

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
Washington

WAGE AND HOUR ADMINISTRATOR ANNOUNCES
APPOINTMENT OF APPAREL INDUSTRY COMMITTEE

Elmer F. Andrews, Administrator, Wage and Hour Division, United States Department of Labor, today announced the appointment of Industry Committee No. 2 to recommend a minimum wage schedule for branches of the apparel industry employing more than 500,000 wage earners. Under the provisions of the Fair Labor Standards Act of 1938, the Committee is authorized to recommend a minimum wage of not less than 25 cents an hour (the minimum already in effect under the Act) nor more than 40 cents an hour which will not substantially curtail employment.

The Committee:

Public Members--

Louis E. Kirstein, Boston, Mass., Chairman
Delos Walker, New York, Vice Chairman
Charlotte Carr, Chicago, Ill.
Jonathan W. Daniels, Raleigh, N. C.
John P. Devaney, Minneapolis, Minn.
Marion Dickerman, New York
Harrold English, Los Angeles, Calif.
Herman Feldman, Hanover, N. H.
Louis B. Hopkins, Crawfordsville, Ind.
Mark McCloskey, New York
Neville Miller, Washington, D. C.
Harriss Newman, Wilmington, N. C.
A. J. Patton, New York
Charles W. Pipkin, Baton Rouge, La.
Charles Ray, Goodyear, Conn.
Sumner H. Slichter, Cambridge, Mass.

Employee Members--

Morris Bialis, Chicago, Ill.
Hyman Blumberg, Baltimore, Md.
Joseph Catalanotti, New York
David Dubinsky, New York
Harry Greenberg, New York
Sidney Hillman, New York
Julius Hochman, New York
Elizabeth M. Hogan, New York
Sam Levin, Chicago, Ill.
Joseph P. McCurdy, Baltimore, Md.
Isidore Nagler, New York
Meyer Perlstein, St. Louis, Mo.
Jacob S. Potofsky, New York
Elias Reisberg, Harrisburg, Pa.
Frank Rosenblum, Chicago, Ill.
Nathan Sidd, Boston, Mass.

Employer Members--

Frank Coll, Alpena, Mich.
Oscar J. Groebl, San Francisco, Calif.
W. C. Harris, Winder, Ga.
S. L. Hoffman, New York
Samuel W. Levitties, Philadelphia, Pa.
A. A. Lipshutz, Atlanta, Ga.
Jack Mintz, New York
A. W. Patterson, Denison, Texas
Alexander Printz, Cleveland, Ohio
Raymond H. Reiss, New York
Victor Riesenfeld, New York
Jesse Rosenfeld, New Orleans, La.
Herman Rosenblum, Louisville, Ky.
Louis E. Rosensweig, New York
Nathan Schwartz, New York
J. J. Wolkerstorfer, St. Paul, Minn.

This Industry Committee is the second to be appointed under the Act. The first industry committee was for cotton, rayon, silk and certain other textiles.

Mr. Kirstein, the Chairman of the Apparel Committee, was Chairman of the Industrial Advisory Board of the National Recovery Administration and a member of the original National Labor Board. He is a Vice President of William Filene's Sons Co., Boston. He has been serving as a public member of Industry Committee No. 1 (the Textile Committee) but consented to transfer to the more arduous duties of Chairman of the Apparel Committee. He will resign from the Textile Committee and his successor on that Committee will be announced later.

Mr. Walker, Vice Chairman of the Apparel Committee, is Vice President in charge of General Management of the R. H. Macy & Co., Inc., New York.

The Fair Labor Standards Act provides that the Administrator "shall as soon as practicable appoint an industry committee for each industry engaged in (interstate) commerce." Equal representation for employees, employers and the public is required. The industry committees are to be convened to recommend a minimum rate or rates of wages for their industries "with a view to carrying out the policy" of reaching "as rapidly as is economically feasible without substantially curtailing employment, the objective of a universal minimum wage of 40 cents an hour in each industry engaged in (interstate) commerce."

The minimum wage determination of Industry Committee No. 2 will be made for employers engaged in the manufacture of products defined as: all apparel, apparel furnishings and accessories made by cutting, and sewing or embroidery processes, except: knitted outerwear, knitted underwear, hosiery, men's fur felt, wool felt, straw and silk hats and bodies, ladies' and children's millinery, furs, and boots and shoes.

Administrator Andrews explained that knitted garments had been omitted because a large part of the manufacturing processes are organized in a different manner than the processes utilized in the manufacture of the products included within the definition outlined in the preceding paragraph. The same considerations account for the exclusion of men's felt and straw hats, ladies' and children's millinery, furs, and boots and shoes.

The membership of the Committee was selected by the Administrator after consultation and discussion with both large and small groups within the industry.

An effort was made, the Administrator said, to provide representation as far as possible on the basis of the various aspects of the wage issue to be considered. Due to the Act's requirements of a public member and a labor member for each employer member, a large committee is necessary to give general representation.

The Committee was constituted so as to give fair representation not only to the preponderant majority of employers and employees engaged in the industry as defined, but also to provide representation on as equitable a basis as can be arranged for the various subdivisions of the industry whose interests may be assumed to lie in different levels of the wage structure.

In defining the jurisdiction of the Committee, the Administrator sought to include as many branches of the apparel industry as possible in order to provide a fair relationship among the wage structures in various branches of the industry, which in many cases are competitive. Consideration was given in appointing the Committee to branches of the industry located in small towns as well as in the metropolitan areas. Representation was given to the various price groups contained in the industry. Among the sections of the industry having direct representation on the Committee are: men's clothing, men's shirts, work clothing, coats and suits, and dresses.

Employer representatives were from all sections of the country with a substantial number from the South, as well as from the large garment centers of the Northeast.

Employee representation included the three major unions in the field.

The Administrator will furnish the Committee with information on existing wage rates, competitive conditions and other factors pertinent to its task under the Act. The form of the investigation, which the Committee will follow, will be determined by the Committee itself, under procedures laid down by the Administrator. It is expected that the Committee or its Sub-Committees will call upon all branches of the industry and labor groups affected to designate representatives and to present their views in order to assist the Committee in reaching its final determination.

The Committee will have no authority to recommend purely regional wage differentials. Under the law, however, it may recommend classifications for the

purpose of fixing for each classification the highest minimum wage rate (not more than 40 cents an hour) which will not substantially curtail employment and will not give a competitive advantage to any group in the industry.

In determining whether or not classifications should be made, in making the classifications and in determining proposed minimum wage rates for such classifications, the Committee must consider among other things the following:

(1) competitive conditions as affected by transportation, living, and production costs;

(2) the wages established for work of like or comparable character by collective labor agreements negotiated between employers and employees by representatives of their own choosing; and

(3) the wages paid for work of like or comparable character by employers who voluntarily maintain minimum wage standards in the industry.

No classification can be made by a committee on the basis of age or sex.

When the Committee has finished its investigation, it will file a report of its recommendations with the Administrator. The Administrator will then give notice to interested persons and allow them to be heard. If he finds that the recommendations are made in accordance with the law, are supported by the evidence received at the hearing and will carry out the purposes of the law, taking into account all factors required to be considered by the Committee, he will approve the recommendation and make it effective by a minimum wage order.

If, taking into account the same factors, he disapproves the recommendation, he may refer the question back to the same Committee for another recommendation or may appoint a new Committee. The Administrator, himself, cannot change a recommendation.