

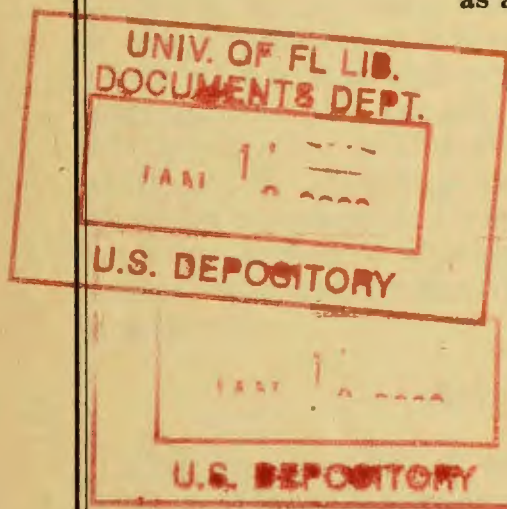
NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION
FOR THE
STEEL POSTURE CHAIR
INDUSTRY

AS SUBMITTED ON AUGUST 29, 1933

REGISTRY No. 1122—11

**The Code for the Steel Posture Chair 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**



UNITED STATES
GOVERNMENT PRINTING OFFICE
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CODE OF FAIR COMPETITION FOR THE STEEL POSTURE CHAIR INDUSTRY

ARTICLE 1—PURPOSE

This Code is set up for the purpose of increasing employment, establishing fair and adequate wages, effecting reduction of hours, improving standards of labor, and eliminating unfair trade practices and competition, to the end of rehabilitating the Steel Posture Chair Industry and enabling it to do its part toward establishing that balance of industries which is necessary to the restoration and maintenance of the highest practical degree of public welfare.

It is the declared purpose of the Steel Posture Chair Industry and adherents to this Code to bring, insofar as may be practicable, the rates of wages paid within the Steel Posture Chair Industry to such levels as are necessary for the creation and maintenance of the highest practical standard of living; to restore the income of enterprises within the industry to levels which will make possible the payment of such wages and avoid the further depletion and destruction of capital assets.

ARTICLE 2—PARTICIPATION

Participation in this Code, and any subsequent revision of or addition to the Code, shall be extended to any person, partnership, or corporation in the Steel Posture Chair Industry who accepts his share of the cost and responsibility, as well as the benefit, of such participation by becoming a member of the Steel Posture Chair Manufacturers & Distributors Association or any affiliated organization. No initiation or entrance fee shall be charged but there shall be assessments levied for expenses incurred on an equal basis on all members of this association, provided no less than sixty per cent of the membership approve the amount of such expenses and assessments.

ARTICLE 3—CLASSIFICATION

For the purpose of the administration of this Code, the Steel Posture Chair Industry shall be construed to mean the manufacturers of steel Posture chairs and stools and sales organizations distributing steel posture chairs and stools to other persons, partnerships or corporations for resale.

ARTICLE 4—EXECUTIVE COMMITTEE

The steel posture chair manufacturers and sales organizations have always operated on a basis that has been considered by them

to be fair and have always maintained a high standard of labor and wage conditions in the industry; therefore, they believe that members of the Association can carry out the operation of this Code within themselves in a manner that will comply strictly with the requirements as outlined by the National Industrial Recovery Act.

The Steel Posture Chair Industry shall set up an Executive Committee consisting of three members who will serve for a period of six months without compensation. At the expiration of the six-month period, the Executive Committee will, within itself, appoint three other members of the Association as an Executive Committee to serve the subsequent six-month period.

ARTICLE 5—DUTIES OF THE EXECUTIVE COMMITTEE

The Executive Committee immediately upon selection shall, from their number, designate a President, Secretary and Treasurer. The duties of the Executive Committee shall be to secure strict adherence to the conditions of the Code, to hear and adjust complaints, to consider proposals for amendments thereof and exceptions thereto, and otherwise to carry out within the Association the provisions of the National Industrial Recovery Act as set forth in this Code, keeping at all times the purposes of the Code and the benefit of the Steel Posture Chair Industry foremost in mind.

ARTICLE 6—METHOD OF PROCEDURE AND PENALTY IN THE EVENT OF NONCOMPLIANCE

In the event of noncompliance with any part or parts of this Code by any member or members of this Association, the following procedure will be in order:

(a) The member having a knowledge of such noncompliance will promptly report in writing to each officer of the Executive Committee at his regular business office, stating all known facts in the complaint.

(b) The Executive Committee will immediately report the complaint of noncompliance to the member against whom the charge is made, keeping, so far as possible, the name of the complainant confidential.

(c) The member against whom the complaint is made will promptly make a detailed report and defense in writing to each officer of the Executive Committee at his regular business office.

(d) Upon receipt of complaint and answer, the Treasurer and Secretary of the Executive Committee will forward their recommendation in the form of a decision to the President of the Executive Committee who will make his own decision from the facts at hand; the majority determining whether the complaint is justified.

(e) In the event that the complaint is made by or against any member of the Executive Committee, the decision of this member shall not be required, but the remaining two members of the Executive Committee will designate another member of the Association whose decision will have the same bearing upon the matter as that of the Executive Committee member not entitled to act in this particular instance.

