

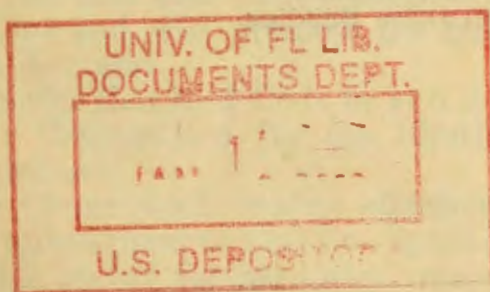
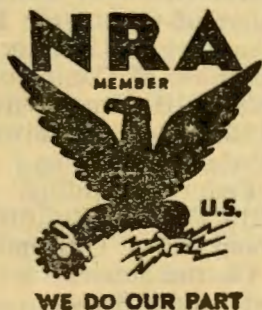
NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION

FOR THE

SHUTTLE
MANUFACTURING INDUSTRY

AS APPROVED ON SEPTEMBER 7, 1934

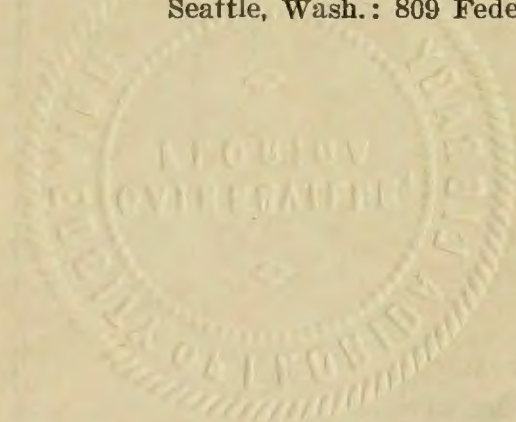


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CODE OF FAIR COMPETITION
FOR THE
SHUTTLE MANUFACTURING INDUSTRY

As Approved on September 7, 1934

ORDER

APPROVING THE BASIC CODE AS THE CODE OF FAIR COMPETITION FOR
THE SHUTTLE MANUFACTURING INDUSTRY

An application having been made pursuant to Administrative Order No. X-61, dated July 10, 1934, for the approval of the Basic Code, as modified and attached to the annexed report as Exhibit "A", as the Code of Fair Competition for the Shuttle Manufacturing Industry, defined for the purposes of this Order as follows:

The Shuttle Manufacturing Industry means and includes all corporations and their subsidiaries, firms or individuals, engaged in the manufacture and sale of Shuttles and/or repair parts therefor, and/or repairing thereof for the textile manufacturing industry; and it appearing to me that said application is in full compliance with the provisions of Title I of the National Industrial Recovery Act, and that the annexed report on said Code, containing findings with respect thereto, has been made and directed to the President:

NOW, THEREFORE, on behalf of the President of the United States, I, Hugh S. Johnson, Administrator for Industrial Recovery, pursuant to authority vested in me by Executive Orders of the President, including Executive Order No. 6543-A, dated December 30, 1933, and otherwise, do hereby:

(a) incorporate by reference said annexed report and said Code, as attached thereto marked Exhibit "A",

(b) find that said Code complies in all respects with the pertinent provisions and will promote the policy and purposes of said Title of said Act, and

(c) order that said Code be and it hereby is approved as the Code of Fair Competition for the Shuttle Manufacturing Industry, as above defined.

This Order shall become effective ten (10) days from the date hereof unless prior to that time good cause to the contrary is shown to me and I, by my further order, otherwise direct.

HUGH S. JOHNSON,
Administrator for Industrial Recovery.

Approval recommended:

BARTON W. MURRAY,
Division Administrator.

WASHINGTON, D.C.,
September 7, 1934.

REPORT TO THE PRESIDENT

The PRESIDENT,
The White House.

SIR: This is a report on the Code of Fair Competition for the Shuttle Manufacturing Industry, which was presented by duly qualified and authorized representatives of the Industry, complying with statutory requirements, said to represent 75 per cent in volume of sales of the Industry which could be included in this Code.

GENERAL STATEMENT

The American Shuttle Manufacturers' Association, being truly representative of the Shuttle Manufacturing Industry, has elected to avail itself of the option of submitting a Basic Code of Fair Competition, as provided in Administrative Order X-61, dated July 10, 1934.

This Industry fabricates and assembles and sells shuttles, and/or repair parts therefor and/or repairing thereof for the Textile Manufacturing Industry.

