

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
Washington, D. C.

WAGE AND HOUR ADMINISTRATOR ANNOUNCES APPOINTMENT OF
BOOT AND SHOE INDUSTRY COMMITTEE

Elmer F. Andrews, Administrator, Wage and Hour Division, U. S. Department of Labor, today announced the appointment of Industry Committee No. 6 (for the shoe manufacturing and allied industries) to recommend a minimum wage schedule for the approximately 215,000 wage earners employed in this section of industry.

Under the provisions of the Fair Labor Standards Act of 1938, this committee is to make minimum wage recommendations "with a view to carrying out the policy of this Act by reaching as rapidly as is economically feasible without substantially curtailing employment, the objective of a universal minimum wage of 40 cents an hour."

The Committee:

For the Public:

Chairman, Msgr. Francis J. Haas,
Dean of the School of Social Science,
Catholic University of America
Washington, D. C.

R. W. Brown
President, Missouri Farm Bureau,
American Farm Bureau Federation
Jefferson City, Mo.

Wilbur L. Cross
Former Governor of Connecticut,
New Haven, Conn.

Edgar M. Hoover, Jr.
Assistant Professor of Economics
University of Michigan
Ann Arbor, Mich.

Miss Elizabeth S. Magee
Executive Secretary
Consumers' League of Ohio
Cleveland, O.

Miss Elizabeth Morrissy
Professor of Economics
Notre Dame College
Baltimore, Md.

John J. Murray
Former Chairman of the Massachusetts
State Board of Arbitration
Boston, Mass.

Thomas L. Norton
Professor of Economics
University of Buffalo
Buffalo, N. Y.

Tipton R. Snavely
Department of Economics
University of Virginia
Charlottesville, Va.

For the Employees:

Frank W. Anderson
Organizer, Local No. 298
Boat and Shoe Workers' Union (A.F. of L.)
Chicago, Ill.

Daniel K. Collins
Secretary and Treasurer
Brotherhood of Shoe and Allied Craftsmen (Independent)
Brockton, Mass.

C. Frank Farrell
Member of General Executive Board
United Shoe Workers of America (C.I.O.)
New York City, N. Y.

Powers Hapgood
Director, United Shoe Workers of America (C.I.O.)
Indianapolis, Indiana

Michael F. Lynch
Supervisor, Local No. 703
Boat and Shoe Workers' Union (A.F. of L.)
Haverhill, Mass.

John J. Mara
President, Boot and Shoe Workers' Union (A.F. Of L.)
Boston, Mass.

J. W. McGonigal
Organizer, Local No. 521
Boot and Shoe Workers' Union (A. F. Of L.)
Moberly, Mo.

Henry A. Schwarzott
Member of the General Executive Board,
United Shoe Workers of America (C.I.O.)
St. Louis, Mo.

Mrs. Mae Young
Member General Executive Board,
United Shoe Workers of America (C.I.O.)
Lynn, Mass.

For the Employers:

Stuart H. Armstrong
Secretary-Treasurer,
Wiley-Bickford-Sweet Corporation
Worcester, Mass.

Nathan Fein
Treasurer, Fein & Glass, Inc.
Reading, Pa.

Irving S. Florsheim
President, Florsheim Shoe Company
Chicago, Ill.

Morgan Grossman
President, Unity-Grossman, Inc.
New York, N. Y.

H. E. Jenkins
Vice President, International Shoe Company
St. Louis, Mo.

Charles F. Johnson
Vice-President, Endicott-Johnson Company
Endicott, N. Y.

James F. Malley
President, Farmington Shoe Company
Dover, N. H.

George Noland
Vice President, General Shoe Corporation
Nashville, Tenn.

Honor O. Rondeau
Treasurer, O. Rondeau Shoe Company
Farmington, N. H.

These representatives have been appointed, the Administrator explained, with due regard to the geographical regions in which the industry is carried on.

This committee will recommend a minimum wage schedule for employees engaged in:

"(a) The manufacture or partial manufacture of footwear from any material and by any process except knitting, vulcanizing of the entire article or vulcanizing (as distinct from cementing) of the sole to the upper.

"(b) The manufacture or partial manufacture of the following types of footwear, subject to the limitations of paragraph (a) but without prejudice to the generality of that paragraph:

"Athletic Shoes	Moccasins
Boots	Puttees, except spiral
Boot tops	puttees
Burial shoes	Sandals
Custom-made boots or shoes	Shoes completely rebuilt in a shoe factory
	Slippers

"(c) The manufacture from leather or from any shoe-upper material of all cut stock and findings for footwear, including bows, ornaments and trimmings.

"(d) The manufacture of the following types of cut stock and findings for footwear from any material except from rubber or composition of rubber, molded to shape:

"Outsoles	Lifts	Shanks	Stripping
Midsoles	Rands	Boxtoes	Sock linings
Insoles	Toplifts	Counters	Heel pads
Taps	Bases	Stays	

"(e) The manufacture of heels of any material except molded rubber, but not including the manufacture of wood-heel blocks.

"(f) The manufacture of cut upper parts for footwear, including linings, vamps and quarters.

"(g) The manufacture of pasted shoe stock

"(h) The manufacture of boot and shoe patterns."

The principal localities of the shoe manufacturing and allied industries are: Boston, St. Louis, New York, Cincinnati, Milwaukee, Chicago, Rochester, Nashville, Tenn., and Philadelphia.

This industry committee is the seventh to be appointed under the Act.

Previously appointed industries committees are:

- Industry Committee No. 1 (cotton, rayon, silk, and certain other textiles)
- Industry Committee No. 1A (wool textiles)
- Industry Committee No. 2 (Apparel manufacturing industries)
- Industry Committee No. 3 (the hosiery industry)
- Industry Committee No. 4 (the hat industry)
- Industry Committee No. 5 (the millinery industry)

The shoe manufacturing and allied industries committee was appointed, Mr. Andrews pointed out, after consultation and discussion with employer and labor representatives in the industry. The committee will meet at the call of the Chairman, will make its own investigations of economic and competitive conditions in the industry, and may summon witnesses and receive evidence. The Economics Section of the Wage and Hour Division will furnish the committee with information on existing wage rates, competitive conditions and other factors.

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.