

NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION

FOR THE

FUR DRESSING AND
FUR DYEING INDUSTRY

AS APPROVED ON DECEMBER 18, 1933

BY

PRESIDENT ROOSEVELT



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1. Executive Order
2. Letter of Transmittal
3. Code

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Approved Code No. 161

CODE OF FAIR COMPETITION
FOR THE
FUR DRESSING AND FUR DYEING INDUSTRY

As Approved on December 18, 1933

BY
PRESIDENT ROOSEVELT

Executive Order

An application having been duly made, pursuant to and in full compliance with the provisions of title I of the National Industrial Recovery Act, approved June 16, 1933, for my approval of a Code of Fair Competition for the Fur Dressing and Fur Dyeing Industry, and hearings having been held thereon, and the Administrator having rendered his report containing an analysis of the said code of fair competition together with his recommendation and findings with respect thereto, and the Administrator having found that the said code of fair competition complies in all respects with the pertinent provisions of title I of said act and that the requirements of clauses (1) and (2) of subsection (a) of section 3 of the said act have been met:

NOW, THEREFORE, I, Franklin D. Roosevelt, President of the United States, pursuant to the authority vested in me by title I of the National Industrial Recovery Act, approved June 16, 1933, and otherwise, do adopt and approve the report, recommendations, and findings of the Administrator and do order that the said code of fair competition be and is hereby approved.

FRANKLIN D. ROOSEVELT,

Approval recommended:

HUGH S. JOHNSON,
Administrator.

THE WHITE HOUSE,
December 18, 1933.

DECEMBER 13, 1933.

The PRESIDENT,
The White House.

SIR: This is a report on the Code of Fair Competition for the Fur Dressing and Fur Dyeing Industry as revised after the hearing conducted in Washington on November 1, 1933, in accordance with the provisions of the National Industrial Recovery Act.

PROVISIONS OF THE CODE AS TO WAGES AND HOURS

ARTICLE III—HOURS

1. No employee shall be permitted to work in excess of thirty-five hours in any one week or seven hours in any twenty-four hour period except by payment of not less than time and one half for overtime; provided, however, that during any seven weeks of a six months' period (the first period to begin on the effective date of this code) employees may work not more than forty hours per week, but time in excess of eight hours in any twenty-four during such seven weeks' period shall be paid at the rate of time and one half for overtime.

2. From the provisions of paragraph one the following classes shall be excepted:

(a) Watchmen, executives and foremen acting in a purely supervisory capacity, outside salesmen, and chemists.

(b) Engineers, firemen, chauffeurs, and drivers and their helpers, who may not work over forty-four hours in any one week except by payment of not less than time and one third for overtime.

(c) Office employees, receiving and shipping clerks shall not work more than forty hours per week, averaged over a four week's period, except by payment of not less than time and one third for overtime.

3. The maximum hours fixed in the foregoing sections shall not apply to any employee on emergency maintenance or emergency repair work involving breakdowns or protection of life or property, or any emergency situation which may arise whereby the product of the employer may be spoiled or destroyed while in a perishable condition, but in such cases the employer may put such product through the regular processes into a nonperishable condition, and for all such emergency overtime the employee shall be paid at the rate of overtime above prescribed for hours worked in excess of the maximum hours herein provided.

4. No employee shall be permitted to work more than six days in any seven-day period.

5. The available work in each shop shall, so far as practicable, be equally divided amongst all the employees therein.

ARTICLE IV—WAGES

1. The following minimum rates of wage shall be paid all employees other than those engaged in the rabbit dyeing industry:

(a) No male employee nineteen years of age and over shall be paid at less than the rate of 65 cents an hour.

(b) No male employee over sixteen years but under nineteen years of age shall be paid at less than the rate of 45 cents an hour.

(c) No female employee shall be paid at less than the rate of 45 cents an hour.

2. The following minimum rates of wage shall be paid all employees of shops or departments engaged exclusively in the dyeing of rabbit or coney skins:

(a) No male employee nineteen years of age and over shall be paid at less than the rate of 50 cents an hour.

(b) No male employee over sixteen years but under nineteen years of age and no female employee shall be paid at less than the rate of 35 cents an hour.

3. On or before June 1, 1934, the Code Authority Board, hereinafter provided for, shall undertake an investigation of the minimum wage scales contained herein and submit its report and recommendations thereon to the Administrator, who may take such action thereon as he may deem necessary.

