

WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR  
WASHINGTON, D. C.

----- x  
In the Matter of :  
the Recommendation of :  
Industry Committee No. 5 : Wage  
for Minimum Wage Rates : Order  
in the Millinery Industry : December 15, 1939  
----- x

WHEREAS, on March 7, 1939, pursuant to Section 5 of the Fair Labor Standards Act of 1938, hereinafter called the Act, the Administrator of the Wage and Hour Division of the United States Department of Labor by Administrative Order No. 17, appointed Industry Committee No. 5 for the Millinery Industry, hereinafter called the Committee, and directed the Committee to recommend minimum wage rates for the millinery industry in accordance with the provisions of Section 8 of the Act; and

WHEREAS, the Committee included five disinterested persons representing the public and a like number of persons representing employees in the millinery industry, and a like number representing employers in the millinery industry, and each group was appointed with due regard to the geographical regions in which the millinery industry is carried on; and

WHEREAS, on August 25, 1939, the Committee filed with the Administrator a report containing its recommendation for a 40-cent an hour minimum wage rate in the millinery industry; and

WHEREAS, after notice published in the Federal Register on September 15, 1939, Mr. Paul Sifton, Deputy Administrator, held a public hearing upon the Committee's recommendation at Washington, D. C., which commenced on October 2, 1939, and at which all interested persons were given an opportunity to be heard; and

WHEREAS, the complete record of the proceeding before Mr. Sifton was transmitted to Mr. Harold D. Jacobs, who had become Acting Administrator; and

WHEREAS, all persons appearing at said public hearing before Mr. Sifton were given leave to file briefs on or before November 15, 1939; and

WHEREAS, oral argument was held on November 20, 1939, before the Administrator who was then Acting Administrator and has since been appointed Administrator; and

WHEREAS, the Administrator, upon reviewing all the evidence adduced in this proceeding and giving consideration to the provisions of the Act, with special reference to Sections 5 and 8, concludes that the Industry Committee recommendation for the millinery industry, as defined in

Administrative Order No. 23, is made in accordance with law, is supported by the evidence adduced at the hearing, and, taking into consideration the same factors as are required to be considered by the Industry Committee, will carry out the purposes of Section 8 of the Act; and

WHEREAS, the Administrator has set forth his decision in an opinion, entitled "Administrator's Findings and Opinion in the Matter of the Recommendation of Industry Committee No. 5 for Minimum Wage Rates in the Millinery Industry," dated this day, a copy of which may be had upon request addressed to the Wage and Hour Division, Washington, D. C.;

NOW, THEREFORE, IT IS ORDERED THAT

- (1) The Committee's recommendation is hereby approved and, in accordance with such recommendation,
- (2) Wages at a rate not less than 40 cents an hour shall be paid under Section 6 of the Act by every employer to each of his employees in the millinery industry who is engaged in commerce or in the production of goods for commerce; and
- (3) Every employer employing any employees so engaged in commerce or in the production of goods for commerce in the millinery industry shall post and keep posted in a conspicuous place in each department of his establishment where such employees are working such notices of this order as shall be prescribed from time to time by the Wage and Hour Division of the United States Department of Labor; and

- (4) The Millinery Industry, to which this Order shall apply, is hereby defined as follows:

The manufacture of all headwear, except knitted headwear, for ladies, misses, girls and infants, from any material, but not including the manufacture of felt hat bodies of fur or wool.

- (5) This Wage Order shall become effective on the 15th day of January, 1940.

Signed at Washington, D. C., this 15th day of December, 1939.

*Harold D. Jacobs*

Harold D. Jacobs  
Administrator

Wage and Hour Division  
U. S. Department of Labor