary physical examinations, periodic examinations, elimination of the more susceptible workers either by previous tests or experience, and, particularly in the case of the outdoors, by enforcing gradual habituation to the work and by limiting the amount of stress or strain to which the worker is subject.

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