4. (a) There shall be no discrimination in wages by reason of sex, and where in any case females do substantially the same work, or perform substantially the same duties as males, they shall receive the same rates of wage.

(b) Male employees between the ages of sixteen and nineteen years, who do substantially the same work or perform substantially the same duties as male employees nineteen years of age and over shall receive the same rates of wage as male employees nineteen years of age and over.

(c) This Article establishes a minimum rate of pay, regardless of whether an employee is compensated on a time rate, piece work, or other basis.

(d) The wages of unskilled labor receiving in excess of the foregoing minimum rates of pay established by this code shall not be reduced.

5. Where employers and employees by collective bargaining have entered into or shall enter into valid employer-employee agreements, the code authority hereinafter constituted shall from time to time require proof of such agreements; and when said agreements shall have been proved and filed with said code authority, full recognition of the contractual obligations under said agreements shall be accorded in the administration of this code, subject to the approval of the Administrator.

6. Any division of the industry through its Divisional Planning Committee hereinafter provided for, and upon five days' notice to each individual member of the Code Authority Board hereinafter provided for, may present to the Administrator a schedule of minimum wages to be paid skilled employees of the division presenting such schedule.

The Administrator within twenty days after said presentment shall grant a hearing to all parties at interest, and shall approve, disapprove, or modify said schedule or any part thereof. If any amendment to this code appears necessary or desirable, the Administrator shall promptly act in accordance with the law and the regulations provided by the President to so amend.

ECONOMIC EFFECT OF THE CODE

Fur dressing and fur dyeing is a service. Raw skins or pelts belonging to others are delivered to dressers and dyers for processing and returned to their owners dressed and dyed and ready to be made into garments and trimming for garments. The dressers and dyers have no ownership whatsoever in the commodity which they service.

Practically all employees in some of the divisions are organized, in others no organization exists, and in others the employees are partially organized. In the organized divisions the hourly wage scale is extremely high and might seem unreasonably so were it not for the fact that the regulation of the business, due to seasonal requirements and the great number of employees available, is such that rarely do pieceworkers have an opportunity to do a full days' work. The fact is that the high hourly wage rate does not in any way result in a high or even satisfactory weekly pay envelop, yet it is generally conceded that the cost of service operations of fur dressers or dyers forms a relatively small part of the price of the finished garment.

It is estimated that the effect of this code due to the restrictions of hours will be sufficient to reemploy all those attached to the industry at the peak of 1929, and the minimum wage scale for unskilled employees will add substantially to the wages received by the employees generally.

I believe that this code will be highly beneficial to the fur dressing and fur dyeing industry generally, and that its administration will, from its inception, accomplish in large and increasing measure the purposes of the National Industrial Recovery Act.

FINDINGS

The Administrator finds that:

(a) The code as recommended complies in all respects with the pertinent provisions of Title I of the Act, including, without limitation, subsection (a) of Section 7 and subsection (b) of Section 10 thereof; and that

(b) The applicant groups impose no inequitable restrictions on admissions to membership therein and are truly representative of the fur dressing and fur dyeing industry; and that

(c) The code as recommended is not designed to promote monopolies or to eliminate or oppress small enterprises and will not operate to discriminate against them, and will tend to effectuate the policy of Title I of the National Industrial Recovery Act.

It is recommended, therefore, that this code be adopted.

Respectfully,

HUGH S. JOHNSON,
Administrator.

CODE OF FAIR COMPETITION
FOR THE
FUR DRESSING AND FUR DYEING INDUSTRY

ARTICLE I—PURPOSES

To effectuate the policies of Title I of the National Industrial Recovery Act, the following provisions are adopted as a Code of Fair Competition for the fur-dressing and fur-dyeing industry, and upon approval by the President shall be the standard of fair competition for such industry and shall be binding upon every member thereof.

ARTICLE II—DEFINITIONS

1. The terms "fur-dressing and fur-dyeing industry" or "the industry" as used herein shall be taken to mean the business of dressing or dyeing or otherwise processing of all kinds of raw fur skins and such related industries as may from time to time be included under the provisions of this code.

