

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

FOR THE

INSURANCE BROKERS

INDUSTRY

AS SUBMITTED ON AUGUST 30, 1933



The Code for the Insurance Brokers 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

SUBMITTED BY
THE INSURANCE BROKERS' ASSOCIATION OF NEW YORK AND
COOPERATING INSURANCE BROKERAGE ASSOCIATIONS

(II)



CODE OF FAIR COMPETITION OF THE INSURANCE BROKERS, MEMBERS OF THE INSURANCE BROKERS' ASSOCIATION OF NEW YORK, INC., AND COOPERATING INSURANCE BROKERS' ASSOCIATIONS

The insurance brokers, members of either The Insurance Brokers' Association of New York, Inc., or one of the cooperating insurance brokerage organizations, being in sympathy with the spirit and purpose of the National Industrial Recovery Act, present this Code to the President to forward the program leading toward the economic and business recovery of the United States, the necessity of which is stated in Title 1, Section 1 of the Act.

DEFINITION

This Code is intended to apply to insurance brokerage houses carrying on the business of insurance brokerage as their chief occupation, and is not intended to apply to insurance agents primarily acting as such but holding broker's licenses as an incident to their agency business.

The Insurance Brokers' Association of New York, Inc., and cooperating Insurance Brokerage Associations affirm that they impose no inequitable restrictions on their members and that these organizations are truly representative of insurance brokers throughout the United States.

(a) The following Insurance Brokers' Associations are cooperating with the Insurance Brokers' Association of New York, Inc., in filing this Code:

- Insurance Brokers' Association of Illinois.
- Insurance Brokers' Association of Massachusetts.
- Insurance Brokers' Exchange of San Francisco.
- Brooklyn Insurance Brokers' Association.
- Brownsville & East New York Insurance Brokers' Association.

LABOR PROVISIONS

As required by Section 7 (a) of Title 1 of the National Industrial Recovery Act, the following provisions are conditions of the Code:

1. 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;

2. 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



3. That employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, as outlined in this Code.

1. *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.

2. *Hours of employment*.—(a) Not to work any employees engaged in the business of insurance brokerage, except traveling representatives, for more than forty hours in any one week.

(b) The maximum hours fixed in the foregoing paragraph (a) shall not apply to employees in a managerial or executive capacity nor to their technical assistants who now receive more than \$35 per week; nor to employees on emergency work where the restriction of hours of highly technical workers would unavoidably hamper operations.

3. *Wages*.—Employees engaged in the business of insurance brokerage shall be paid not:

(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.

Errand boys and girls, and junior file clerks may be paid not less than 75 percent of the minimum wages above specified, and learners for a period of six months after employment may be paid not less than 75 percent of the minimum wages above specified.

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

In submitting or subscribing to this Code, insurance brokers do not thereby agree to accept or to comply with any other requirements than those herein contained or waive any right to object to the imposition of any further or different requirements or waive any constitutional rights.

This Code will become effective when approved.