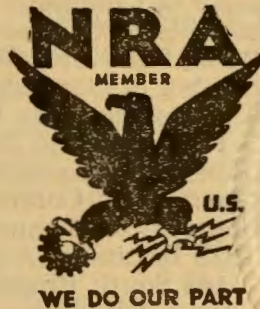


NATIONAL RECOVERY ADMINISTRATION

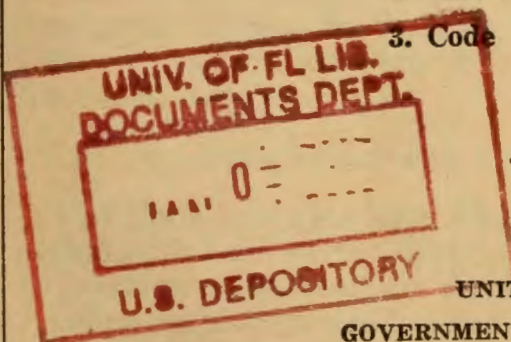
CODE OF FAIR COMPETITION
FOR THE
STEEL CASTING INDUSTRY

AS APPROVED ON NOVEMBER 2, 1933

BY
PRESIDENT ROOSEVELT



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



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EXECUTIVE ORDER

CODE OF FAIR COMPETITION FOR THE STEEL CASTING INDUSTRY

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 Steel Casting 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 recommendations 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 it is hereby approved.

FRANKLIN D. ROOSEVELT.

THE WHITE HOUSE,
November 2, 1933.

Approval recommended:
HUGH S. JOHNSON,
Administrator.

NOVEMBER 1, 1933.

The PRESIDENT,
The White House.

SIR: This is a report on the proposed Code of Fair Competition for the Steel Casting Industry in the United States and on the hearing conducted thereon in Washington, D.C., on Thursday, September 7, 1933, in accordance with the provisions of the National Industrial Recovery Act.

PROVISIONS OF THE CODE AS TO WAGES AND HOURS

The Code provides for a 40-hour week averaged over an eight week period with the proviso that no employee may be employed more than 48 hours or more than six days in any one week.

Office employees are limited to 40-hours of work per week.

The rates of pay vary from 40¢ per hour in the northern wage districts to 25¢ per hour in the southern wage districts.

The hours and wages closely follow those provided in the Code for the Steel Industry.

Most of the plants in this industry are in the territory contiguous with or adjacent to the steel producing areas. This Industry employs the same general character of labor and wage rates and hours of labor are definitely affected by the labor conditions prevailing in the Steel Industry.

No one under 16 years of age may be employed and no one under 18 years of age in any hazardous occupation.

Office and clerical employees are to receive a minimum of \$15.00 per week except that office boys and girls may be paid 80% of this minimum.

Old and partially disabled employees not engaged in productive labor may be paid 80% of the minimum rates provided but are limited to 3% of the total number of employees.

Equitable adjustments in wage rates over the minimum are provided for.

GENERAL STATEMENT AND ECONOMIC EFFECT OF THE CODE

The Steel Casting Industry in the United States represents persons, firms, and corporations engaged in the production and sale of steel castings. It embraces two main groups of castings, which are commonly known in the trade as "miscellaneous castings" and "specialties", the first group comprising those castings produced to the order of buyers from buyers' designs and specifications, and the latter group produced from designs and patterns belonging to the producer and sold as finished or semifinished devices, or parts thereof.

The Steel Founders' Society, which presented the Code, represents about 80% of the Industry and about three fourths of the number of companies actively engaged in it.

The investment in the Industry is approximately \$240,000,000 and the number of wage earners in normal times about 43,000 persons, with an estimated pay roll of about \$85,000,000.

The Industry considers 1926 as a normal year, and in that year operated at 68% of capacity; in 1931 production dropped to 25% and in 1932 to only 10% of capacity. At the present time production has increased to about 20%. It is estimated that in working under the provisions of this Code at three fourths of the 1926 rate of production which is 51% of capacity, the Industry will absorb all the workers then employed in the industry. Should production reach the normal figure of 68% of capacity on the basis of a 40-hour week, it is estimated that the industry would require an average total of 54,209 employees, or 13,000 more than were required in 1926.