2. The term "employee" as used herein includes anyone engaged in the industry in any capacity receiving compensation for his services, irrespective of the nature or method of payment of such compensation. This definition shall include all persons performing any labor or doing any work in dressing, dyeing, or otherwise processing fur skins, including a member of a copartnership or firm, an officer, director, or stockholder of a corporation doing such work.

3. The term "employer" as used herein includes anyone by whom such employee is compensated or employed.

4. The term "member of the industry" includes anyone engaged in the industry as above defined, either as an employer or on his own behalf.

5. The terms "President", "Act", and "Administrator" as used herein shall mean respectively the President of the United States, the National Industrial Recovery Act, and the Administrator of said Act.

6. The term "fancy fur dressers" shall mean all members of the industry engaged in the dressing of all kinds of fur skins *except* rabbit skins and skins which require dressing and dyeing as a combination process, such as Hudson seals, Persian lamb, etc., etc.

7. The term "fancy fur dyers" shall mean all members of the industry engaged in the dyeing of all kinds of fur skins, except rabbit skins, and *including* such skins as required dressing and dyeing as a combination process, such as Hudson seals, Persian lamb, etc., etc.

8. The term "dog and long-haired fur dyers" shall mean all members of the industry engaged in the dyeing of dog skins and long-haired fur skins.

9. The term "rabbit-fur dressers" shall mean all members of the industry engaged in the dressing of rabbit and coney skins.

10. The term "rabbit-fur dyers" shall mean all members of the industry engaged in the dyeing of rabbit and coney skins.

11. The term "metropolitan area" shall include only the states of Connecticut, New York, New Jersey, and Pennsylvania.

ARTICLE III—HOURS

1. No employee shall be permitted to work in excess of thirty-five hours in any one week or seven hours in any twenty-four hour period, except by payment of not less than time and one half for overtime; provided, however, that during any seven weeks of a six months' period (the first period to begin on the effective date of this code) employees may work not more than forty hours per week, but time in excess of eight hours in any twenty-four during such seven weeks' period shall be paid at the rate of time and one half for overtime.

2. From the provisions of paragraph one the following classes shall be excepted:

(a) Watchmen, executives and foremen acting in a purely supervisory capacity, outside salesmen, and chemists.

(b) Engineers, firemen, chauffeurs, and drivers and their helpers, who may not work over forty-four hours in any one week except by payment of not less than time and one third for overtime.

(c) Office employees, receiving and shipping clerks shall not work more than forty hours per week, averaged over a four weeks' period, except by payment of not less than time and one third for overtime.

3. The maximum hours fixed in the foregoing sections shall not apply to any employee on emergency maintenance or emergency repair work involving breakdowns or protection of life or property, or any emergency situation which may arise whereby the product of the employer may be spoiled or destroyed while in a perishable condition, but in such cases the employer may put such product through the regular processes into a nonperishable condition, and for all such emergency overtime the employee shall be paid at the rate of overtime above prescribed for hours worked in excess of the maximum hours herein provided.

4. No employee shall be permitted to work more than six days in any seven-day period.

5. The available work in each shop shall, so far as practicable, be equally divided amongst all the employees therein.

ARTICLE IV—WAGES

1. The following minimum rates of wage shall be paid all employees other than those engaged in the rabbit dyeing industry:

(a) No male employee nineteen years of age and over shall be paid at less than the rate of 65 cents an hour.

(b) No male employee over sixteen years but under nineteen years of age shall be paid at less than the rate of 45 cents an hour.

(c) No female employee shall be paid at less than the rate of 45 cents an hour.

2. The following minimum rates of wage shall be paid all employees of shops or departments engaged exclusively in the dyeing of rabbit or coney skins.

(a) No male employee nineteen years of age and over shall be paid at less than the rate of 50 cents an hour.

(b) No male employee over sixteen years but under nineteen years of age and no female employee shall be paid at less than the rate of 35 cents an hour.

3. On or before June 1, 1934, the Code Authority Board, hereinafter provided for, shall undertake an investigation of the minimum wage scales contained herein and submit its report and recommendations thereon to the Administrator, who may take such action thereon as he may deem necessary.

4. (a) There shall be no discrimination in wages by reason of sex, and where in any case females do substantially the same work, or perform substantially the same duties as males, they shall receive the same rates of wage.

