

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

FOR THE

WHITE METAL CASTING OR
WHITE METAL AND RHINESTONE
NOVELTY MANUFACTURING
INDUSTRY

AS SUBMITTED ON AUGUST 31, 1933



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U.S. DEPOSITORY

The Code for the White Metal Casting
or White Metal and Rhinestone Novelty 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

WHITE METAL CASTERS ASSOCIATION, INC.

(II)



CODE OF WHITE METAL CASTERS ASSOCIATION, INC., PURSUANT TO THE NATIONAL INDUSTRIAL RECOVERY CODE

To effectuate the policy of Title I of the National Industrial Recovery Code, the following provisions are established as a National Industrial Recovery Code for the White Metal Casters or Manufacturers of White Metal and Rhinestone Novelties.

I. *Definitions.*—The term “white metal caster” as used herein is defined to mean the manufacturer of white metal and rhinestone novelties consisting of brooches, buckles, buttons, slides, pins, clips, and other ornaments for use on ladies’ wearing apparel and accessories by a process mainly known as casting and assembling.

The term “casting” as used herein is defined to mean the pouring of molten metal into moulds for forming base findings which are eventually assembled into finished rhinestone ornaments.

The term “findings” as used herein is defined to mean the immediate results of above “pouring process.”

The term “assembling” as used herein is defined as the soldering together of the casted findings and also the pasting, setting, and inserting of the rhinestones or other substance into the castings or findings to finish and embellish the ornament.

The term “employer” as used herein is defined as natural persons, partnerships, corporations, or associations engaged in the business of casting, solely or in part.

The term “employee” as used herein is defined by classification in four categories, as follows:

First. A helper, one who is not an experienced caster.

Second. A caster, one who actually pours the white metal and supervises the ejection of the finished finding.

Third. A paster, one who pastes the rhinestones or other foreign substance into the finding in the process of assembling.

Fourth. A solderer, one who, in the process of assembling, solders together parts of the findings or castings.

The term “effective date” as used herein is defined to be the date two weeks after this Code has been approved by the President.

II. As required by Section 7 (a) of Title I of the National Recovery Act, the following provisions are conditions of this 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 approved or prescribed by the President.

III. (a) On and after the effective date, employers shall not employ any minor under the age of 16 years.

(b) On and after the effective date, the minimum wage that shall be paid by employers to employees shall be as follows:

	<i>Cents per hour</i>
Casters-----	40
Solderers-----	40
Helpers-----	30
Pasters-----	30

It is interpreted that the provisions for a minimum wage in this code establish a guaranteed minimum rate of pay per hour of employment regardless of whether the employee's compensation is otherwise based on a time rate or upon piecework performance, it being understood that employers now operating their factories or any part thereof on a piecework basis need not change to a rate of pay per hour.

The industry recognizes that certain operations are classified as skilled and certain operations as semiskilled and that the foregoing minimum wage has no reference to such classes for which higher wages shall be paid.

IV. Employers shall not operate on a schedule of hours, on and after the effective date, in excess of forty hours per week per person.

V. There shall be no discrimination in price between customers by paying or allowing rebates, refunds, commissions, or unearned discounts, or by giving prizes or by extending to certain customers special prices, terms, allowances of advertising appropriations, services, or privileges not extended to all customers except wherein an item is confined.

To accomplish the purpose contemplated by this Act, the members signatory to this code agree that it shall be an unfair method of competition to sell below a reasonable cost arrived at by a system of formulas established by the Association, marked Schedule A and attached hereto and made part hereof.

It is further agreed by the members signatory to this code that *unfair competition* shall include and forbid the following:

(1) Copying of identical styles or designs, mechanical process not included.

(2) Acceptance by members of the unjust return of merchandise purchased and shipped in good faith and in accordance with the buyers' specifications.

(3) No merchandise shall be shipped on memorandum or on consignment for sale.

