

NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION

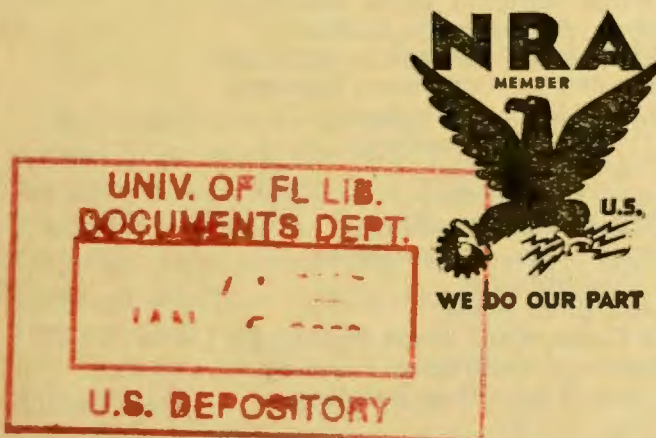
FOR THE

**SHOE AND LEATHER
FINISH, POLISH, AND CEMENT
MANUFACTURING INDUSTRY**

AS APPROVED ON DECEMBER 30, 1933

BY

PRESIDENT ROOSEVELT



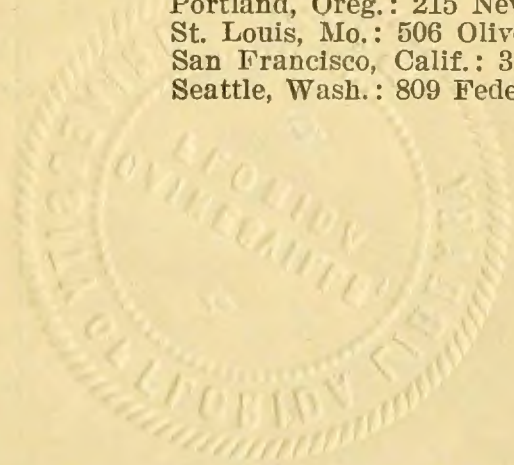
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Approved Code No. 184

CODE OF FAIR COMPETITION

FOR THE

**SHOE AND LEATHER FINISH, POLISH, AND
CEMENT MANUFACTURING INDUSTRY**

As Approved on December 30, 1933

BY

PRESIDENT ROOSEVELT

Executive Order

An application having been duly made, pursuant to and in full compliance with the provisions of Title I of the National Industrial Recovery Act, approved June 16, 1933, for my approval of a Code of Fair Competition for the Shoe and Leather Finish, Polish, and Cement Manufacturing Industry, and hearings having been held thereon and the Administrator having rendered his report containing an analysis of the said Code of Fair Competition together with his recommendations and findings with respect thereto, and the Administrator having found that the said Code of Fair Competition complies in all respects with the pertinent provisions of Title I of said Act and that the requirements of clauses (1) and (2) of subsection (a) of Section 3 of the said Act have been met:

NOW, THEREFORE, I, Franklin D. Roosevelt, President of the United States, pursuant to the authority vested in me by Title I of the National Industrial Recovery Act, approved June 16, 1933, and otherwise, do adopt and approve the report, recommendations, and findings of the Administrator, and do order that the said Code of Fair Competition be, and it is hereby, approved.

FRANKLIN D. ROOSEVELT.

Approval recommended:

HUGH S. JOHNSON,
Administrator.

THE WHITE HOUSE,
December 30, 1933.

DECEMBER 26, 1933.

The PRESIDENT,
The White House.

SIR: This is a report on the Code of Fair Competition for the Shoe and Leather Finish, Polish, and Cement Manufacturing Industry, a hearing on which was conducted in accordance with the provisions of the National Industrial Recovery Act. The hearing was held in the Willard Room of the Hotel Willard in Washington on November 28, 1933.

PROVISIONS OF THE CODE AS TO WAGES AND HOURS

Except as herein otherwise provided, this Code specifies that no employee shall be permitted to work in excess of forty (40) hours in any one week or eight (8) hours in any twenty-four (24) hour period beginning at midnight, provided, however, that for a total period of twelve (12) weeks in any calendar year, to take care of seasonal requirements, employees may be permitted to work forty-eight (48) hours in any calendar week, but not to exceed an average of forty (40) hours per week during the entire year. Any factory employee who works in excess of forty (40) hours per week or eight (8) hours per day shall be paid time and one third for such overtime.