(b) Male employees between the ages of sixteen and nineteen years, who do substantially the same work or perform substantially the same duties as male employees nineteen years of age and over shall receive the same rates of wage as male employees nineteen years of age and over.

(c) This Article establishes a minimum rate of pay, regardless of whether an employee is compensated on a time rate, piecework, or other basis.

(d) The wages of unskilled labor receiving in excess of the foregoing minimum rates of pay established by this code shall not be reduced.

5. Where employers and employees by collective bargaining have entered into or shall enter into valid employer-employee agreements, the code authority hereinafter constituted shall from time to time require proof of such agreements; and when said agreements shall have been proved and filed with said code authority, full recognition of the contractual obligations under said agreements shall be accorded in the administration of this code, subject to the approval of the Administrator.

6. Any division of the industry through its Divisional Planning Committee hereinafter provided for, and upon five days' notice to each individual member of the Code Authority Board hereinafter provided for, may present to the Administrator a schedule of minimum wages to be paid skilled employees of the division presenting such schedule.

The Administrator within twenty days after said presentment shall grant a hearing to all parties at interest, and shall approve, disapprove, or modify said schedule or any part thereof. If any amendment to this code appears necessary or desirable, the Administrator shall promptly act in accordance with the law and the regulations provided by the President to so amend.

ARTICLE V—GENERAL LABOR PROVISIONS

1. No person under sixteen years of age shall be employed in the industry, nor anyone under twenty years of age at operations or occupations hazardous in nature or detrimental to health. The code authority shall submit to the Administrator before January 1, 1934, a list of such occupations. In any State an employee shall be deemed to have complied with this provision if he shall have on file a certificate or permit duly issued by the authority in such State empowered to issue employment or age certificates or permits showing that the employee is of the required age.

2. 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.

3. 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.

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

5. Within each State this code shall not supersede any laws of such State imposing more stringent requirements on employers regulating the age of employees, wages, hours of work, or health, fire, or general working conditions than under this code.

6. Employers shall not reclassify employees or duties of occupations performed by employees so as to defeat the purposes of the Act.

7. Each employer shall post in conspicuous places in his factory full copies of this code.

ARTICLE VI—ADMINISTRATION

1. To further effectuate the policies of the National Industrial Recovery Act, a code authority known as the Code Authority Board of the Fur Dressing and Fur Dyeing Industry shall be established as follows:

2. The fur dressing and fur dyeing industry shall be classified into the following divisions:

1. The Rabbit Fur Dressers Division.
2. The Rabbit Fur Dyers Division.
3. The Fancy Fur Dressers Division.
4. The Fancy Fur Dyers Division.
5. The Dog and Long Haired Fur Dyers Division.

Subject to the approval of the Administrator, additional divisions may be organized or existing divisions consolidated upon recommendation of the planning committees of all the divisions and the Code Authority Board.

3. There shall be elected to the Code Authority Board by members of their respective divisions, according to rules adopted by each division and approved by the Administrator, seventeen members thereof,

as follows: three representatives from each of the above divisions operating factories or plants within the metropolitan area, except the Fancy Fur Dyers Division within said area, which shall elect four representatives; and one representative at large shall be elected by members of the fur dressing and fur dyeing industry operating factories or plants outside the metropolitan area. The President may appoint not more than three members in addition thereto, without vote.

4. The Code Authority Board so organized is hereby constituted the agency for cooperating with the Administration or the Administrator as an administrative agency for the Fur Dressing and Fur Dyeing Industry. Such agency may from time to time present to the Administrator recommendations based on conditions in the industry as they may develop, for the betterment thereof and for the purpose of further effectuating the operation of the provisions of this code and the policy of the National Industrial Recovery Act.

5. The Chairman of the Board shall be elected from its membership by a majority vote of the members of the Code Authority Board, and the selection thus made shall be subject to the approval of the Administrator. When so elected and approved the Chairman of the Code Authority Board shall be the presiding and chief executive officer of said Board.