(4) So-called "dumping" of merchandise is expressly and strictly forbidden.

VI. With a view to keeping the President informed as to whether the White Metal Casting Industry and its members are taking appropriate steps to effectuate the declared policy of the National Industrial Recovery Act and to determine whether or not this Code of Fair Competition is being observed, each person engaged in the

said industry shall furnish duly certified reports in such form and containing such information as may be required.

VII. The White Metal Casters Association, Inc., is constituted the agency to specify, collect, and receive such reports.

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

IX. Such of the provisions of this code as are not required to be included therein by the National Industrial Recovery Act may, with the approval of the President, be modified or eliminated as changes in circumstances or experience may indicate. They shall remain in effect unless and until so modified or eliminated or until the expiration of the Act. It is contemplated that from time to time supplementary provisions to this Code or additional codes will be submitted for the approval of the President.

This code is submitted in behalf of 80% of the white metal casters of the United States.

WHITE METAL CASTERS ASSOCIATION, INC.,
By MORRIS BELLOCH, *President*.

Counsel:

MAX SCHECHT,

233 Broadway,

Borough of Manhattan, City of New York.

SCHEDULE A

Merchandise shall be divided into two classes for the purpose of fixing basic price formulas.

(a) The large volume sale comprising merchandise to lower priced ladies' wear and accessories containing a maximum of sixteen rhinestones or other foreign substance equivalent thereto.

(b) Quality production catering to the better class ladies' wear and accessories containing unlimited quantity of stones or other foreign substance in lieu thereof.

Merchandise under classification (a), price therefor being formulated as follows:

(1) Market price of metal plus 20% for depreciation by way of burning, waste, and dross.

(2) Labor; cost of production based on wage of experienced caster.

(2a) Cost of rhinestone or other substance plus pasting and assembling labor.

(3) Overhead 20% based on molds, rent, light, heat, office expenses, transportation, losses, and trade discounts.

(4) Mark up 25%. This includes and covers the fact that the trade is a seasonal one and that hundreds of dies and molds are made but few are chosen. The books of the Association members will show a net on these figures of approximately 10%.

Merchandise under classification (b).

(1) Market price of metal plus 20% as supra.

(2) Labor as supra.