While the Code has been in process of development the Industry has been endeavoring to adjust hours and wages to approximate the code requirements, and reports for July and August show that there has been an increase in rates of pay of 8.8% since July 1st, amounting to approximately \$46,000 a week, or at the rate of \$2,392,000 a year. It is estimated that a further increase when the code requirements are fully met will result in a total increase of at least 16%, or an annual increase of more than \$5,000,000 a year. Approximately 3,000 employees have been added to the pay rolls since July 1st, as a result of the reduction in hours from 50 to 40, and on the basis of the present level of operation in the industry, another 3,000 are estimated to be necessary to fully meet requirements of the code.

Pertinent data on employment, wages, and hours, as submitted by the Industry, may be summarized as follows:

	Number of employees	Minimum rates of pay	Minimum weekly work hours	Maximum weekly work hours
1926.....	43,023	\$0.35	49.0	84.0
1929.....	51,000	.38	50.0	84.0
January 1933.....	22,000	.25	30.0	84.0
September 1933.....	25,150	.36	30.0	47.0
Under Code at 1926 level of operations.....	54,209	.38	30.0	40.0

All figures estimated in accordance with best information available.

NOTE.—Minimum rates of pay and maximum and minimum weekly work hours are average maxima and minima. Minimum rates of pay in the South, for example, would be considerably less than figures shown—15¢ per hour in January 1933, and 25¢ September 1933.

The Board of Directors of the Steel Founders' Society is to be the general agency of administration of the Code and is to make such rules and regulations, subject to the approval of the Administration, as may be necessary for its administration.

I believe that the Code is fair to Industry, and to Labor, and in accordance with the intent and purpose of the National Industrial Recovery Act.

I find 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 group imposes no inequitable restrictions on admission to membership therein and is truly representative of the Steel Casting 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.

Accordingly, I hereby recommend the approval of this proposed Code of Fair Competition for the Steel Casting Industry.

Respectfully,

HUGH S. JOHNSON,
Administrator.

CODE OF FAIR COMPETITION OF THE STEEL CASTING INDUSTRY

ARTICLE I—PURPOSE

To effectuate the policies of Title I of the National Industrial Recovery Act, the following provisions are submitted as a Code of Fair Competition for the Steel Casting Industry and upon approval by the President shall be the standard of fair competition for this Industry.

ARTICLE II—DEFINITIONS

The terms used in this Code and in any schedule attached hereto are defined as follows:

SECTION 1. The term "the United States" means and includes all of the territory subject to the jurisdiction of the United States of America.

SEC. 2. The term "the President" means the President of the United States of America.

SEC. 3. The term "the Industry" means and includes the business of producing and/or selling steel castings in the United States, except as produced and/or sold as a part of the products, including finished and semifinished parts thereof, of an owning or an affiliated company but not sold in the open market as castings in competition with similar castings produced by other members of the Industry; provided however, that the Industry, as herein defined, does not include the business of producing and/or selling castings containing in excess of sixteen (16) percent of nickel and/or chromium, and provided further that Sections 1 and 5 of Article V, and Articles VII and XIII of this Code shall not be applicable with respect to the products of the Industry sold for use outside of the United States. The Industry embraces two main groups of castings which are commonly known in the trade as "Miscellaneous Castings" and "Specialties."

SEC. 4. The term "affiliated company" means a company whose relations to another company are such that either one has, directly or indirectly, a substantial stock interest in the other, or that a third company has, directly or indirectly, a substantial stock interest in both; provided, however, that in the event of a dispute or disagreement regarding the term "affiliated company" as used in this Code, such dispute or disagreement shall be referred for decision to an arbitration committee, elected or appointed by a fair method of selection. Should any member of the Industry desire to appeal from the decision of said arbitration committee, such member may appeal direct to the Administrator, whose decision in the matter shall be final.

SEC. 5. The term "Miscellaneous Castings" means that group of steel castings commonly known in the trade under that name and produced by foundries to the order of the buyers from the buyers' designs, patterns, and specifications, such castings usually being sold in the rough.

SEC. 6. The term "Specialties" means that group of cast steel products commonly known in the trade under that name and primarily designed and engineered by the foundry companies producing them, produced from patterns and/or other production equipment belonging to the producer, and sold as finished or semifinished devices or parts thereof.

SEC. 7. The term "a member of the Industry" means and includes any person, firm, association, corporation, organization or other unit, of any kind or description, and without limitation to the foregoing, engaged in business in the industry.

