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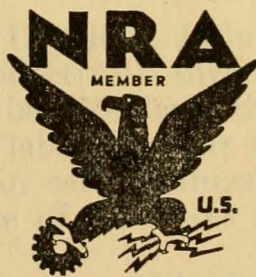
NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION
FOR THE
DRY KILN INDUSTRY

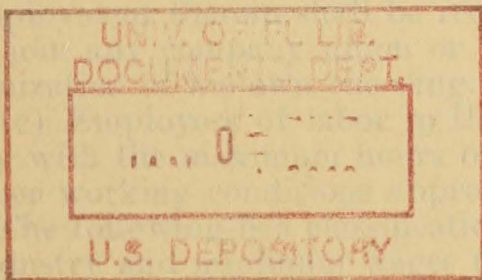
AS SUBMITTED ON AUGUST 29, 1933

REGISTRY No. 1026—1—06

The Code for the Dry Kiln 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



WE DO OUR PART



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

CODE OF FAIR COMPETITION FOR THE DRY KILN INDUSTRY

ARTICLE I—PURPOSE

This code is set up for the purpose of increasing employment, establishing fair and adequate wages, effecting necessary reduction of hours, improving standards of labor, and eliminating unfair trade practices (etc.) to the end of rehabilitating the Dry Kiln Industry and enabling it to do its part toward establishing that balance of industries which is necessary to the restoration and maintenance of the highest practical degree of public welfare.

It is the declared purpose of the Dry Kiln Industry and adherents of this code to bring, insofar as may be practicable, the rates of wages paid within the Dry Kiln Industry to such levels as are necessary for the creation and maintenance of the highest practicable standard of living; to restore the income of enterprises within the industry to levels which will make possible the payment of such wages and avoid the further depletion and destruction of capital assets; and from time to time to revise the rate of wages in such manner as will currently reflect the equitable adjustment to variations in the cost of living.

ARTICLE 2—PARTICIPATION

Participation in this code and any subsequent revision or addition to the code shall be extended to any partnership or corporation in the Dry Kiln Industry that accepts its share of the cost and responsibility, as well as the benefits, of such participation. This article to be amplified and changed as required at a later date.

ARTICLE 3—LABOR CODE

(a) Employees in the Dry Kiln Industry 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-organizations or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

(b) No employee in the Dry Kiln Industry, and no one seeking employment therein shall be required as a condition of employment to join any company union or to refrain from joining a labor organization of his own choosing.

(c) Employers of labor in the Dry Kiln Industry agree to comply with the maximum hours of labor, minimum rates of pay, and other working conditions approved or prescribed by the President.

The following is a classification of kinds of labor in the Dry Kiln Industry and minimum wages to be paid such labor and the maximum hours of labor:

- (d) Common labor, 40¢ per hour, 35 hours per week.
- (e) Semi-skilled labor, 46¢ per hour, 35 hours per week.
- (f) Skilled labor, 60¢ per hour 35 hours per week.
- (g) Draftsman, \$18.00 per week, 40 hours per week.

- (h) Office help, \$15.00 per week, 40 hours per week.
- (i) Engineers, \$25.00 per week; maximum hours to be governed by codes of industries in which they are from time to time engaged in following the profession as our representatives.

ARTICLE 4—INDUSTRY REGULATIONS

The Dry Kiln Industry may deem it advisable to establish a marketing code with respect to:

- (a) Cooperative advertising for the industry.
- (b) Collection and interchange of credit information.
- (c) And/or other aspects of marketing.

ARTICLE 5—TRADE PRACTICE RULES

The Dry Kiln Industry should at earliest possible time establish rules of fair trade practices with relation to:

- (a) Sale below cost of standardized materials with cost to be defined by an agreed-upon formula.
- (b) Freight absorption.
- (c) Sales through jobbers.
- (d) Charge for engineering inspection service.
- (e) Charge for architectural service independent of equipment sales.
- (f) Charge for installation and erection engineering service.

ARTICLE 6—GENERAL

1. No provision of this code shall be interpreted or applied in such a manner as to:

- (a). Promote monopolies.
- (b) Permit or encourage unfair competition.
- (c) Discriminate against small enterprises.

2. This code or any of its provisions may be canceled or modified and any approved rule issued thereunder shall be ineffective to the extent necessary to conform to any action by the President under Section 9 of the National Industrial Recovery Act.

3. Violation by any manufacturer in the Dry Kiln Industry of any provisions of this code or of any approved rule issued thereunder is an unfair method of competition.

4. This code shall be in effect beginning ten days after its approval by the President.

Signed THE NATIONAL DRY KILN COMPANY,
IRA A. MINNICK, *President*.
THE STANDARD DRY KILN COMPANY,
ROBT. C. ELLIOTT, *President*.
THE HUMIDITY CONTROL COMPANY,
A. E. KRICK, *President*.
DRY KILN DOOR CARRIER COMPANY,
O. F. SHATTUCK, *President*.
ELMER E. PERKINS COMPANY,
ELMER E. PERKINS, *President*.
NORTH COAST DRY KILN COMPANY,
per ROBT. C. ELLIOTT.

