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LEAD INDUSTRIES ASSOCIATION

Graybar Building, 420 Lexington Avenue
New York, N. Y.

December 23, 1933.

To Members of the Lead Industries Association:

At the public hearing of our Code, practically no opposition developed except to the labor clauses. There was one representative present of the International Mine, Mill & Smelter Workers Union retained by the Labor Advisory Board, who made certain objections to our Code, namely, to rates of pay and maximum hours, and brought up, for the Mining Division, the controversial question as to whether working time was at the face or began at the collar of the shaft. The objections expressed by the Labor Advisor of the N.R.A. were directed at the averaging clause, at the minimum rates of pay, and at the maximum hours of work.

We feel that it is necessary that at a subsequent conference, which will probably take place the 3rd or 4th of January, our members be prepared to show to what extent they have already made use of the averaging clause, (in all Divisions) to what classes of labor the averaging clause is most necessary to them, what their minimum rates of pay are in the case of the Mining Division for both underground labor and for surface labor, with the number of employees who are in receipt of these average minimum rates. In the Mining Division, most of the discussion was directed at underground work and it was assumed by the Labor Advisor that our minimum might be applied to underground work. It may be helpful to us to provide separate minimums for underground and surface labor.

In regard to maximum hours there was a disposition on the part of the Labor Advisor to favor plants which had been running longer hours before the adoption of the President's Modified Re-Employment Agreement by the industry, over those whose men had already been working at less than maximum. In other words, the Labor Advisor would probably be willing to recommend 40 hours for the manufacturing division, but would be inclined to insist on 36 hours for the Mining and Smelting Divisions, taking no account of the fact that the men in these Divisions had already made large sacrifices in order to share the work with their fellows. A comparison was made in the Mining Division of wages paid in the coal and oil industry and the labor advisor asked that the minimum wage be something like 60¢ instead of 35¢ as proposed in the Code. In the case of the Mining Division, if there are any local coal mines in your district, you must ascertain the facts as to the amount of wages which they have paid for underground and surface workers, and likewise the extent to which those workers have been employed. We should also be prepared to furnish facts as to the existing wage scales and as to what the wage scales were before operations were begun under the President's Re-Employment Agreement. Some of these data are already in our possession.

In order that the matter may be fully discussed by the Industry before the hearing, it is most important that a large representation of our members meet, either in Washington or New York, the day before the date set for the next conference

LIA21758

No date has been set except that it will not be before the latter part of the first week in January. We will advise you by telegram as soon as the exact date is set, and hope we can count on your attendance at the preliminary meeting as well as your presence at the conference, to substantiate our position with facts, and to meet any facts which may be presented by the Labor Advisor. In our judgment, the Administrator, in finally deciding between our position and that of the labor representative, must be governed by the facts presented by both sides.

A labor questionnaire for your use is attached. Please return it promptly with the desired information.

Respectfully yours,

F. E. Wormer

Secretary.