SEC. 8. The term "the Society" means Steel Founders' Society of America.

SEC. 9. The term "the Board of Directors" means the Board of Directors of the Society.

SEC. 10. The term "the National Industrial Recovery Act" means the National Industrial Recovery Act as approved by the President, June 16, 1933.

SEC. 11. The term "Administrator" means the Administrator appointed by the President to administer Title I of the National Industrial Recovery Act, and at the time in office.

SEC. 12. The term "Administration" means the agency established pursuant to the provisions of Section 2 of Title I of the National Industrial Recovery Act.

SEC. 13. The term "employee" as used herein includes anyone engaged in the Industry in any capacity, receiving compensation for his services, irrespective of the method of payment of such compensation.

ARTICLE III—SCOPE

SECTION 1. Articles I to XII inclusive of this Code shall apply to the Industry; in view, however, of the divergent producing and selling methods applying to the two main groups of castings, namely, Miscellaneous Castings and Specialties, separate provisions are set forth covering the Unfair Trade Practices of each group.

SEC. 2. This Code shall be applicable with respect to every member of the Industry, regardless of whether any such member of the Industry is also engaged in any other industry; provided, however, that this Code shall apply to and affect only that part of the business of each such member as relates to the Industry.

ARTICLE IV—PARTICIPATION

SECTION 1. Any member of the Industry may become a "party to the agreement" by filing with the Society a letter in the form annexed hereto as Schedule A, in which such party to the agreement is referred to in the singular as "a participant under said code" and by undertaking to bear its fair share of the expenses and responsibilities in connection with the preparation and administration of this Code, either as a member of the Society or by undertaking to pay to the Society the equivalent of the dues it would pay as a member of the Society. The signing of such a letter as is referred to herein shall not constitute the signer a partner of any other signer or signers. Any member of the Industry may also become a member of the Society.

SEC. 2. Any member of the Industry subject to the jurisdiction of this Code, and receiving the benefits of the Code and/or the benefits of the activities of the Society, shall pay to the Society his equitable proportionate share of the costs and expenses incurred in the preparation and/or administration of this Code by the Society.

ARTICLE V—ADMINISTRATION

SECTION 1. Membership in the Society shall be open to any member of the Industry on an equitable basis and upon terms of equality with all other members. The Board of Directors of the Society shall be the general agency for the administration of this Code and shall—

(a) For the purpose of keeping the President informed as to the observance or nonobservance of this Code and as to whether the Industry is taking appropriate steps to effectuate in all respects the declared policy of the National Industrial Recovery Act, require from any member of the Industry, in the event of complaint, duly certified reports in such form as may hereafter be required by the Administrator;

(b) Upon complaint of interested parties, make such inquiry and investigation into the operation of this Code as may be necessary, unless a supervisory agency has been appointed as provided in Section 1 of Article VII for the subdivision or product classification of the Industry to which said complaint relates; and

(c) Make such rules and regulations subject to the approval of the Administration as may be necessary for the administration and enforcement of this Code.

SEC. 2. All information furnished to the Board of Directors by any member of the Industry, pursuant to the administration of this Code shall be deemed confidential and shall not be disclosed to any member of the Industry in other than composite form, unless disclosure in detail shall be necessary in the administration of this Code and/or requested by the Administrator.

SEC. 3. In addition to information required to be submitted to the Board of Directors, 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 National Industrial Recovery Act.

SEC. 4. Any action taken by the Board of Directors or other group within the Industry, for the purpose of making effective the provisions of this Code, may be submitted to the Administrator for approval, and shall in any case be subject to the disapproval of the Administrator.

SEC. 5. It is recognized that questions of public interest are or may be involved in the administration of this Code. Accordingly, not more than three representatives of the Administration, of which the Administrator may be one, appointed by the Administrator, shall be given full opportunity at such times as shall be reasonably convenient to discuss with the Board of Directors or any committees thereof any matters relating to the administration of the Code and to attend meetings of the Board at which action on any such matters shall be undertaken and to make recommendations as to methods or measures of administering the Code, but shall not have voting powers. Due notice of all such meetings of the Board of Directors shall be given to