From the above provisions the following classes are exempted: Employees engaged in managerial, supervisory, executive, or technical capacity, or professional employees engaged in a professional capacity, who receive thirty-five dollars (\$35.00) or more per week, and outside salesmen; engineers, firemen, oilers, electricians, and cleaners who may not work over forty-four (44) hours weekly except by payment at the rate of time and one third for time in excess thereof; accounting, clerical, office, store, shipping, service, and inside sales employees, who shall not be permitted to work in excess of an average of forty (40) hours per week in any three months' period or in excess of forty-eight (48) hours in any calendar week; employees on automotive or horse-drawn passenger, express, delivery, or freight service, who shall not be permitted to work in excess of an average of forty-four (44) hours per week in any three months' period or in excess of forty-eight (48) hours in any calendar week; employees on emergency, maintenance, and repair work, watchmen and highly skilled workers in continuous processes where restriction of hours would unavoidably reduce production, except that watchmen shall have at least one full day off in each two weeks' period.

This Code provides for a minimum wage of thirty-seven and one half cents ($37\frac{1}{2}\text{¢}$) per hour for male employees in the Shoe Polish Division of the Industry and thirty-two and one half cents ($32\frac{1}{2}\text{¢}$) per hour for female employees.

In the Shoe and Leather Finish and Cement Division the minimum wage for male employees is forty cents (40¢) per hour and for female employees, thirty-five cents (35¢) per hour.

Provision is made where female employees perform substantially the same work as male employees, that they shall receive the same rate of pay.

The Code provides that a minimum rate of pay shall apply irrespective of whether an employee is actually compensated on a time rate, piecework, or other basis.

The Code further provides that no person under sixteen (16) years of age shall be employed in the Industry.

ECONOMIC EFFECT OF THE CODE

The Code was presented by the Association of Manufacturers of Shoe and Leather Finishes and Cements for the manufacturers of shoe and leather finishes and cements, said to represent about 86.8% of the sales volume of this Division of the Industry, and the Shoe Polish Institute and a group of nonmembers of the Institute, for the Shoe Polish Division, which, combined, are said to represent more than 80% of the sales volume of this Division of the Industry. The presentation of the Code by the two Divisions indicated, was based upon the industrial groups existing in the trade.

The Shoe Polish Division comprises those manufacturers engaged in the manufacturing, for shoes and leathers, of shoe polishes, pastes, blackings, dressings, cleaners, dyes, and any other similar chemical products for use on shoes but not including manufacturers who sell in bulk to tanners, shoe manufacturers, welting manufacturers, and fabricators of leather.

This Division of the Industry includes, approximately, 150 concerns at the present time. The data available indicates that this number has remained unchanged since 1928. The aggregate capital investment for 1933 is estimated to be \$13,000,000. Aggregate sales for 1933 are estimated as \$15,000,000, or a decrease of \$5,000,000 since 1928. The Industry employs, at present, approximately 1,400 wage earners.

The Shoe and Leather Finish and Cement Division comprises that portion of the Industry engaged in the manufacture of blackings, cleaners, dressings, cements, liquid rubber cement (synthetic or natural, either dispersed or dissolved), stitching waxes, burnishing waxes, finishes, binders, topcoats, reenforcing materials for inner soles, and any other chemical products for use in wood-heel factories or for use by tanners, shoe manufacturers, welting manufacturers, and fabricators of leather and in similar businesses.

The Shoe and Leather Finish and Cement Division of the Industry represents a capital investment of \$3,395,716. Its sales or production during 1928 are estimated to be \$8,549,228. Its production capacity for 1928 was \$10,845,840. In 1932 sales were \$6,646,833. The sales for the first six months of 1933 were \$4,050,150. Production capacity on a six months' basis for 1933 is estimated to be \$5,343,662. The number of employees in this Division in 1928 was 878 and operating under the President's Reemployment Agreement in 1933 has regained this normal figure.

To meet the requirements of the two Divisions of the Industry and to facilitate the administration of the provisions of the Code, separate Divisional Planning and Fair Practice Agencies are provided to administer those provisions relating exclusively to each Division.

The appointment by the Administrator of members of the Code Authority Board for the Shoe Polish Division is necessitated by the lack of organization in this Division. Members of the Code Authority Board from the Shoe and Leather Finish and Cement Division will be elected by members of the Division. The Code Authority Board as constituted will be representative of the Industry.