THE INDUSTRY

According to statistics furnished by members of the Shuttle Manufacturing Industry, there are approximately twenty-five concerns engaged in the Industry, with aggregate annual sales of \$750,000.00. The Industry employs about 325 persons.

PROVISIONS OF THE CODE

The hour and wage provisions of this Code establish a maximum 40 hour work week and a minimum wage of thirty-five cents per hour. This is similar to the minimum wage in the Bobbin and Spool Industry which is closely related to it. The other hour and wage provisions are similar to those in that Code. The remaining provisions of the Code are those of the Basic Code of Fair Competition, as provided in Administrative Order X-61, dated July 10, 1934.

FINDINGS

The Deputy Administrator in his final report to me on said Code having found as herein set forth and on the basis of all proceedings in this matter:

I find that:

(a) Said Code is well designed to promote the policies and purposes of Title I of the National Industrial Recovery Act, including removal of obstructions to the free flow of interstate and foreign commerce which tend to diminish the amount thereof and will provide for the general welfare by promoting the organization of in-

dustry for the purpose of cooperative action among trade groups, by inducing and maintaining united action of labor and management under adequate governmental sanctions and supervision, by eliminating unfair competitive practices, by promoting the fullest possible utilization of the present productive capacity of industries, by avoiding undue restriction of production (except as may be temporarily required), by increasing the consumption of industrial and agricultural products through increasing purchasing power, by reducing and relieving unemployment, by improving standards of labor, and by otherwise rehabilitating industry.

(b) Said Industry normally employs not more than 50,000 employees; and is not classified by me as a major industry.

(c) The Code as approved complies in all respects with the pertinent provisions of said Title of said Act, including without limitation Subsection (a) of Section 3, Subsection (a) of Section 7, and Subsection (b) of Section 10 thereof; and that the applicant association is an industrial association truly representative of the aforesaid Industry; and that said association imposes no inequitable restrictions on admission to membership therein.

(d) The Code is not designed to and will not permit monopolies or monopolistic practices.

(e) The Code is not designed to and will not eliminate or oppress small enterprises and will not operate to discriminate against them.

(f) Those engaged in other steps of the economic process have not been deprived of the right to be heard prior to approval of said Code.

For these reasons, this Code has been approved.

Respectfully,

HUGH S. JOHNSON,
Administrator.

SEPTEMBER 7, 1934.

EXHIBIT "A." CODE OF FAIR COMPETITION FOR THE SHUTTLE MANUFACTURING INDUSTRY

ARTICLE I

To effectuate the policies of Title I of the National Industrial Recovery Act, the following provisions are established as a basic Code of Fair Competition for the Shuttle Manufacturing Industry which shall govern this industry in accordance with Administrative Order No. X-61, dated July 10, 1934.

The Shuttle Manufacturing Industry means and includes all corporations and their subsidiaries, firms or individuals, engaged in the manufacture and sale of Shuttles and/or repair parts therefor, and/or repairing thereof for the textile manufacturing industry.

ARTICLE II

SECTION 1. 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 nor more than six (6) days per week, except as herein otherwise provided.

SECTION 2. The maximum hours fixed in Section 1 shall not apply to employees engaged in an executive, managerial or supervisory capacity, who receive more than thirty-five (\$35.00) dollars per week, and outside salesmen.

SECTION 3. The maximum hours fixed in Section 1 shall not apply to any employee on emergency maintenance or emergency repair work involving breakdowns or protection of life or property, but in any such special case at least one and one-half ($1\frac{1}{2}$) times the regular rate shall be paid for hours worked in excess of eight (8) hours per day and forty (40) hours per week.

SECTION 4. Watchmen may be employed not more than fifty-six (56) hours in any one (1) week.

SECTION 5. Maintenance crews, engineers, firemen, truckmen, shipping clerks and delivery employees may be permitted to work not in excess of forty-five (45) hours in any one (1) week, provided that not less than one and one-half ($1\frac{1}{2}$) times the normal rate of pay shall be paid for hours worked in excess of eight (8) hours per day and forty (40) hours per week.

SECTION 6. The maximum hours fixed in Section 1 shall not apply for six (6) weeks in any twenty-six (26) weeks' period, during which time overtime shall not exceed eight (8) hours in any one week; provided, however, that in any such special case at least one and one-half ($1\frac{1}{2}$) times the regular rate shall be paid for hours worked in excess of eight (8) hours per day and forty (40) hours per week.

SECTION 7. No accounting, clerical or office employee shall be employed in excess of forty (40) hours in any one (1) week or nine (9)

hours in any one (1) day. Eight (8) hours shall constitute a normal working day.

