

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

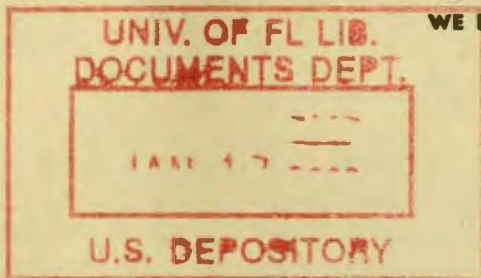
FOR THE

RAISED PRINTING
MANUFACTURING INDUSTRY

AS SUBMITTED ON AUGUST 31, 1933



WE DO OUR PART



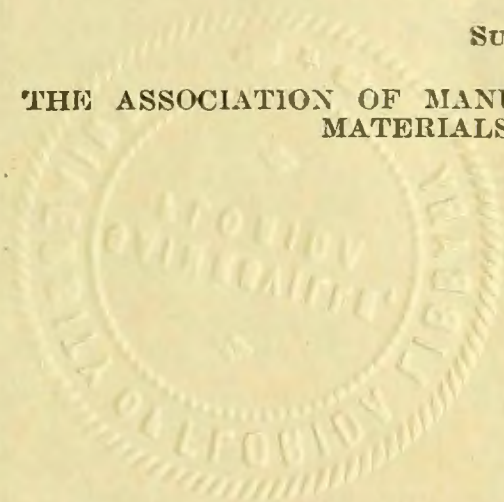
The Code for the Raised Printing Manufacturing Industry in its present form merely reflects the proposal of the above-mentioned industry, and *none of the provisions contained therein are to be regarded as having received the approval of the National Recovery Administration as applying to this industry*

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

SUBMITTED BY

THE ASSOCIATION OF MANUFACTURERS OF RAISED PRINTING
MATERIALS AND MACHINERY

(H)



PROPOSED CODE OF FAIR COMPETITION FOR THE RAISED PRINTING MANUFACTURING INDUSTRY

To effectuate the policy of Title I of the National Recovery Act, the following provisions have been established as a code of fair competition for the Raised Printing Manufacturing Industry:

ARTICLE I—DEFINITIONS

(a) The term "Raised Printing Manufacturing Industry" as used herein shall be construed to include all manufacturers of powder and machinery specifically prepared or designed for use in the production of Raised Printing.

(b) The term "Association" as used herein means The Association of Manufacturers of Raised Printing Materials and Machinery. A copy of the Constitution and Bylaws of said Association is attached hereto marked "Appendix A." The membership of said Association is representative of the Raised Printing Manufacturing Industry.

(c) The term "employees" as used herein means all persons employed in the establishments covered by this code.

(d) The term "effective date" as used herein means the tenth day after this code has been approved by the President of the United States.

ARTICLE II—HOURS OF LABOR

On and after the effective date no person employed within the Raised Printing Manufacturing Industry shall be permitted to work more than an average of forty hours per week during any six months' period following the effective date hereof nor more than forty-eight hours during any week, but such limitations shall not apply to:

(a) Any person employed in an executive, administrative, supervisory, and (or) technical capacity, or as an outside salesman.

(b) Cases of emergency, provided that at the end of each calendar month any such employer in the Raised Printing Machinery Industry shall report to the Association, in such detail as may be required by the Executive Committee, the number of man-hours so worked, giving the emergency reasons therefor.

ARTICLE III—MINIMUM WAGES

On and after the effective date the minimum wages paid by any employer in the Raised Printing Machine Industry to any employee, including accounting, clerical, office, and sales employees, shall be not less than forty cents per hour or at the rate of forty cents per hour if paid on other than an hourly basis unless the hourly rate for the same class of work on July 15th, 1929, was less than forty cents

per hour in which latter case the minimum wages paid shall be not less than the hourly rate paid on July 15th, 1929, and in no event less than thirty cents per hour.

In the case of an 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 compensation were measured by a time rate.

ARTICLE IV—CHILD LABOR

On and after the effective date, no employer in the Raised Printing Manufacturing Industry shall employ any person under the age of sixteen years.

ARTICLE V—ADMINISTRATION

The Association is hereby appointed an agency for the following purposes:

(a) To represent the Raised Printing Manufacturing Industry in all dealings with the Administrator with respect to such code, the application thereof, and said act and any regulations issued thereunder, and amendments of this code or additional codes applicable to the Raised Printing Manufacturing Industry or subdivisions thereof.

(b) To formulate rules of fair competition and fair trade practice for the Industry, and to present such rules to the Administrator in the form of a supplementary code or supplementary codes.

(c) To collect from the members of the association all data and statistics which may be called for under this code, or required by the President, or reasonably pertinent to effectuate Title I of said Act. Any data and (or) statistics of a confidential nature shall be collected by a firm of Certified Accountants or other suitable agent selected by the Raised Printing Manufacturing Industry.

(d) The duties of the Association above enumerated shall be exercised by action of its Board of Directors and (or) its members as provided in its Constitution and Bylaws. The Association may delegate any of its duties to such agents and committees as it may appoint, whose personnel, duties, and powers may be changed by the Association from time to time.

ARTICLE VI

Any establishment operating under the provisions of this code which is not a member of the Association shall pay to the Association a share of the expenses of the Administration of this code on the same basis as if it were a member.

ARTICLE VII—EMPLOYEE ORGANIZATION AND BARGAINING

(a) Employes shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from 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 employe 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) Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

ARTICLE VIII

The President of the United States may, from time to time, cancel or modify any order, approval, license, rule, or regulation issued under Title I of the National Recovery Act.

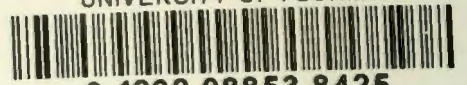
ARTICLE IX—AMENDMENTS OR ADDITIONAL CODES

Supplementary provisions or amendments to this code or additional codes or fair trade practice rules may from time to time be submitted in behalf of the Raised Printing Manufacturing Industry for the approval of the President.

This instrument may be executed in several counter parts, each of which shall be deemed to be an original, which together shall constitute one instrument.

Harbor Chemical Company, 305 Border Street, East Boston, Mass., by Chas. R. Harris, Manager; A. Stokes Company, Hudson, Ohio, by A. Stokes, Prop.; Automatic Printing Devices Co., 1600 Junction Avenue, Racine, Wisconsin, by Paul J. Barnard; Flexo Manufacturing Company, 35 Howard Street, New York City, by S. Neilsen, Treas.-Sec'y; Embossograph Process Co., Inc., 251 William Street, New York City, by S. Lipsius, Pres. & Treas.; C. E. Dilkes Company, 6 Dawson Street, Newark, N.J., by C. Edward Dilkes; Wood, Nathan & Virkus Co., Inc., #112 Charlton Street, New York City, by Kirk McFarlin, Vice Pres.

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