The Code contains a number of trade-practice provisions which are designed to eliminate destructive competition. These provisions should enable the manufacturers to place this Industry on an improved competitive basis. The adoption of the Code, furthermore, should prove highly beneficial to the Industry, particularly in the case of the Shoe Polish Division, which lacks a representative organization. It should assist the Industry in raising not only standards of production and sales efforts but improve working conditions and thereby its industrial stabilization.

The Code will increase the man-hours of employment in the Industry while the daily schedule of hours of employment will be decreased, resulting thereby in a small increase in the number of persons employed in the Industry with substantial increases arising from increased volume of business.

The weekly minimum earnings proposed by the Code are approximately fifty percent (50%) higher than the lowest paid in June, 1929, and are higher than those received by at least half of the factory employees in September-October 1933.

FINDINGS

The Administrator finds that: (a) The Code as recommended complies in all respects with the pertinent provisions of Title I of the Act, including, without limitation, subsection (a) of Section 7 and subsection (b) of Section 10 thereof; and that

(b) The applicant groups impose no inequitable restrictions on admission to membership therein and are truly representative of a large majority of the Shoe and Leather Finish, Polish, and Cement Manufacturing Industry; and that

(c) The Code as recommended is not designed to promote monopolies or to eliminate or oppress small enterprises and will not operate to discriminate against them, and will tend to effectuate the policy of Title I of the National Industrial Recovery Act.

It is recommended, therefore, that this Code be immediately adopted.

Respectfully,

HUGH S. JOHNSON,
Administrator.

CODE OF FAIR COMPETITION
FOR THE
SHOE AND LEATHER FINISH, POLISH, AND CEMENT
MANUFACTURING INDUSTRY

ARTICLE I—PURPOSES

To effect the policies of Title I of the National Industrial Recovery Act, this Code is submitted as a Code of Fair Competition for the Shoe and Leather Finish, Polish, and Cement Manufacturing Industry, and upon approval by the President, its provisions shall be the standards of fair competition for such industry and shall be binding upon every member thereof.

ARTICLE II—DEFINITIONS

1. The term "Shoe and Leather Finish, Polish, and Cement Manufacturing Industry" as used herein includes the manufacturing for shoes and leathers of: Blackings, dressings, liquid rubber cements (meaning adhesives), pastes, pyroxylin cements, rubber (synthetic or natural, either dispersed or dissolved), polishes, dyes, and cleaners, stitching waxes, burnishing waxes, finishes, binders, topcoats, reenforcing materials for innersoles, and other similar chemical products for use on shoes or leather, together with such allied or related products as may from time to time, upon the approval of the President, be included under the provisions of this Code.

2. The term "Shoe Polish Division" as used herein means that portion of the industry engaged in the manufacture of shoe polishes, pastes, blackings, dressings, cleaners, dyes, and any other similar chemical products for use on shoes but not including manufacturers who sell in bulk to tanners, shoe manufacturers, welting manufacturers, and fabricators of leather.

3. The term "Shoe and Leather Finish and Cement Division" as used herein means that portion of the industry engaged in the manufacture of blackings, cleaners, dressings, cements, liquid-rubber cements (meaning adhesives), pastes, pyroxylin cements, rubber (synthetic or natural, either dispersed or dissolved), stitching waxes, burnishing waxes, finishes, binders, topcoats, reenforcing materials for innersoles, and any other chemical products for use in wood-heel factories, or for use by tanners, shoe manufacturers, welting manufacturers, and fabricators of leather and in similar businesses.

4. The term "member of the industry" includes all those engaged in the industry, either as an employer or on his own behalf.

5. The term "employee", as used herein, includes any and all persons engaged in the industry, however compensated, except a member of the industry.

6. The terms "Act" and "Administrator", as used herein, mean, respectively, Title I of the National Industrial Recovery Act and the Administrator for Industrial Recovery.

ARTICLE III—HOURS

SECTION 1. *Maximum Hours.*—Except as herein otherwise provided, no employee shall be permitted to work in excess of forty (40) hours in any one week or eight (8) hours in any twenty-four (24) hour period beginning at midnight, provided, however, that for a total period of twelve (12) weeks during any calendar year, to take care of seasonal requirements, employees may be permitted to work forty-eight (48) hours in any calendar week, but not to exceed an average of forty (40) hours per week during the entire year. Any factory employee who works in excess of forty (40) hours per week or eight (8) hours per day shall be paid time and one third for such overtime.

SEC. 2. *Exemption as to Hours.*—From the provisions of Section 1 the following classes shall be exempted:

A. Employees engaged in managerial, supervisory, executive, or technical capacity, or professional employees engaged in a professional capacity, who receive thirty-five dollars (\$35.00) or more per week, and outside salesmen.