such representatives of the Administration. The records of the Board of Directors relating in any way to the administration of the Code shall be open to such representatives at all reasonable times. They shall be afforded by the Board of Directors complete access at all times to all records, statistical material, or other information furnished or readily available to the Board of Directors in connection with, or for the purposes of, the administration of the Code. The Board of Directors, acting directly or through one or more committees appointed by it, shall give due consideration to all requests, suggestions, or recommendations made by such representatives of the Administration and render every possible assistance to such representatives in obtaining full information concerning the operation and administration of the Code, to the end that the President may be fully advised regarding such operation and administration through reports that may be made to him from time to time by such representatives and to the end that the President may be assured that the Code and the administration thereof do not promote or permit monopolies or monopolistic practices, or eliminate or oppress small enterprises, or operate to discriminate against them and do provide adequate protection of consumers, competitors, employees, and others concerned and that they are in furtherance of the public interest and operate to effectuate the purposes of Title I of the National Industrial Recovery Act.

ARTICLE VI—HOURS OF LABOR, RATES OF PAY, AND OTHER CONDITIONS OF EMPLOYMENT

SECTION 1. Pursuant to subsection (a) of Section 7 of the National Industrial Recovery Act and so long as the Code shall be in effect, the Code shall be subject to the following conditions:

(a) 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 purposes of collective bargaining or other mutual aid or protection;

(b) 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

(c) 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.

SEC. 2. (a) The basic processes in the Industry are of a continuous character and cannot be changed in this respect without serious adverse effect upon production and employment. As demand for the products of the Industry, and therefore for labor, shall increase, hours of labor for employees in the Industry must necessarily increase; but, except in the case of executives, those employed in directing or supervisory capacities and in technical or other highly skilled work, and members of their respective staffs, individually receiving pay at the rate of \$35.00 or more per week, none of the members of the Industry shall cause or permit any employee in the Industry to be employed for an average of more than forty (40) hours per week in any eight (8)

weeks' period, such periods to be computed from the effective date of this Code, or be employed for more than forty-eight (48) hours or more than six (6) days in any one week.

(b) The Industry recognizes the desirability and accepts the principle of the eight (8) hour working day for labor and insofar as it reasonably can, the Industry will endeavor to employ its labor on that basis.

(c) After the date of the employment by any member of the Industry of any employee, such member shall not knowingly permit such employee who shall also have been employed by one or more other employers, to be employed by such member such number of hours as would result in a violation of the Code had all such employment been by such member.

(d) Members of the Industry shall not employ accounting, clerical and office employees, except traveling representatives and executive, administrative, and supervisory employees, and their respective personal staffs and assistants on a schedule in excess of forty (40) hours per week.

SEC. 3. None of the members of the Industry shall employ in the Industry any person under sixteen (16) years of age, and no one under eighteen (18) years of age shall be employed in hazardous work; provided, however, that where a State Law specifies a higher minimum age, no person below the age so specified by such Law shall be so employed within that State.

SEC. 4. For the purpose of this Code, the wage districts described in Schedule B, annexed hereto, have been established.

SEC. 5. (a) Until changed by amendment of the Code as hereinafter in Article VIII provided, the minimum rates of pay per hour which shall be paid by members of the Industry for common labor in the Industry in the respective wage districts described in such Schedule B shall be the rates set forth in Schedule C, annexed hereto. None of the members of the Industry shall pay common laborers in its employ in the Industry in any such district any rate of pay less than the rate specified for such district in such Schedule C.

(b) The rates of pay for classes of labor heretofore paid at a rate in excess of the rate heretofore paid for common labor shall be increased at least to the extent necessary to maintain, in relation to the minimum rates for common labor under the Code, the percentage relations heretofore existing (as determined by the experience of the several wage districts with the approval of the Board of Directors) between the rates of pay for such classes of labor and the rates of pay for common labor. The foregoing provision shall not be so construed as to require any member of the Industry to make any increase in the rate of pay per hour to be paid by such member to any of its employees in any wage district that will result in a rate of pay per hour which shall be higher than the rate of pay per hour paid to employees doing substantially the same class or kind of labor in the same wage district by any other member of the Industry which shall have increased its rates of pay per hour in accordance with such provision.

(c) In the case of employees performing work for which they are paid per piece of work performed, the minimum rate of pay which each member of the Industry shall pay for such work shall produce at least the minimum rate of pay per hour provided in this Code for common labor at such plant.

