

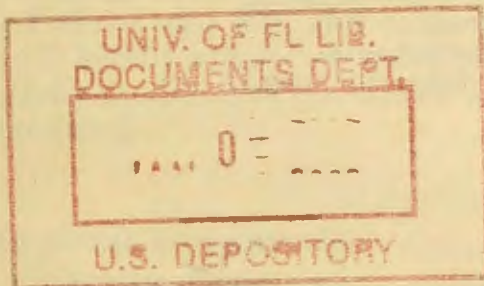
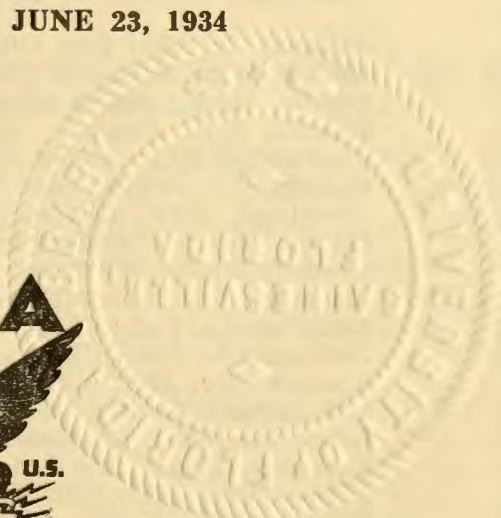
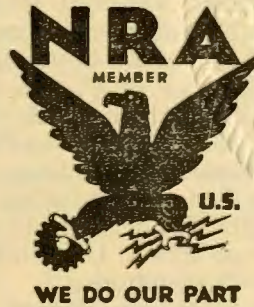
NATIONAL RECOVERY ADMINISTRATION

AMENDMENT TO
CODE OF FAIR COMPETITION

FOR THE

GRAPHIC ARTS INDUSTRIES

AS APPROVED ON JUNE 23, 1934



UNITED STATES
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Approved Code No. 387—Amendment No. 5

AMENDMENT TO CODE OF FAIR COMPETITION
FOR THE
GRAPHIC ARTS INDUSTRIES

As Approved on June 23, 1934

ORDER

APPROVING MODIFICATIONS OF CODE OF FAIR COMPETITION FOR THE
GRAPHIC ARTS INDUSTRIES

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 approval of modifications to a Code of Fair Competition for the Graphic Arts Industries, and hearings having been duly held thereon and the annexed report on said modifications, containing findings with respect thereto, having been made and directed to the President:

NOW, THEREFORE, on behalf of the President of the United States, I, Hugh S. Johnson, Administrator for Industrial Recovery, pursuant to authority vested in me by Executive Orders of the President, including Executive Order No. 6543-A, dated December 30, 1933, and otherwise; do hereby incorporate, by reference, said annexed report and do find that said modifications and the Code as constituted after being modified comply in all respects with the pertinent provisions and will promote the policy and purposes of said Title of said Act, and do hereby order that said modifications be and are hereby approved, and that the previous approval of said Code is hereby modified to include an approval of said Code in its entirety as modified.

HUGH S. JOHNSON,
Administrator for Industrial Recovery.

Approval recommended:

GEORGE BUCKLEY,
Division Administrator.

WASHINGTON, D.C.,
June 23, 1934.

REPORT TO THE PRESIDENT

The PRESIDENT,
The White House.

SIR: This is a report on the proposed modifications of the Code of Fair Competition for the Graphic Arts Industries as approved by you on February 17, 1934. A Public Hearing was held on these proposed modifications in the City of Washington on April 3, 1934 and full opportunity was given to all interested parties to appear.

The proposed modifications consist of wage and hour provisions, provisions regarding apprentices and complement of men, and fair trade practice provisions for the Steel and Copper Plate Engraving and Printing Industry. The fair trade practice provisions are in the form of an Appendix to the Code.

The Deputy Administrator in his final report to me on said modifications to said Code having found as herein set forth and on the basis of all the proceedings in this matter:

I find that:

(a) The modifications to said Code and the Code as modified are well designed to promote the policies and purposes of Title I of the National Industrial Recovery Act including the removal of obstructions to the free flow of interstate and foreign commerce which tend to diminish the amount thereof, and will provide for the general welfare by promoting the organization of industry for the purpose of cooperative action among trade groups, by inducing and maintaining united action of labor and management under adequate governmental sanction and supervision, by eliminating unfair competitive practices, by promoting the fullest possible utilization of the present productive capacity of industries, by avoiding undue restriction of production (except as may be temporarily required), by increasing the consumption of industrial and agricultural products through increasing purchasing power, by reducing and relieving unemployment, by improving standards of labor, and by otherwise rehabilitating industry.