B. Engineers, firemen, oilers, electricians, and cleaners who may not work over forty-four (44) hours weekly except by payment at the rate of time and one third for time in excess thereof.

C. Accounting, clerical, office, store, shipping, service, and inside sales employees, who shall not be permitted to work in excess of an average of forty (40) hours per week in any three months' period or in excess of forty-eight (48) hours in any calendar week.

D. Employees on automotive or horse-drawn passenger, express, delivery, or freight service, who shall not be permitted to work in excess of an average of forty-four (44) hours per week in any three months' period or in excess of forty-eight (48) hours in any calendar week.

E. Employees on emergency, maintenance, and repair work, watchmen, and highly skilled workers in continuous processes where restriction of hours would unavoidably reduce production, except that watchmen shall have at least one full day off in each two weeks' period.

SEC. 3. *Employment by Several Employers.*—No employer shall knowingly permit any employee to work for any time which, when totaled with that already performed with another employer or employers in this industry, exceeds the maximum permitted herein.

ARTICLE IV—WAGES

SECTION 1. *Minimum Wages.*—No male employee of the Shoe Polish Division of this industry shall be paid in any pay period less than at the rate of thirty-seven and one half cents ($37\frac{1}{2}\text{¢}$) per

hour, and no female employee shall be paid at less than the rate of thirty-two and one half cents ($32\frac{1}{2}\text{¢}$) per hour, except as otherwise herein provided.

SEC. 2. *Minimum Wages*.—No male employee of the Shoe and Leather Finish and Cement Division of this industry shall be paid in any pay period less than at the rate of forty cents (40¢) per hour, and no female employee shall be paid at less than the rate of thirty-five cents (35¢) per hour, except as otherwise herein provided.

SEC. 3. *Males Between 16 and 18 Years of Age*.—Males between sixteen and eighteen years of age, such as delivery boys, messenger boys, and laboratory boys, etc., except those employed in factories or on production operations, shall be paid at a rate of not less than ten dollars (\$10) per week. The number of such employees shall be limited to not more than 5% of the total number of employees, except that each establishment is entitled to at least one such employee.

SEC. 4. *Piecework and Minimum Wages*.—This article establishes a minimum rate of pay, which shall apply irrespective of whether an employee is actually compensated on a time rate, piecework, or other basis.

SEC. 5. *Female Employees*.—Female employees performing substantially the same work as male employees shall receive the same rate of pay as male employees.

ARTICLE V—GENERAL LABOR PROVISIONS

SECTION 1. *Child Labor*.—No person under sixteen (16) years of age shall be employed in the industry. In any State an employer shall be deemed to have complied with this provision as to age if he shall have on file a certificate or permit duly signed by the Authority in such State empowered to issue employment or age certificates or permits showing that the employee is of the required age.

SEC. 2. *Provisions from the Act*.—In compliance with Section 7 (a) of the Act it is provided:

A. That 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.

B. That 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

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

SEC. 3. *Reclassification of Employees*.—No employer shall reclassify employees or duties of occupations performed or engage in any other subterfuge for the purpose of defeating the purposes or provisions of the Act or of this Code.

SEC. 4. *State Laws*.—No provision in this Code shall supersede any State or Federal law which imposes on employers more stringent

requirements as to age of employees, wages, hours of work, or as to safety, health, sanitary, or general working conditions, or insurance, or fire protection than are imposed by this Code.

SEC. 5. *Posting*.—All employers shall post complete copies of Articles III, IV, and V of this Code in conspicuous places accessible to employees.

ARTICLE VI—ADMINISTRATION

SECTION 1. *Code Authority Board*.—To further effectuate the policies of the Act, a Code Authority shall be established and known as the Code Authority Board of the Shoe and Leather Finish, Polish, and Cement Industry. The Industry shall be classified into two divisions, known as (1) Shoe Polish Division, (2) Shoe and Leather Finish and Cement Division.

SEC. 2. *Organization and Constitution of Code Authority Board*.—The Code Authority Board shall be composed of members of the industry and shall consist of twelve (12) members to be selected as follows: Six (6) members of the Code Authority Board shall be appointed by the Administrator from members of the Shoe Polish Division, and six (6) members from the Shoe and Leather Finish and Cement Division to be selected as follows: The Executive Committee of the Association of Manufacturers of Shoe and Leather Finishes and Cements shall submit the names of twelve (12) nominees, of whom six shall be elected by the majority vote of the members of the industry as a whole. Five of the six elected by this method shall be members of the Association.