6. Each division of the fur dressing and fur dyeing industry shall, by a method approved by the Administrator, elect its own separate and distinct divisional planning committee which shall be entitled to make recommendations on matters pertaining to the administration of this code affecting said division. All such recommendations shall be presented in writing by the division's representatives to every member of said Board and if said Board fails to act thereon within ten days thereafter, such recommendations shall be deemed approved by it. If any recommendations by the Divisional Planning Committee involving a modification or amendment of this code are disapproved by the Code Authority Board, then the Divisional Planning Committee presenting such recommendations shall be entitled to present the same direct to the Administrator for his approval in accordance with law. Each division may carry out the approved recommendations of its planning committee subject to supervision by the Code Authority Board, all to the end that each division may be self-governing in all problems relating exclusively to itself including trade terms and trade practices as well as other administrative matters affecting it, but in any event subject to the approval of the Administrator.

7. In order that the Code Authority Board shall at all times be truly representative of the industry and in other respects comply with the provisions of the Act, the Administrator may hold such hearings as he may deem proper; and thereafter if he shall find that the Code Authority Board is not truly representative or does not in other respects comply with the provisions of the Act, he may require appropriate modification or modifications, or take such further action as he may deem necessary.

8. The Code Authority Board shall have the following duties and powers to the extent permitted by the Act, subject to the right of

the Administrator on review to disapprove or modify any action taken by it.

(a) The Code Authority Board shall administer the code and shall maintain all activities pertinent thereto, such as obtaining from employers reports requested by the President or his authorized representative in respect to wages, hours of labor, conditions of employment, number of employees, and other matters necessary for the effectuation of this Code and Title I of the National Industrial Recovery Act.

In addition to the information required to be submitted to the Code Authority Board, there shall be furnished to government agencies such statistical information as the Administrator may deem necessary for the purposes recited in Section 3 (a) of the Act.

(b) Members of the industry shall be entitled to participate in and share the benefits of the activities of the Code Authority Board and to participate in the selection of the members thereof by assenting to and complying with the requirements of this code and sustaining their reasonable share of the expenses of its administration. Such reasonable share of the expenses of administration shall be determined by the Code Authority Board subject to review by the Administrator, on the basis of such factors as may be deemed equitable.

(c) No reorganization of the Code Authority Board or reclassification of the divisions in the industry, or modification or amendment of the rules and regulations contained in the code, shall be made over the dissent of any one of the divisional planning committees, except as and where the President may make such reorganization, reclassification, modification, or amendment under the law, without the assent of the parties affected.

(d) Each trade or industrial association directly or indirectly participating in the selection or activities of the Code Authority Board, shall (1) impose no inequitable restrictions on membership and (2) submit to the Administrator true copies of its articles of association, bylaws, regulations, and any amendments when made thereto, together with such other information as to membership, organization, and activities as the Administrator may deem necessary to effectuate the purposes of the Act.

ARTICLE VII—TRADE PRACTICES

The following practices constitute unfair methods of competition of the industry and are prohibited:

1. *False Marking or Branding.*—The false marking or branding of any product of the industry which has the tendency to mislead or deceive customers or prospective customers, whether as to the grade, quality, quantity, substance, character, nature, origin, size, finish, or preparation of any product of the industry, or otherwise.

2. *Misrepresentation or False or Misleading Advertising.*—The making or causing or knowingly permitting to be made or published any false, materially inaccurate, or deceptive statement by way of advertisement or otherwise, whether concerning the grade, quality, quantity, substance, character, nature, origin, size, finish, or preparation of any product of the industry, or the credit terms, values, policies, or services of any member of the industry, or otherwise, having

the tendency or capacity to mislead or deceive customers or prospective customers.

3. *Commercial Bribery*.—Directly or indirectly to give or permit to be given, or offer to give, money or anything of value to agents, employees, or representatives of customers or prospective customers, or to agents, employees, or representatives of competitors' customers, or prospective customers, as an inducement to influence their employers or principals to purchase or contract to purchase from the makers of such gift or offer, or to influence such employers or principals to refrain from dealing or contracting to deal with competitors.

4. *Interference with Contractual Relations*.—Maliciously inducing or attempting to induce the breach of an existing oral or written contract between a competitor and his customer or source of supply, or interfering with or obstructing the performance of any such contractual duties or services.

5. *Secret Rebates*.—The secret payment or allowance of rebates, refunds, commissions, credits, or unearned discounts, whether in the form of money or otherwise, or the secret extension to certain purchasers of special services or privileges not extended to all purchasers on like terms and conditions. The giving of unfounded or excessive allowances as damages or alleged damages for skins.