(f) In the event that a member is found guilty of non-compliance with Section (b) of Article 9 of this Code, the sum of \$50.00, or, where a sale is concerned, an amount equal to the full amount of the invoice price of the merchandise sold, whichever is greater, shall be paid into the treasury of the Association.

(g) When a complaint has been made by a member and found to be unjustified by the Executive Committee, the party making such unjustified complaint shall immediately pay into the treasury of the Association, the sum of \$25.00.

(h) In the event of a second act of noncompliance of any member, or in the event of failure to comply with any part of this Code, or upon failure to pay the amount assessed within thirty days, or upon expiration of time given by the Board of Directors in writing, the act of non-compliance will be promptly reported by the Executive Committee to the administrators of the National Industrial Recovery Act with a request for their action.

(i) When the President of the United States deems it no longer necessary to carry on this Code, whatever money or monies remain in the treasury of the Association shall be distributed among the members of the Association in proportion to the time that they have been members and have contributed through assessments to the upkeep.

ARTICLE 7—LABOR AND COMPENSATION FOR LABOR

The labor code established by the Steel Posture Chair Industry, upon approval of the Executive Committee of the Steel Posture Chair Industry, shall be binding upon all members of the posture chair industry. The labor code shall contain the following provisions:

(a) Employees in the Steel Posture Chair Industry 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.

(b) No employee in the Steel Posture Chair Industry and no one seeking employment therein shall be required, as a condition of employment, to join any company union or to refrain from joining a labor organization of his own choosing.

(c) Employers of labor in the Steel Posture Chair Industry agree to comply with the maximum hours of labor, minimum rates of pay, and other working conditions approved or prescribed by the President.

(d) No member of this Organization shall employ any person under sixteen years of age.

(e) Due to certain specialized operations in fabricating steel posture chairs, members of this Association may employ apprentices or learners at a minimum wage scale of 30¢ per hour with the minimum weekly wage, explained under section (i) of this article 7, applying; provided, however, that at no time more than one apprentice is employed for each five skilled workmen.

(f) The members of this Association will not work any accounting, clerical, office, service, or sales employees (except outside salesmen) for more than forty hours in any one week.

(g) The members of this Association will not employ any factory or mechanical worker or artisan more than a maximum week of forty hours and shall not employ any worker more than eight hours in any one day.

(h) The maximum hours fixed in the foregoing paragraphs (f) and (g) shall not apply to employees in a managerial or executive capacity who now receive more than \$35.00 per week.

(i) Members of this Association will not pay any of the classes of employees mentioned for either factory, mechanical, artistic, or office work less than \$14.50 per week.

(j) The members of this Association will not pay any factory or mechanical worker or artisan less than 40¢ per hour and agree that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on piece-work performance.

(k) The members of this Association will not reduce the compensation for employment now in excess of the minimum wages hereby agreed to, notwithstanding that the hours worked may be hereby reduced.

ARTICLE 8—CONTRACTS

The members of this Association will, where contracts have been entered into prior to June 16th, 1933, at a fixed price for delivery during the term of this Code, make an appropriate adjustment of said fixed price to meet any increase in cost caused by the seller having signed the President's Reemployment Agreement or having become bound by any Code of Fair Competition approved by the President.

ARTICLE 9—INDUSTRY REGULATIONS

The members of this Association will not use any subterfuge to frustrate the spirit and intent of this agreement which is, among other things, to raise to a higher level the American standard of living.

(a) The members of this Association will not increase the price of any merchandise sold after the date that this Code becomes effective over the price on July 1st, 1933, by more than is made necessary by actual increases in production, replacements, or invoice costs of merchandise or by taxes or other costs resulting from action taken pursuant to the Agricultural Adjustment Act since July 1st, 1933, and in setting such price increases to give full weight to probable increases in sales volume and to refrain from taking profiteering advantage of the consuming public.

(b) The members of this association agree not to sell merchandise to any person, partnership, or corporation below cost of production, thereby avoiding further depletion and destruction of capital assets.

(c) In case any member or members have a stock of merchandise that has been obsolete for a period of at least six months, they may, at their own option, dispose of such merchandise at a price that will

enable them to turn this merchandise into cash quickly and thereby increase their liquid capital assets.

(d) All communications to the administrators of the National Industrial Recovery Act concerning the approval or amendment of this Code, or any of the provisions or any matters relating thereto, shall be through the Executive Committee of the Association.

(e) The members of this Association will support and patronize to their fullest extent establishments which have also signed a Code approved by the President or who have signed the President's Reemployment Agreement (authorized by Section 4a, National Industrial Recovery Act) and are listed as members of the NRA.

(f) The members of this Association will cooperate to the fullest extent with the President and those appointed by him in carrying to a successful end the policies and principles as outlined by the National Industrial Recovery Act.

This Code, upon approval by the President of the United States, shall become effective upon all members of the Steel Posture Chair Manufacturers and Distributors Association and affiliated organizations within ten days after the approval.

All members of the Steel Posture Chair Manufacturers and Distributors Association hereby place their faith in the acts of the President of the United States, and agree to cooperate to the fullest extent in his endeavor on a Nation-wide plan to raise wages, create employment, thereby increasing purchasing power, restoring general business, and through this method bring our industry onto a profitable basis.