SEC. 3. In addition to membership as above provided, there may be three members, without vote and without expense to the Industry, to be appointed by the Administrator.

SEC. 4. *Divisional Planning and Fair Practice Agencies*.—The members of the Code Authority Board for each Division selected, as above set forth, shall respectively act as a separate and distinct divisional Planning and Fair Practice Agency for their respective Divisions. Each such divisional Planning and Fair Practice Agency shall present in writing, to the Code Authority Board, its recommendations for its approval or disapproval before submission to the Administrator and the President for their approval if such action is required.

Each Planning and Fair Practice Agency, subject to supervision by the Code Authority Board, may carry out the approved recommendations in the administration of the Code for its Division to the end that each Division may be self-governing in all problems, including trade terms and trade practices, relating exclusively to itself.

SEC. 5. In order that the Code Authority Board shall at all times be truly representative of the Industry and in other respects comply with the provisions of the Act, the Administrator may prescribe such hearings as he may deem proper; and thereafter if he shall find that the Code Authority Board is not truly representative or does not in other respects comply with the provisions of the Act, may require an appropriate modification in the method of selection and composition of the Code Authority Board.

SEC. 6. Each trade or industrial association directly or indirectly participating in the selection or activities of the Code Authority Board shall (1) impose no inequitable restrictions on membership, and (2) submit to the Administrator true copies of its articles of association, bylaws, regulations, and any amendments when made thereto, together with such other information as to membership, organization, and activities as the Administrator may deem necessary to effectuate the purposes of the Act.

SEC. 7. Members of the Industry shall be entitled to participate in and share the benefits of the activities of the Code Authority Board and to participate in the selection of the members thereof, by assenting to and complying with the requirements of this Code and sustaining their reasonable share of the expenses of its administration. Such reasonable share of the expenses of administration shall be determined by the Code Authority Board, subject to review by the Administrator, on the basis of volume of business and/or such other factors as may be deemed equitable.

SEC. 8. Nothing contained in this Code shall constitute the members of the Code Authority Board partners for any purpose. Nor shall any member of the Code Authority Board, exercising reasonable diligence in the conduct of his duties hereunder, be liable to anyone for any action or omission to act under this Code, except for his own willful misfeasance or nonfeasance.

SEC. 9. *Powers and Duties.*—The Code Authority Board and divisional Planning and Fair Practice Agencies shall have the following further powers and duties, the exercise of which shall be reported to the Administrator and shall be subject to his right, on review, to approve or disapprove any action taken by the Code Authority Board:

A. To insure the execution of the provisions of this Code and provide for the compliance of the Industry with the provisions hereof.

B. To adopt bylaws and/or rules and regulations for its procedure and for the administration and enforcement of the Code.

C. To obtain from members of the Industry through a neutral agency such information and reports as are required for the administration of the Code. Such information and reports shall be submitted by members to such neutral agency or agencies as may be designated by the Code Authority Board or divisional Planning and Fair Practice Agencies. In addition to information required to be submitted to the Code Authority Board all or any of the persons subject to this Code shall furnish such statistical information as the Administrator may deem necessary for the purposes recited in Section 3 (a) of said Act to such Federal and State agencies as the Administrator may designate. Nothing in this Code shall relieve any person of any existing obligation to furnish reports to Government agencies. No individual reports shall be disclosed to any other member of the Industry or any other party except to such Governmental agencies as may be directed by the Administrator.

D. To use such trade associations and other agencies as it deems proper for the carrying out of any of its activities provided for herein, provided that nothing herein shall relieve the Code Authority Board of its duties or responsibilities under this Code.

E. To make recommendations to the Administrator for the co-ordination of the administration of this Code with such other codes, if any, as may be related to the Industry, or affect members of this Industry.

F. To secure from members of the Industry an equitable and proportionate payment of the reasonable expenses of maintaining the Code Authority Board and its activities.

G. To cooperate with the Administrator in regulating the use of any N.R.A. insignia solely by those members of the Industry who have assented to and are complying with this Code.

SEC. 10. If it shall be represented to the Administrator by any interested party, or he shall determine upon his own motion, that any action of the Code Authority Board or of the Fair Practice Agencies is unfair to any private interest or contrary to the public interest, the Administrator may require that such action be suspended for a period of not to exceed thirty days to afford an opportunity for investigation of the merits of such complaint and further consideration by the Code Authority Board pending final action, to be taken only upon approval by the Administrator.

