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NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION

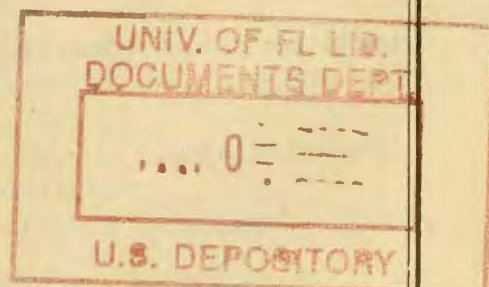
FOR THE

PORCELAIN MANUFACTURING
INDUSTRY

AS SUBMITTED ON AUGUST 30, 1933

REGISTRY No. 1033—1—01

The Code for the Porcelain Manufacturing Industry
in its present form merely reflects the proposal of the above-mentioned
industry, and none of the provisions contained therein are
to be regarded as having received the approval of
the National Recovery Administration
as applying to this industry



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PROPOSED CODE FOR THE PORCELAIN MANUFACTURING INDUSTRY

[AS DRAFTED JULY 29, 1933]

To effectuate the policy of Title I of the National Industrial Recovery Act, the following provisions are established as a National Industrial Recovery Code for the Porcelain Manufacturing industry:

1. The manufacturers included in this industry are those who manufacture industrial porcelain, with the exception of manufacturers who produce sanitary ware and tile, and those who produce high tension porcelain exclusively.

2. The manufacturers in this industry shall not employ any person in the processing of their products, nor in any labor incident thereto (except kiln firemen) more than a maximum week of 40 hours, nor more than eight hours per day. The maximum hours thus fixed shall not apply to emergency maintenance and repair employees, nor to employees in a managerial or executive capacity.

3. The minimum wage in this industry shall be 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which case the hourly rate shall not be less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. No person less than sixteen years of age shall be employed.

4 (a). Employees shall have the right to organize and bargain collectively through representatives of their own choosing and shall be free from the interference, restraint, or coercion of employers, or their agents, in designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection;

(b) No employee, and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing;

(c) Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President;

(d) Employers and employees shall be free to bargain individually or collectively as may be mutually satisfactory.

(e) Employees may be selected, retained, and advanced on the basis of individual merit.

4. The supervising and fact finding agency for this industry shall be the Porcelain Manufacturers' Association, 1427 Eye Street NW., Washington, D.C. The manufacturers shall furnish to this agency duly certified reports every four weeks showing number of em-

ployees, maximum hours worked by any employee in any week and actual hours worked by the various occupational groups of employees and minimum hourly wages. It shall be the duty of this agency to report these figures to the President when, as and if the President requires such reports. It shall also be the duty of this agency to investigate and develop facts regarding complaints from any source and if circumstances warrant present the resulting data to the Administrator.

5. The industry may, when facts become available, present to the President of the United States necessary means for stabilizing the industry and eliminating destructive competitive practices.

6. The President may from time to time cancel or modify any order, approval, license, rule, or regulation issued under Title I of the National Industrial Recovery Act.