SECTION 8. No employer shall knowingly permit any employee to work for any time, which, when totaled with that already performed for another employer or employers, exceeds the maximum permitted herein.

SECTION 9. Employers performing manual work or who are engaged in mechanical operations shall not exceed the prescribed maximum number of hours.

SECTION 10. No employee shall be paid less than thirty-five cents (35¢) per hour, except:

Clerical and office employees shall be paid at the rate of not less than fourteen dollars (\$14.00) per week.

SECTION 11. This Article establishes a minimum rate of pay regardless of whether an employee is compensated on a time-rate, piece-work or other basis.

SECTION 12. Female employees performing substantially the same quantity or class of work, or performing the same duties, as male employees shall receive the same rates of pay as male employees.

SECTION 13. All wages shall be adjusted so as to maintain a differential at least as great in amount as that existing on June 16, 1933, between wages for such employment and the then minima. In no case shall there be any reduction in hourly rates; nor in weekly earnings for any reduction in hours of less than thirty per cent.

SECTION 14. An employer shall make payment of all wages due in lawful currency or by a negotiable check payable on demand.

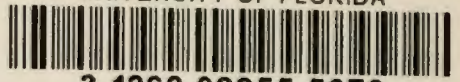
SECTION 15. No employer, whether acting through agents or otherwise, shall accept rebates or give anything of value or extend favors to any person for the purpose of influencing rates of pay or the working conditions of his employees.

ARTICLE III

SECTION 1. *Child Labor.*—No person under sixteen years of age shall be employed in the industry in any capacity. No person under eighteen years of age shall be employed at operations or occupations which are hazardous in nature or dangerous to health. The Code Authority shall submit to the Administrator for approval before October 1, 1934, a list of such operations or occupations. In any State an employer shall be deemed to have complied with this provision as to age if he shall have on file a valid 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.

SECTION 2. *Apprentices.*—The hours and wages of regularly indentured apprentices in skilled trades or occupations of the industry may depart from the standards hereinabove prescribed; provided that the terms of employment and the course of instruction of such apprentices shall conform to standards uniform throughout the trade or industry and approved by the Administrator.

SECTION 3. *Handicapped Persons.*—A person whose earning capacity is limited because of age, physical or mental handicap, or other infirmity, may be employed on light work at a wage below the mini-



num established by this Code, if the employer obtains from the State authority designated by the United States Department of Labor, a certificate authorizing such person's employment at such wages and for such hours as shall be stated in the certificate. Such authority shall be guided by the instructions of the United States Department of Labor in issuing certificates to such persons. Each employer shall file monthly with the Code Authority a list of all such persons employed by him, showing the wages paid to, and the maximum hours of work for such employee.

SECTION 4. *Safety and Health*.—Every employer shall make reasonable provision for the safety and health of his employees at the place and during the hours of their employment. Standards for safety and health shall be submitted by the Code Authority to the Administrator for approval within six months after the effective date of this Code. The standards approved shall thereafter be a part of this Code and enforceable as such.

SECTION 5. *Required Labor Clauses*.—The provisions of Section 7 (a) of said Act are hereby incorporated herein by this reference and shall be complied with.

ARTICLE IV—ADMINISTRATION

This Code shall be administered by the General NRA Code Authority which shall be selected pursuant to, have the powers specified in and function in accordance with Administrative Order X-62, dated July 10, 1934; provided, however, that, on approval by the Administrator, any industry so desiring may elect its own Code Authority to have powers and to function in the manner prescribed for the General N. R. A. Code Authority and under such rules and regulations as the Administrator may prescribe.

ARTICLE V—TRADE PRACTICES

(a) It shall be an unfair method of competition for any member of any trade or industry subject hereto to violate any rule of fair trade practice for such trade or industry even if not herein contained when approved by the Administrator, or, in the case of trade practice provisions for trades or industries under the jurisdiction of the Secretary of Agriculture when approved by such Secretary, on application concurred in by seventy-five (75) per cent of the members of such trade or industry.

(b) Prices, rebates, discounts, commissions and conditions of sale shall be filed as prescribed in Administrative Order No. X-62, dated July 10, 1934, and it shall be an unfair method of competition to violate or fail to comply with the terms of that Order.

ARTICLE VI

Section 10 (b) of said Act is hereby incorporated herein by reference and this Code is expressly made subject thereto.

Approved Code No. 518.

Registry No. 1333-14.