(d) The minimum wage that shall be paid by any employer to accounting, clerical, and office employees, except those employed on a commission basis, shall be at the rate of fifteen dollars (\$15.00) per week; provided, however, that office boys or girls may be paid not less than eighty (80) percent of such minimum wage, and provided further that where a State Law specifies a higher minimum wage, no employer shall pay less than the minimum wage required by such State Law.

SEC. 6. The provisions as to minimum rates of pay shall not affect those employees who, by reason of old age or infirmities, are not engaged in productive labor, except that the rates paid such employees shall not be less than eighty (80) percent of said minimum rates and the number of such employees employed by each member of the Industry shall not be more than three (3) percent of the total number of its employees.

ARTICLE VII—GENERAL PROVISIONS

SECTION 1. Members of the Industry having a common interest and common problems may group themselves for administrative purposes in various subdivisions or product classifications, subject to the approval of the Board of Directors. The majority of members in each subdivision or product classification may appoint its agency, with supervisory and/or administrative powers, subject to the Board of Directors. In the event that no such agency is so appointed, then the Board of Directors may appoint such agency. If formal complaint is made to the Board of Directors that the provisions of this Code have been violated by any member or members of the Industry, the agency for the subdivision or product classification to which the complaint refers, shall institute such inquiry as may be necessary to develop the facts.

SEC. 2. If the agency of any subdivision or product classification, formed in accordance with the provisions of Section 1 of this Article, so decides, each member of the Industry manufacturing products falling within such subdivision or product classification shall, within ten (10) days after notice of such determination, file with the agency a price list prepared by such member of the Industry, showing its current prices and the agency shall immediately send copies thereof to all members of the Industry engaged in the manufacture of such specified product. Revised price lists may be filed from time to time thereafter with the agency by any such member of the Industry to become effective upon the date specified therein, but such revised price list shall be filed with the agency at least ten (10) days in advance of the effective date, unless the agency shall authorize a shorter period. Copies of such revised price lists with notice of the effective date specified shall be immediately sent to all members of the Industry manufacturing such product who thereupon may file, if they so desire, revisions of their price lists specifying the effective date, which shall be on or after the date when the revised price list first filed shall go into effect.

SEC. 3. If the agency of any subdivision or product classification so decides, no member of the Industry within such subdivision or product classification shall sell directly or indirectly by any means whatsoever any product of the Industry included within a subdivision or product

classification for which the agency shall have given notice requiring the filing of price lists, at a price less than the price shown for such product in the list filed by such member.

SEC. 4. The Board of Directors shall make a careful study of the question of limitation of Steel Foundry Melting Capacity and shall submit to the Administrator for his approval such plan or plans as are deemed necessary, and which will further effectuate the policies of the National Industrial Recovery Act.

ARTICLE VIII—AMENDMENTS

Amendments of such of the provisions of this Code as are not required to be included therein by the National Industrial Recovery Act may, if approved by the agency of the subdivision or product classification concerned, if any, and by the Board of Directors, be submitted to the President, and, if approved by the President, shall become effective ten (10) days thereafter.

ARTICLE IX—CANCELLATION OR MODIFICATION

The members of the Industry recognize that, pursuant to subsection (b) of Section 10 of the National Industrial Recovery Act, the President may from time to time cancel or modify any order, approval, license, rule or regulation issued under Title I of said Act, with respect to this Code.

ARTICLE X—VIOLATIONS

Violation of any of the provisions of this Code, or amendments thereto, is an unfair trade practice and shall be subject to the penalties provided in the National Industrial Recovery Act.

ARTICLE XI—RIGHTS OF THE MEMBERS OF THE INDUSTRY

By presenting this Code the members of the Industry do not thereby consent to any modification thereof and they reserve the right to object to any such modification without being given an opportunity to be heard.

ARTICLE XII—DURATION

This Code shall become effective on the first Monday after the fourth day following the date on which this Code shall have been approved by the President, and shall continue in effect until sixty (60) days subsequent to June 16, 1935, or the earliest date prior thereto on which the President shall, by proclamation, or the Congress shall, by Joint Resolution, declare that the emergency recognized by Section 1 of the National Industrial Recovery Act has ended.

ARTICLE XIII—UNFAIR TRADE PRACTICES

SECTION 1. With respect to the production and/or sale of Miscellaneous Castings, the Unfair Trade Practices which are condemned are set forth in Schedule D, annexed hereto. Such Unfair Trade Practices shall have no application to that part of the Industry engaged in the production and/or sale of Specialties.