ARTICLE VII—TRADE PRACTICES

SECTION 1. It shall be unfair competition for any manufacturer in the Shoe and Leather Finish and Cement Division:

A. To give cash discounts greater than two percent (2%) 30 days or 15th proximo and net thereafter.

B. To give, permit to be given, or directly offer to give anything of value for the purpose of influencing or rewarding the action of any employee, agent, or representative of another in relation to the business of the employer of such employee, the principal of such agent, or the represented party with or without the knowledge of such employer, principal, or party. This provision shall not be construed to prohibit free and general distribution of articles commonly used for advertising except so far as such articles are actually used for commercial bribery as hereinabove defined.

C. To misrepresent either by giving false information to customers, by substitution or incorrect labeling of goods, false invoicing, or by any other means.

D. No member of the industry shall secretly or directly offer or make any payment or allowance of a rebate, refund, commission, credit, unearned discount, or excess allowance, whether in the form of money or otherwise, nor shall a member of the industry secretly offer or extend to any customer any special service or privilege not extended to all customers of the same class, for the purpose of influencing a sale or to defeat the purpose of this Code.

E. To give free goods other than reasonably sized samples.

F. To ship from fabricating point merchandise in weight or measure less than amount appearing on invoice or markings on package.

G. To use competitor's containers.

H. To willfully or maliciously defame a competitor or unjustly disparage a competitor's products.

I. To sell any product below cost. The divisional Planning and Fair Practice Agency may require an employer to furnish complete

information relating to his costs, which shall be verified by a certified public accountant or by an accountant having the equivalent in qualifications and ability of a certified public accountant, such accountant in any event shall have the qualifications required by law in such state or governmental subdivision of the United States where such service is performed.

SEC. 2. It shall be unfair competition for any manufacturer in the Shoe Polish Division:

A. To misrepresent either by giving false information to customers, by substitution or incorrect labeling of goods, false invoicing, or by any other means.

B. To secretly or directly offer or make any payment, or allowance of a rebate, refund, commission, credit, unearned discount, or excess allowance, whether in the form of money or otherwise, or to secretly offer or extend to any customer any special service or privilege not extended to all customers of the same class, for the purpose of influencing a sale or to defeat the purpose of this Code.

C. To give samples for free distribution to consumers unless clearly marked "Sample."

D. To make, cause or permit to be made or published, any false, misleading, or deceptive statements of or concerning the business policies, methods, or products, or price of any products, of any manufacturer in the industry, or the credit standing or ability of any such manufacturer thereof to perform any work or manufacture or produce any products.

E. To give datings in excess of five months from date of shipment.

F. To buy, exchange, sell, issue credit for, or in any way take from the trade, the merchandise of any other manufacturer either directly or indirectly.

G. To induce or attempt to induce, by any means, any party to a commercial contract with a manufacturer to violate such contract.

H. To ship on consignment in excess of five months from date of shipment.

I. To give, permit to be given, or directly offer to give, anything of value for the purpose of influencing or rewarding the action of any employee, agent, or representative of another in relation to the business of the employer of such employee, the principal of such agent or the represented party, with or without the knowledge of such employer, principal, or party. This provision shall not be construed to prohibit free and general distribution of articles commonly used for advertising except so far as such articles are actually used for commercial bribery as hereinabove defined.

J. To pay in cash or goods for the privilege of advertising in dealer catalogues, programs, or house organs as an inducement to secure business.

K. To make contributions in cash or goods to any group or organization connected with, or at the solicitation of, any customer or prospective customers.

ARTICLE VIII—PRICE INCREASES

Whereas the policy of the Act to increase real purchasing power will be made more difficult of consummation if prices of goods and

services increase as rapidly as wages, it is recognized that price increases except such as may be required to meet individual cost should be delayed, but when made such increases should, so far as possible, be limited to actual additional increases in the seller's costs.

ARTICLE IX—MODIFICATION

SECTION 1. This Code and all the provisions thereof are expressly made subject to the right of the President, in accordance with the provisions of subsection (b) of Section 10 of the Act, from time to time to cancel or modify any order, approval, license, rule, or regulation issued under said Act.

ARTICLE X—MONOPOLIES, ETC.

No provision of this Code shall be so applied as to permit monopolies or monopolistic practices, or to eliminate, oppress, or discriminate against small enterprises.

ARTICLE XI—EFFECTIVE DATE

This Code shall become effective on the second Monday after its approval by the President.

Approved Code No. 184.
Registry No. 621-05.



UNIVERSITY OF FLORIDA



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