(b) The Code as modified complies in all respects with the pertinent provisions of said Title of said Act, including without limitation Subsection (a) of Section 3, Subsection (a) of Section 7 and Subsection (b) of Section 10 thereof.

(c) The modifications and the Code as modified are not designed to and will not permit monopolies or monopolistic practices.

(d) The modifications and the Code as modified are not designed to and will not eliminate or oppress small enterprises and will not operate to discriminate against them.

(e) Those engaged in other steps of the economic process have not been deprived of the right to be heard prior to approval of said modifications.

I believe the modifications to be fair to labor, to the consumer, and to the industry, and for these reasons, therefore, I approve this amendment.

Respectfully,
JUNE 23, 1934.

HUGH S. JOHNSON,
Administrator.

AMENDMENT TO CODE OF FAIR COMPETITION FOR THE GRAPHIC ARTS INDUSTRIES

SECTION 23 (CONTINUED)

MECHANICAL EMPLOYEES (CONTINUED)

B. ENGAGED IN THE PROCESSES OF STEEL AND COPPER PLATE ENGRAVING AND PRINTING.

The provisions of this Sub-Section 23-B shall govern all establishments engaged in any of the processes or partial processes of steel and copper plate engraving and printing under this Code, and shall be applicable to all the mechanical employees of such establishments engaged in carrying on any of the operations of such processes.

The provisions of this Sub-Section 23-B shall not be applicable to the employees of any establishment within the Securities and Bank Note Engraving and Printing Industry, engaged in any of the processes or partial processes of that type of engraving known as bank note steel engraving.

(a) *Mechanical employees—minimum wages.*— Establishments covered by this Sub-Section 23-B shall not pay any mechanical employee less than at the rate of 40 cents per hour, unless on July 15, 1929 the hourly rate for the same class of work was less than 40 cents per hour, in which latter case they shall be paid not less than such hourly rate on July 15, 1929, in the same establishment (or in the same locality in the case of a new establishment) and in no event less than at the rate of 30 cents per hour.

(b) *Skilled mechanical employees—minimum wages.*—

PARAGRAPH 1. Each establishment, with the exception of those—

1. Which are operating under wage agreements arrived at by collective bargaining; and

2. Which are paying not less than the wage rates which they were paying on July 15, 1929,

shall make increases in its average hourly compensation for all classes of skilled labor, within thirty (30) days after this Sub-Section 23-B becomes effective, on the following basis:

Each plant shall increase the hourly or piecework rates to a point where (including increases made since July 1, 1933) they are ten per cent (10%) higher than the rates in effect on July 1, 1933, with this limitation that they need not increase rates above those paid on July 15, 1929 in the same plant or in plants producing similar work in similar areas as determined by the Code Authority, with the approval of the Administrator, coming within the above clauses (1) or (2).

PARAGRAPH 2. Within thirty (30) days after this Sub-Section 23-B becomes effective, any rate increases under Paragraph 1 must be further augmented if necessary to bring the average hourly or piecework compensation paid in each establishment up to ninety per cent (90%) of the rates prevailing on July 1, 1933 in the same locality or competitive area for base classes of skilled labor employed in this industry.

Prevailing hourly or piecework rates shall be the average of the rates paid to the employees constituting that fifty per cent (50%) of each class of skilled employees in that locality or competitive area which was receiving the higher wage rates on July 1, 1933.

For example, if in a locality, a total of thirty press operators were employed, ten of whom were receiving 82 cents per hour and twenty of whom were receiving 67 cents per hour, the prevailing rate would be the weighted average of 82 cents for ten men and of 67 cents for five men (making together fifty per cent (50%) of the total number) or 77 cents, and ninety per cent (90%) thereof would be 69.3 cents.

NOTE.—For the purpose of Paragraphs 1 and 2 “average” in case varying rates are paid for the same classification of labor, means averages ascertained by dividing the total of hourly compensation by the total number of employees whose wage rates are being averaged.

PARAGRAPH 3. In applying the foregoing paragraphs, differentials in wage rates for varying tasks within the same class shall be maintained as in effect December 1, 1933, in the individual establishments.

PARAGRAPH 4. In no instance shall the foregoing be applied in a manner to reduce the present rate paid to any employee, or to establish minimum wage rates in establishments where collective bargaining is not practiced higher than the minimum for the same class of employees in establishments in that locality where wage rates were arrived at through collective bargaining.

