

**NATIONAL RECOVERY ADMINISTRATION**

---

**CODE OF FAIR COMPETITION**

**FOR THE**

**CELLULOSE ACETATE**

**YARN PRODUCING INDUSTRY**

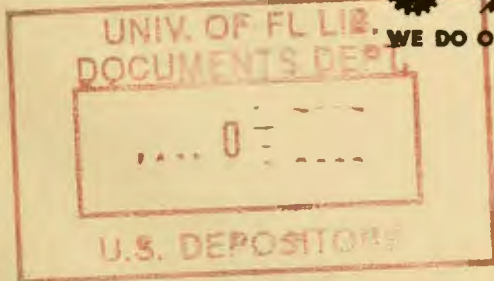
**AS SUBMITTED ON AUGUST 26, 1933**

---

**REGISTRY No. 267—02**

---

**The Code for the Cellulose Acetate Yarn Producing 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**





**APPLICATION TO THE PRESIDENT OF THE UNITED STATES FOR  
APPROVAL OF CODE OF FAIR COMPETITION FOR THE CELLULOSE  
ACETATE YARN PRODUCING INDUSTRY**

This application is made on behalf of the cellulose acetate yarn industry and particularly on behalf of the only manufacturers whose sole textile yarn product is cellulose acetate yarn. The undersigned manufacturers produce over 80% of the cellulose acetate yarn manufactured in this country and are two of the five domestic producers.

The following proposed code is submitted in substitution for a proposed agreement under Section 4 (a) of Title I of the National Industrial Recovery Act submitted to the National Recovery Administration on July 18, 1933. The maximum hours of labor and the minimum wages set forth in this proposed code have been adopted and made effective by the two producers signatory hereto.

**TENNESSEE EASTMAN CORPORATION,**  
By **P. S. WILCOX, *President.***

**CELANESE CORPORATION OF AMERICA,**  
By **JOHN A. LAIBIN, *Vice President.***



## CODE OF FAIR COMPETITION FOR THE CELLULOSE ACETATE YARN INDUSTRY

To effectuate the policy of Title I of the National Industrial Recovery Act, during the period of the emergency, by reducing and relieving unemployment and improving the standards of labor, the following provisions are established as a code for the cellulose acetate yarn industry.

I. As an inherent characteristic of the manufacture of cellulose acetate yarn is that production must be continuous, no limitation of hours of machinery can economically apply to the cellulose acetate yarn industry and permit the industry to survive.

II. The term "cellulose acetate yarn industry", as used herein, is defined to mean the manufacture of synthetic yarns from cellulose acetate put up and packaged in forms suitable for the various consuming and fabricating branches of the textile industry.

III. The effective date of this code shall be the day following its approval by the President.

IV. The term "employees" as used herein shall include all persons employed in the conduct of the cellulose acetate yarn industry. The term "employers", as used herein, shall include all natural persons, partnerships, associations, corporations, and trusts, including trustees in bankruptcy and receivers, who employ labor in the conduct of any branch of the cellulose acetate yarn industry.

V. On and after the effective date hereof employers in the cellulose acetate yarn industry shall operate on the following schedule of hours of labor and wages:

(a) The maximum hours of labor for all employees, except those serving in executive, administrative, supervisory, outside sales and/or technical capacities, shall be forty per week, subject to the flexible provision that the average hours worked per week by any individual employee not exempt from this provision shall not exceed the maximum established when figured over a period of four weeks. In cases of emergency the maximum hours as applied to maintenance and repair crews may be extended for the time of the emergency only, in which latter event a record shall be made of the circumstances and reported to the agency hereinafter provided for in Article VIII.

(b) Inasmuch as some manufacturers of this industry have already made some adjustments in hours and wages, and have recently raised rates of pay, and inasmuch as this code now proposes in Clause (a) next preceding to establish a uniform practice of 40 hours maximum employment for employees, no employee, except those exempted in Clause (a) next preceding, shall after the effective date receive for the said 40-hour period of work less compensation than was received or would have been received by said employee for 48



hours of labor, as of May 1, 1933; and on and after the effective date the minimum wage which shall be paid by employers in the cellulose acetate yarn industry to any employee, except those exempted in Clause (a) next preceding, whether the wage is based upon productive effort or efficiency or hourly rates, shall be at the rate of \$13.00 per week for 40 hours of labor, except apprentices during a period limited to six weeks shall be paid at the rate of 85% of the minimum wage specified herein.

VI. No employer in the cellulose acetate yarn industry shall employ any minor under the age of sixteen years.

VII. Employers shall comply with the requirements of Section 7 (a) of Title I of the National Industrial Recovery Act as follows:

1. 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. 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.

3. Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

VIII. The industry shall set up within itself an agency to cooperate with the Administrator in the administration and enforcement of this Code.

IX. No amendment, supplement nor addition to this Code shall be effective unless assent thereto is given in writing by manufacturers producing at least 80% of the total domestic production of cellulose acetate yarn for the twelve months preceding the adoption of such amendment. Statistics on production shall be supplied by each producer to the Administrator or any government agency designated by him.

TENNESSEE EASTMAN CORPORATION,  
By P. S. WILCOX, *President*.

CELANESE CORPORATION OF AMERICA,  
By JOHN A. LAIBIN, *Vice President*.

hours of labor, which May 1, 1938; and on and after the effective date the minimum wage which shall be paid by employers in the cotton textile and apparel industry in any employer except those exempted in Clause (2) next preceding, whether the wage is based upon piecework, time effort or efficiency or hourly rates shall be at the rate of \$10.00 per week for 40 hours of labor, except as hereinafter provided, and limited to six weeks shall be paid at the rate of 85% of the minimum wage specified herein.

7.1. No employer in the cotton textile and apparel industry shall employ any minor under the age of sixteen years.

7.2. Employers shall comply with the requirements of Section 1 of the Fair Labor Standards Act, as amended, and the regulations thereunder.

7.3. Employers shall have the right to require and demand that their employees shall be subject to their own discipline and shall be liable through their employees for any damage or loss of property or loss from the information received or furnished by employees in their regular or irregular employment of such employees.

7.4. No employer shall employ any minor under the age of sixteen years as a condition of employment.

7.5. No employer shall employ any minor under the age of sixteen years in any hazardous occupation or activity.

7.6. Employers shall comply with the maximum hours of labor for employees of day and other conditions of employment specified or prescribed by the President.

7.7. The industry shall not be held in breach of any contract or agreement with the United States Government.

Digitized by the Internet Archive  
in 2011 with funding from

University of Florida, George A. Smathers Libraries with support from LYRASIS and the Sloan Foundation

be subject to the same as the other employees of the same employer in the same industry and shall be subject to the same discipline and shall be liable through their employees for any damage or loss of property or loss from the information received or furnished by employees in their regular or irregular employment of such employees.

7.8. No employer shall employ any minor under the age of sixteen years as a condition of employment.

7.9. No employer shall employ any minor under the age of sixteen years in any hazardous occupation or activity.

7.10. Employers shall comply with the maximum hours of labor for employees of day and other conditions of employment specified or prescribed by the President.

7.11. The industry shall not be held in breach of any contract or agreement with the United States Government.

7.12. The industry shall not be held in breach of any contract or agreement with the United States Government.

7.13. The industry shall not be held in breach of any contract or agreement with the United States Government.

7.14. The industry shall not be held in breach of any contract or agreement with the United States Government.

7.15. The industry shall not be held in breach of any contract or agreement with the United States Government.

7.16. The industry shall not be held in breach of any contract or agreement with the United States Government.





