



**NATIONAL RECOVERY ADMINISTRATION**

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**CODE OF FAIR COMPETITION**

**FOR THE**

**CONSULTING CHEMISTS  
AND CHEMICAL ENGINEERS  
INDUSTRY**

**AS SUBMITTED ON AUGUST 24, 1933**

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**REGISTRY No. 299—13**

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**The Code for the Consulting Chemists and Chemical Engineers 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 CONSULTING CHEMISTS AND CHEMICAL ENGINEERS**

To effectuate the policy of Title I of the National Industrial Recovery Act, the following provisions are established as a Code of Fair Competition for consulting chemists and chemical engineers.

### **I. DEFINITIONS**

The term "consulting chemists and chemical engineers industry" (hereinafter referred to as "the Industry") as used herein is defined to mean the industry of rendering professional services of consulting chemists and chemical engineers; the term "member of the Industry" shall be deemed to include every person engaged in such business.

### **II. HOURS OF LABOR**

(a) No person employed with the Industry (whether such person is employed by one or more employers in the Industry) shall be permitted to work more than an average of forty (40) hours per week during any three (3) months' period, or more than forty-eight (48) hours in any one week.

(b) The limitations prescribed in paragraph (a) shall not apply to outside salesmen, to any person employed in an administrative, executive, or supervisory capacity, to employees engaged in protecting against hazards, to repair crews, or trained employees in emergency work.

### **III. MINIMUM WAGES**

The minimum wage to be paid to any person employed in the Industry shall be at the rate of \$15 weekly throughout the United States, except that part of the United States south of the Ohio and Potomac Rivers and east of the Mississippi River, where the minimum wage shall be at the rate of \$12 weekly. In the case of any employee whose compensation is based upon a measure other than time, the total compensation paid shall be no less than such employee would be entitled to receive if his compensation were measured by a time rate.

### **IV. PROHIBITION AGAINST CHILD LABOR**

Employers in the Industry shall not employ any minor under the age of 16 years.

### **V. STATUTORY REQUIREMENTS**

(a) 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) 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.

(c) Each employer shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment approved or prescribed by the President.

## VI. ADMINISTRATION

The Association of Consulting Chemists and Chemical Engineers, Inc., 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 Board of Directors, or its nominee, require the members of the Industry to submit, from time to time, such information and data as it may deem necessary for the purpose of furnishing to the President of the United States such information and reports as he may request under the provisions of the National Recovery Act, 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.

## VII. SUPPLEMENTAL PROVISIONS—1

It is contemplated that the Industry may, from time to time, submit supplemental provisions to this Code, and such supplemental provisions shall become effective as therein provided after their approval by the President of the United States.

## VIII. SUPPLEMENTAL PROVISIONS—2

If any employer in the Industry is also an employer in any other Industry, the provisions of this Code shall apply to and affect only that part of the business of such employer which is included in the consulting chemists and chemical engineers industry.

## IX. SUPPLEMENTAL PROVISIONS—3

The members of the Industry shall be bound by the Code of Ethics and Interpretations of the Association as set forth in the pamphlet, pp. 8/10, incl., hereunto attached and hereby made part of this Code.

## X. EFFECTIVE DATE AND DURATION

(a) This Code shall become effective the second Monday after its approval by the President of the United States, and shall remain in

effect until the expiration or repeal of Title I of the National Recovery Act, unless sooner canceled as provided in paragraph (b).

(b) This Code and all the provisions hereof are expressly made subject to the right of the President, in accordance with the provisions of Clause 10 (b) of the National Industrial Recovery Act, from time to time, to cancel or modify any order, approval, license, rule, or regulation issued under Title I of said Act.





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