PARAGRAPH 5. It should be specifically understood that the foregoing provisions are intended to establish only minimum and not maximum wage requirements.

(c) *General wage provisions.*—In connection with the foregoing the following rules shall apply:

1. An employee performing duties coming within more than one classification, shall be compensated on the basis of the rates applying to such several classifications for the time employed.

2. The foregoing requirements as to mechanical wages do not apply to apprentices, who are referred to in (e) of this section.

(d) *Hours of labor.*—1. Standard Working Hours.—Standard working hours shall be forty (40) hours per week for all mechanical employees, including proprietors, supervisors, foremen and/or others for the time actually engaged in mechanical work. The work week in the case of each individual employee shall be divided into not more than six shifts, no one of which will be more than eight (8) hours unless overtime be paid. When necessary overtime shall be permitted; provided (1) that mechanical employees shall receive not less than the overtime rate (one and one-half times the hourly or piece rate wage) for all work in excess of eight (8) hours within any twenty-four (24) hour period, or forty (40) hours in any one week. Double time shall be paid for Sundays and holidays. (2) That no more than five hundred and twenty (520) hours shall be worked by any mechanical employee in any thirteen (13) weeks' period.

It is not intended that any of the foregoing provisions shall limit the number of days per week or shifts per day an establishment may operate.

2. *Maximum Hour Exceptions.*—The maximum hours fixed by this Sub-Section 23-B shall not apply to employees on emergency maintenance or emergency repair work, nor to employees in cases where

the restriction of hours of highly skilled artistic or mechanical workers on continuous processes would unavoidably reduce production; but in the case of such workers at least time and one-half shall be paid for the hours worked in excess of eight hours in any one day, or forty (40) hours in any one week.

A tolerance of ten per cent (10%) without overtime, over the maximum hours herein prescribed, shall be allowed in the cases of wash-up crews, shipping crews, material handlers, elevator operators and other mechanical employees whose duties have no direct connection with graphic arts processes, and a tolerance of twenty per cent (20%) without overtime shall be allowed in the cases of outside delivery men, porters, engineers, firemen, janitors and watchmen. The maximum of six shifts per week shall not apply to engineers, firemen, janitors or watchmen, nor the provision that double time be paid for holidays.

3. It should be specifically understood that the foregoing provisions are subject to the provisions of the Executive Order of February 17, 1934, approving this Code.

(e) *Apprentices.*—

1. The National Code Authority for the Steel and Copper Plate Engraving and Printing Industry, promptly after its organization, shall appoint a committee composed of an equal number of representatives of employers and employees, the representatives of the employees to be nominated by the Labor Advisory Board, to study carefully the apprenticeship situation and to make recommendations thereon within six months from the effective date of this Sub-Section 23-B to such Code Authority. In making its study the committee shall not limit itself to existing data and information but shall secure through the National Code Authority from establishments within the industry such additional facts as it may deem necessary. Its recommendation shall include apprenticeship ratios and methods of applying them equitably for the industry. It shall also establish minimum rates of pay for apprentices subject to approval by the Administrator. Upon receipt of the recommendations of the committee, the National Code Authority shall adopt rules and regulations to govern all apprentices within the industry, such rules and regulations being subject to approval by the Administrator.

2. Pending the approval of the rules and regulations referred to in the above paragraph, no new apprentices shall be indentured at less than the minimum wage of skilled mechanical employees.

The maximum terms of apprenticeships shall be: for engravers, five years; plate printers and die stampers, four years.

These apprenticeship rules shall not prevent the continuation of the status of persons already at work under apprenticeship arrangements made prior to June 1, 1934.

Upon completion of the terms of apprenticeship, journeymen's minimum rates of pay shall apply.

(f) *Complement of Men.*—A commission of three disinterested engineers, selected by the American Society of Mechanical Engineers, may be employed by the National Code Authority to make a comprehensive study, and to recommend rules covering complement of men required on steel and copper plate engraving and printing mechanical equipment, for addition to this Code by amendment as elsewhere herein authorized.



APPENDIX OF INDUSTRY No. C-2

STEEL AND COPPER PLATE ENGRAVING AND PRINTING

MAINTENANCE OF FAIR COMPETITION

(c) No establishment shall advertise, offer for sale, or sell type printing treated with substances that fuse and raise under heat treatment, simulating engraving, as engraving of any kind.

(d) No establishment shall advertise, offer for sale or sell as hand engraved, any plate or die produced by an engraving machine.

Approved Code No. 287—Amendment No. 5.
Registry No. 599-33.