

NATIONAL RECOVERY ADMINISTRATION

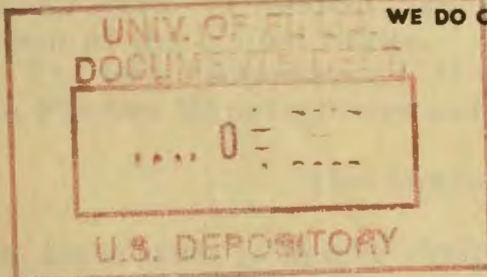
PROPOSED CODE OF FAIR COMPETITION

FOR THE

CASEIN PLASTICS AND

RELATED PRODUCTS INDUSTRY

AS SUBMITTED ON AUGUST 29, 1933



The Code for the Casein Plastics and Related Products 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
WASHINGTON : 1933

CODE OF FAIR COMPETITION UNDER N.I.R.A. APPROVED AND ADOPTED BY CASEIN PLASTICS MANUFACTURERS AND FABRICATORS ASSOCIATION ON AUGUST 3, 1933

CASEIN PLASTICS MANUFACTURERS AND FABRICATORS ASSOCIATION, NEW YORK, N.Y.

To effectuate the policy of Title I of the N.I.R.A. the following provisions are established as a Code of Fair Competition for the casein plastics and related products industry.

I—DEFINITIONS

(a) The term "casein plastics and related products industry", hereinafter referred to as "the Industry", as used herein is defined to mean the manufacture of casein plastics and related products such as buttons, button blanks, slides, buckles, novelties, and trimmings.

(b) The term "member of the industry" shall be deemed to include every person engaged in such business.

(c) The term "effective date" as used herein is defined to be the tenth day following approval of this Code by the President of the United States.

(d) The term "President" as used herein is defined to mean the President of the United States.

(e) The term "Association" as used herein is defined to mean the Casein Plastics Manufacturers and Fabricators Association.

II—ADMINISTRATION

The Association is hereby designated as the agency for administering and supervising the provisions of this Code and to receive communications from the Administrator for National Recovery relating to the Industry. The Association may, through its Executive Committee or Secretary, require the members of the Industry to submit the Secretary, from time to time, such information and data as it may deem necessary for the purpose of furnishing the President such information and reports as he may request under the provisions of the N.I.R.A. or for the purpose of ascertaining the extent to which the provisions of this Code are being observed by the members of the Industry: Provided, that all such information submitted to the Association by any member of the Industry shall not be revealed to any other member and further: Provided, that any member of the Industry who shall knowingly or wilfully furnish incorrect information and data shall pay the Association the costs of correcting such information and data.

III—HOURS OF LABOR, RATES OF PAY, AND OTHER CONDITIONS OF EMPLOYMENT

(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. (Section 7a (1) of the Act.)

(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. (Section 7a (2) of the Act.)

(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. (Section 7a (3) of the Act.)

(d) That nothing contained herein is to prevent the selection, retention, and advancement of employes on the basis of their individual merit, without regard to their affiliation or nonaffiliation with any labor organization.

(e) Members of the Industry shall not employ any minor under the age of sixteen years.

(f) On and after the effective date no member of the Industry shall operate on a schedule of hours of labor for his employes, with the exceptions of executives, engineers, repair crews, office and supervisory staff, stock clerks, shipping clerks, and watchmen in excess of forty hours in any one week.

(g) On and after the effective date the minimum wage that shall be paid by any member of the Industry shall be at the rate of thirty cents per hour. In the case of any employe whose compensation is based upon a measure other than time, the total compensation paid shall be no less than such employe would be entitled to receive if his or her compensation were measured by a time rate.

(h) That no work of any kind in connection with the production, modeling, moulding, manufacturing, inspection, carding, packing, preparation for sale, or sale, shall take place at any residence or dwelling place of any member of the Industry or employe, and all such production, modeling, moulding, manufacturing, inspection, carding, packing, preparation for sale, or sale, shall only be had at the factory or industrial establishments of members of the Industry.

IV—GENERAL

(a) That no casein plastics and related products subject to this Code shall be sold for less than fair cost, and the Executive Committee of the Association shall have power to determine by appropriate statistical methods and the requirements of accounting for Federal income-tax purposes such cost and advise members of the Industry as to their findings from time to time as may be proper and necessary.

(b) That sales terms shall be uniformly 1% 10 days E.O.M. net, thereafter.

(c) The following specified practices are hereby held to be unbusinesslike, unethical, discriminatory among customers, and violations of the letter and the spirit of this Code:

1. Variations from the open and publicly announced prices and terms, including (but without limiting the generality of this clause) the following: Special allowance by way of secret rebates, discounts, brokerage, storage, or advertising; variations from the openly announced grade of package differentials; delayed billings; full or partial discounts in cases of delayed payment; and any other allowances by any name or of any nature.

2. Acceptance of orders at old prices following the announcement of price changes.

3. Unannounced concessions in price based on quality of material not actually substandard.

4. Making combination sales whereby an order is obtained, or sale made for a commodity on conditions, or upon promise, or understanding, that any other commodity will be sold or delivered to the buyer, directly or indirectly, at a price, or at prices under the prevailing market for either or any of the commodities involved.

5. Payments of brokerage, when any part thereof enures to the benefit of the purchaser.

6. Payment for storage in customers' warehouses on goods purchased by such customers.

7. Consignment stocks made to other than accredited agents.

(d) This Code and all the provisions thereof are subject to cancellation or modification, as the President may determine from time to time as prescribed in Section 10 (b) of the Act.

(e) If any provision of this Code is declared invalid or unenforceable, the remaining provisions shall nevertheless continue in full force and effect the same as if they had been separately presented for approval and approved by the President.

(f) This Code, subject to IV (d), may be amended as may be necessary from time to time, and thereafter the amendments shall be submitted the President as may be provided in said Act or regulations thereunder.

(g) In the event that any member of the Industry shall knowingly or wilfully engage in any practice or practices which are a violation of this Code, the same shall be reported in the necessary detail to the Administrator of N.I.R.A.