SEC. 2. With respect to the production and/or sale of Specialties, the Unfair Trade Practices which are condemned are set forth in Schedule E, annexed hereto. Such Unfair Trade Practices shall have no application to that part of the Industry engaged in the production and/or sale of Miscellaneous Castings.

SEC. 3. Indulgence in any of the Unfair Trade Practices, or any amendments thereof, or any additions thereto, shall be deemed to be unfair methods of competition, and using or employing any of such unfair methods of competition shall be deemed a violation of the Code, and any member of the Industry which shall directly or indirectly, through any officer, employee, agent, or representative, use or employ any of such unfair methods of competition shall be guilty of a violation of the Code.

SCHEDULE A

FORM OF LETTER GIVING ASSENT TO CODE

OCTOBER —, 1933.

STEEL FOUNDERS' SOCIETY OF AMERICA,
932 Graybar Building, 420 Lexington Avenue, New York, N.Y.

GENTLEMEN: The undersigned, desiring to participate under the Code of Fair Competition of the Steel Casting Industry, hereby assents to all of the provisions of said Code, and to such changes in the same as may be made by the Board of Directors of the Society in order to meet the requirements of the National Recovery Administration. Effective on the date on which the Code is approved by the President of the United States of America as therein provided, or as of the date on which this letter is delivered, if delivery is made after such date of approval by the President, the undersigned, by the signing and delivery of this letter, becomes a participant under said Code, as provided in Article IV of the Code, and hereby agrees with every person, firm, and corporation who shall then be or thereafter become a participant under said Code, that this Code shall constitute a valid and binding contract between the undersigned and all such other participants.

Very truly yours,

(Name of Corporation)

By

(Signature of Authorized Officer)

(Title of Authorized Officer)

(Address)

(9)

SCHEDULE B

DESCRIPTION OF WAGE DISTRICTS

1-A. Eastern District—All of Division No. 1.

NOTE.—Division No. 1 constitutes Federal Reserve District No. 1 and No. 3 (except that part of Pennsylvania west of a line drawn north and south through Altoona, Pennsylvania) and No. 5 (except West Virginia and North and South Carolina) and New York State east of a line drawn north and south through the most westerly point of Schenectady, New York.

2-A. Buffalo District—All of Division No. 2.

NOTE.—Division No. 2 constitutes Federal Reserve District No. 2 (except that portion included in Division No. 1) and Erie, Pennsylvania.

3-A. Southern District—All of Division No. 3.

NOTE.—Division No. 3 constitutes Federal Reserve District No. 6 and No. 11 (except southeastern Arizona, southern New Mexico, and Texas west of a line drawn north and south through Haymond, Texas) and all of North and South Carolina, Tennessee, Mississippi, and Alabama (except Jefferson County).

3-B. Birmingham District—County of Jefferson in the State of Alabama.

4-A. Johnstown District—Cambria County, Pennsylvania.

4-B. Pittsburgh-Wheeling District—All of Pennsylvania in Division No. 4 (except Cambria County) and the Counties of Hancock, Brooke, Ohio and Marshall in West Virginia.

NOTE.—Division No. 4 constitutes Federal Reserve District No. 4 (except Erie, Pa., eastern Kentucky and Ohio) and West Virginia, and that part of Pennsylvania not included in Division No. 1.

4-C. West Virginia District—All of West Virginia, except Hancock, Brooke, Ohio, and Marshall Counties.

5-A. North Ohio District—All of Division No. 5 north of a line drawn east and west through Ashland, Ohio (except Erie County) and Columbiana County.

NOTE.—Division No. 5 constitutes Federal Reserve District No. 4 (except Pennsylvania).

5-B. South Ohio District—All of Division No. 5 south of a line drawn east and west through Ashland, Ohio (except Columbiana County) and Erie County and includes Canton, Massillon, Alliance, Lima, Bucyrus, Marion, Sandusky, and East Liverpool.

6-A. Chicago District—Chicago switching district, the Counties of Lake and DuPage in Illinois, and Lake County in Indiana, and the Counties of Kenosha, Racine, and Milwaukee in Wisconsin.

6-B. Indiana-Illinois District—All of Indiana except Lake County; all of Illinois in Division No. 6 (except Lake County and Chicago switching district), all of Minnesota and Iowa and Wisconsin (except Kenosha, Racine, and Milwaukee Counties).

