

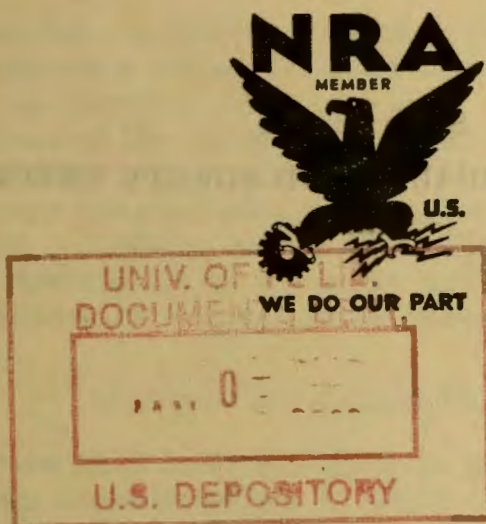
NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

FOR THE

CASUALTY AND SURETY INSURANCE
INDUSTRY AND ALLIED ACTIVITIES

AS SUBMITTED ON AUGUST 31, 1933



The Code for the Casualty and
Surety Insurance Industry and Allied Activities
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*

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

STANDARD CODE OF FAIR COMPETITION
THE
CASUALTY AND SURETY INSURANCE
INDUSTRY AND ALLIED ACTIVITIES
IS ADAPTED TO ASSIST IN THE

SUBMITTED BY

ASSOCIATION OF CASUALTY AND SURETY EXECUTIVES

(II)



CODE OF THE COMPANIES MEMBERS OF THE ASSOCIATION OF CASUALTY AND SURETY EXECUTIVES AND ITS AFFILIATED ORGANIZATIONS

The Association of Casualty and Surety Executives and its affiliated organizations, being in sympathy with the spirit and purpose of the National Industrial Recovery Act, presents this Code to the President to forward the program leading toward the economic and business recovery of the United States, the necessity for which is stated in Title 1, Section 1 of the Act.

ARTICLE I—APPLICATION OF CODE

The Association of Casualty and Surety Executives affirms that it imposes no inequitable restrictions on its members and participation in its activities, and it is truly representative as a national association of casualty and surety insurance companies operating on the stock plan.

Its membership, in whole or in part, maintains, supports, or subscribes to insurance rating bureaus and associations, all of which come within the purview of this Code.

The operation of the business of casualty and surety insurance and its allied activities are rigidly controlled by the laws of the several states which are not rescinded or set aside by the National Industrial Recovery Act. Nothing herein shall obligate the companies, members of the Association of Casualty and Surety Executives, to any action, agreement, or understanding prohibited by the laws of any of the states.

ARTICLE II—LABOR PROVISIONS

1. 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 of labor, or their agents, in the 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.

2. 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; and

3. Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment approved or prescribed by the President.

Child labor.—After August 31, 1933, no person under sixteen years of age shall be employed, except that persons between fourteen and sixteen years of age may be employed for not to exceed three hours a day and those hours between 7 a.m. to 7 p.m., in such work as will not interfere with hours of day school, provided, however, that where a State Law prescribes a lower minimum age no person shall be employed in such State below the age specified by such State Law.



ARTICLE III—HOURS OF EMPLOYMENT

(a) Not to work any employees engaged in the business of insurance for more than 40 hours in any 1 week, except outside representatives consisting of adjusters, appraisers, auditors, collectors, investigators, inspectors, service engineers, special agents, solicitors, raters, and employees handling mortgages and real estate, whose time and duties for the most part are outside of the office.

(b) The maximum hours fixed in the foregoing paragraph (a) shall not apply to employees in a managerial or executive capacity and to their technical assistants who now receive more than \$35.00 per week; nor to guards and watchmen employed to safeguard securities; nor for an aggregate period not exceeding eight weeks in any one year to employees on emergency work incident to the preparation of annual statements or special data required by the respective states in their supervision of the insurance business or to extra work in offices on account of an unusual number of loss claims or to special work where restrictions in hours of highly technical workers would unavoidably hamper operations.

ARTICLE IV—WAGES

Employees engaged in the business of insurance shall be paid not—

1. (a) Less than \$15 a week in any city of over 500,000 population or in the immediate trade area of such city;

(b) Less than \$14.50 a week in any city between 250,000 and 500,000 population or in the immediate trade area of such city;

(c) Less than \$14 a week in any city between 2,500 and 250,000 population or in the immediate trade area of such city;

(d) In towns of less than 2,500 population all wages shall be increased by not less than 20 percent, provided that this shall not require wages in excess of \$12 a week.

2. (a) Messengers may be paid not less than 75 percent of the minimum wages above specified.

(b) Junior file clerks for a period of six months after employment may be paid not less than 75 percent, of the minimum wages above specified.

Employees referred to in Sections 2 (a) and 2 (b) shall not exceed 10 percent of the total number of employees.

ARTICLE V—GENERAL

Population for the purpose of this agreement shall be determined by reference to the 1930 Federal Census.

The provisions of this Code may, upon petition of the Association of Casualty and Surety Executives, be modified, with the approval of the President, as changes in circumstances or experience may indicate.

This Code shall become effective when approved.

ASSOCIATION OF CASUALTY AND SURETY EXECUTIVES,
By F. ROBERTSON JONES, *General Manager*.