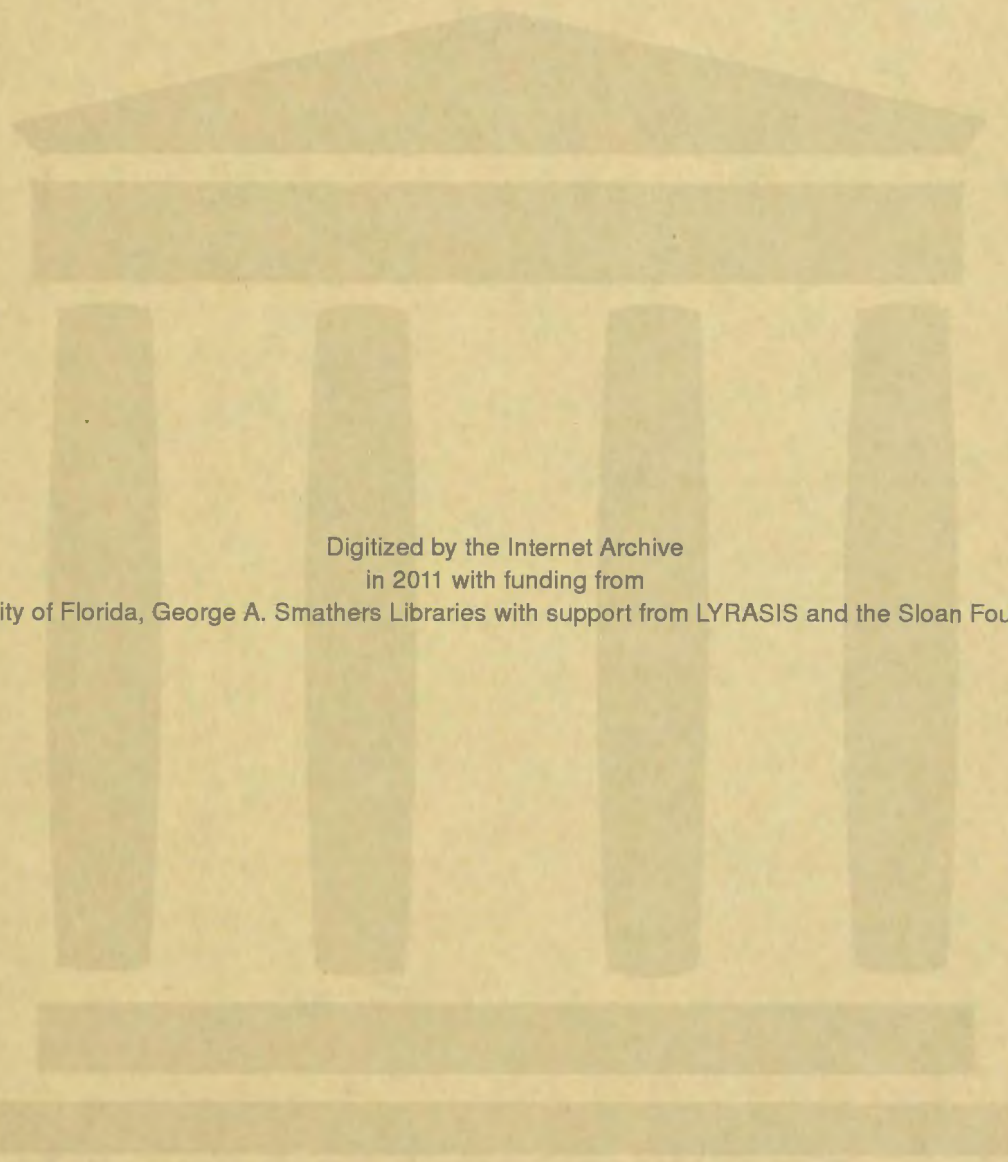
(3) Overhead 40%. The difference in classification is due to the more expensive molds which have to be made and the great skill required in making same and the attendant corresponding loss when a number does not catch.

(4) Mark up 25%.

The members of the White Metal Casters Association, Inc., signatory to this code, hereby allege, declare, and affirm that they have read and heard read the above code and hereby unanimously approve same and pledge themselves to be strictly guided thereby.

ALMO NOVELTY Co.,
By MOE PASTERNAK.
AVON MILLINERY Co.,
By A. AVON.
BERTMAN BROS.,
By BENJAMIN BERTMAN.
CAPITAL ORNAMENT Co.,
By PATSEY MANZIONE.
CRYSTAL NOVELTY Co.,
By M. HYMAN.
CUSTEN, INC.,
By SYDNEY S. SAYETTA.
DRELL NOVELTY Co.,
By WILLIAM DRELL.
ELLA NOVELTY WORKS,
By S. A. MAGEZIS.
GENAL NOVELTY COMPANY, INC.,
By ISRAEL LAZOV.
LA BELLE NOVELTY Co.,
By MORRIS BELLOCH.

LUCO NOVELTY Co.,
By MORRIS LUCOMLIN,
MARKMAN BROS.,
By ABE MARKMAN.
B. MECHLOVITS,
By B. MECHLOVITS.
L. STRAUSS,
By L. STRAUSS.
TELLER & GROSSBERG,
By MAX GROSSBERG.
APEX ART NOVELTY Co., INC.,
By CHARLES GOLDMAN.
GARTNER NOVELTY Co.,
By MAURICE RICH.
A. G. NOVELTY Co.,
By ABRAHAM GOLDMAN.
SILVERLOID NOVELTY Co.,
By GEORGE LIGHT.



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