NOTE.—Division No. 6 constitutes Federal Reserve District No. 7 and No. 9.

6-C. Detroit District—Counties of Monroe, Lenawee, Jackson, Wayne, Oakland, Macomb, and Washtenaw, Michigan.

6-D. Michigan District—All of the State of Michigan except Counties embraced in District 6-C.

7-A. Colorado District—State of Colorado.

7-B. St. Louis District—St. Louis and St. Louis County, Missouri, Madison and St. Clair Counties, Illinois.

7-C. Midcontinent District—All of Division No. 7, not included in Districts 7-A and 7-B.

NOTE.—Division No. 7 constitutes Federal Reserve District No. 8 (except Tennessee, Mississippi, and Arkansas) and No. 10.

8-A. Seattle District—States of Washington, Oregon, and Nevada.

8-B. San Francisco District—All of California north of a line drawn east and west through Fresno, California.

8-C. Los Angeles District—All of California not included in District No. 8-B, and all of the State of Arizona.

8-D. Utah District—All of the State of Utah.

8-E. El Paso District—All of Division No. 8 not included in Districts 8-A, 8-B, 8-C, and 8-D.

NOTE.—Division No. 8 constitutes Federal Reserve District No. 12 and that part of Federal Reserve District No. 11 not included in Division No. 3.

SCHEDULE C

MINIMUM RATES OF PAY FOR COMMON LABOR

<i>District</i>	<i>Minimum Rates, Common Labor— Cents per Hour</i>
1-A. Eastern District.....	35
2-A. Buffalo District.....	38
3-A. Southern District.....	25
3-B. Birmingham District.....	27
4-A. Johnstown District.....	37
4-B. Pittsburgh-Wheeling District.....	40
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SCHEDULE D

LIST OF UNFAIR TRADE PRACTICES RELATING TO MISCELLANEOUS CASTINGS

This Schedule relates solely to the production and/or sale of Miscellaneous Castings and has no application to Specialties.

For all purposes of this Code, it shall be an unfair trade practice for any member engaged in the Miscellaneous Castings branch of the Industry to do any of the following acts:

SECTION 1. Make or promise to any purchaser or prospective purchaser of any product, or to any officer, employee, agent, or representative of any such purchaser or prospective purchaser any bribe, commission or split-commission, or other payment or remuneration, directly or indirectly.

SEC. 2. Extend to any purchasers special privileges or concessions, including allowances for machining and/or welding (except where explicitly agreed upon to repair specific imperfect castings), pattern alterations, or other services not extended by the Industry to all buyers under like terms and conditions.

SEC. 3. Purchase from customers goods and/or services at prices higher than the market for such goods and/or services, for the purpose of influencing or inducing the purchase of castings.

SEC. 4. Absorb all or any part of the machining cost of castings sold as machined castings.

SEC. 5. Enter into quantity contracts with buyers without obligation on their part to take delivery of the quantities specified in the contract or on the quotation, for the purpose of giving unwarranted prices.

SEC. 6. State in the invoice of any product sold by a member of the Industry as the date thereof a date later than the date of shipment of such product, or include in any invoice any product shipped on a date earlier than the date of such invoice, for the purpose of furnishing such product at prices lower than would otherwise prevail or for the purpose of extending the customer's time of payment.

SEC. 7. Allow terms of payment more favorable to the customer than net thirty days from date of shipment, or a discount of one half of one per cent ($\frac{1}{2}\%$), provided payment is made within ten (10) days from date of shipment.



SCHEDULE E

LIST OF UNFAIR TRADE PRACTICES RELATING TO SPECIALTIES

This Schedule relates solely to the production and/or sale of Specialties and has no application to Miscellaneous Castings.

For all purposes of this Code it shall be an unfair trade practice for any member engaged in the Specialties branch of the Industry to do any of the following acts:

SECTION 1. To make terms of payment in connection with sale for domestic use more favorable to the customer than thirty (30) days net cash from date of invoice.

SEC. 2. To make for the purpose of influencing a purchase any promise as to delivery or other matters which obviously is impossible of performance.

SEC. 3. To employ any unfair trade practices which may be established for any product classification by the administrative agency for such classification appointed in accordance with Article VII of this Code and approved by the President.

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