6. *Giving of Prizes, Premiums, or Gifts*.—The offering or giving of prizes, premiums, or gifts in connection with the sale of products or rendering of service, or as an inducement thereto, by any scheme which involves lottery, misrepresentation, or fraud.

7. *Defamation*.—The defamation of competitors by falsely imputing to them dishonorable conduct, inability to perform contracts, questionable credit standing, or by other false representations, or by the false disparagement of the grade or quality of their goods.

8. *Threats of Litigation*.—The publishing or circularizing of threats or suits for infringement of patents or trade marks or of any other legal proceedings not in good faith, with the tendency or effect of harassing or intimidating their customers.

9. *Espionage of Competitors*.—Securing confidential information concerning the business of a competitor by a false or misleading statement or representation, by a false impersonation of one in authority, by bribery, or by any other unfair method.

10. *Other Unfair Practices*.—Nothing in this code shall limit the effect of any adjudication by the courts or holding by the Federal Trade Commission on complaint, finding, and order that any practice or method is unfair, providing that such adjudication or holding is not inconsistent with any provision of the Act or of this code.

ARTICLE VIII—SALE BELOW COST AND SERVICE CHARGES

1. No one engaged in this industry shall dress and/or dye or process any fur skins at a price below cost of production, and each employer whether fur dresser or fur dyer, or both, shall submit upon request a statement from a certified public accountant recognized by the Code Authority Board for the industry as qualified to the effect that such manufacturer has a proper accounting system; which statement, however, may not be accepted as final by the Code Authority Board either as to accounting or as to selling below cost.

2. In order to effectuate the purposes of the Act and to assure the maintenance of labor standards, any division of this industry may at any time after the effective date of this code submit to the Administrator, through the Code Authority Board, a schedule of charges applicable to services rendered by members of said division, based upon the lowest reasonable cost of production. If and when such schedule shall be approved by the Administrator and by employers of 65% of the employees engaged in the division affected, the rates set forth therein for the services specified shall be the minimum charge for said services in the industry, and the rendition of services for charges below those appearing in such approved schedule shall be a violation of this code. Subsequent changes in said schedule shall be arrived at in the same manner and shall not be subject to the provisions of Section 8(c) of Article VI.

3. Any group of fur dressers or fur dyers, not otherwise bound by an approved schedule of charges as contemplated by Article VIII, may agree upon a minimum service charge to assure the maintenance of labor standards covering any one type of service or a schedule comprehending more than one type of service, which shall become effective and binding upon the parties to such agreement when approved by the Administrator. Any violation of such agreement after approval thereof shall be deemed a violation of this code. Subsequent changes in said schedule shall be arrived at in the same manner and shall not be subject to the provisions of Section 8(c) of Article VI.

ARTICLE IX—REGISTRATION AND MARKING OF PRODUCTS

The Code Authority Board shall assign to each employer engaged in this industry assenting to and complying with the provisions of this code an N.R.A. insignia and separate registry number; on and after the effective date of this code all fur skins dressed, dyed, or otherwise processed by an employer shall bear a nonremovable stamp, seal, or impression, giving the number assigned to such employer by the Code Authority Board. The Administrator upon recommendation of the Code Authority Board, or upon his own motion after due notice and hearing thereon, may revoke the assignment of any such N.R.A. insignia to any employer in the industry upon satisfactory proof that such employer has violated the terms or provisions of this code.

No firm engaged in the dyeing division shall process any skin which does not bear such N.R.A. registration number unless a stamp indicating the country of origin shall show that it was not dressed in the United States.

ARTICLE X—MODIFICATION

1. This code and all the provisions thereof are expressly made subject to the right of the President, in accordance with the provisions of subsection (b) of Section 10 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 and specifically, but without limitation, to the right of the

President to cancel or modify his approval of this code or any conditions imposed by him upon his approval thereof.

2. This code, except as to provisions required by the Act, may be modified on the basis of experience or changes in circumstances, such modification to be based upon application to the Administrator and such notice and hearing as he shall specify, and to become effective on approval of the President.

ARTICLE XI—MONOPOLIES, ETC.

No provision of this code shall be so applied as to permit monopolies or monopolistic practices, or to eliminate, oppress, or discriminate against small enterprises.

ARTICLE XII—EFFECTIVE DATE

This code shall become effective on the tenth day after its approval by the President.

Approved Code No. 161.
Registry No. 911-28.