SEPARATE SCHEDULE

MOORE DRY KILN COMPANY, JACKSONVILLE, FLORIDA, AND MOORE DRY KILN COMPANY OF OREGON—TO BE ATTACHED TO PROPOSED CODE OF FAIR COMPETITION FOR THE DRY KILN INDUSTRY

The two companies, parties to this schedule, join in the attached Code in all of its articles except Articles 4 and 5, and except Article 3, paragraph (c).

In place of Article 3, paragraph (c), these companies propose to abide by and observe the hours of labor, hours of plant operation, and minimum wages as specified in the President's reemployment Agreement. These companies executed the President's Reemployment Agreement and adjusted their hours and compensation in conformity therewith, resulting in shorter hours, increased wages, and increased employment, commencing Aug. 8, 1933.

These companies object to Articles 4 and 5 upon the ground that the Industry is too small and too widely scattered to warrant such practices as set forth in Articles 4 and 5. The only bona fide manufacturers, in addition to these companies, are The National Dry Kiln Company, Indianapolis, Indiana; Standard Dry Kiln Company, Indianapolis; Elmer E. Perkins Company, Chicago; and the North Coast Dry Kiln Company, Seattle, Washington. The Humidity Control Company and the Dry Kiln Door Carrier Company, signers of the attached Code, are not manufacturers of complete dry kiln outfits.

With these reservations, the undersigned have set their hand and seals to the said Code for the Dry Kiln Industry.

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[SEAL]

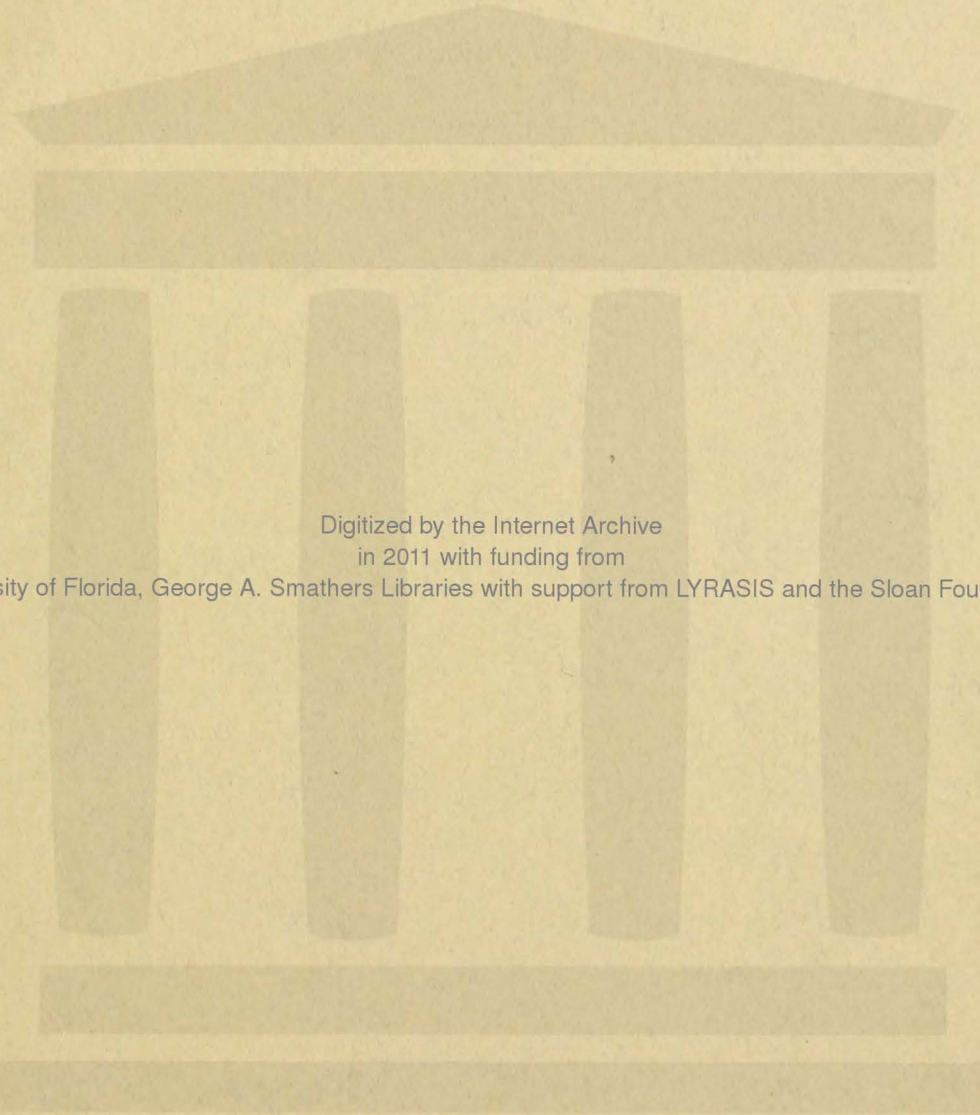
[SEAL]

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MOORE DRY KILN Co. OF FLORIDA,
By CHAS. J. WILLIAMS, *Prest.*
MOORE DRY KILN Co. OF OREGON,
By CHAS. J. WILLIAMS, Jr., *Prest.*

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