

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

APPLICATION FOR 108 LEARNERS DENIED SALANT & SALANT, INC.

An application by Salant & Salant, Inc., one of the largest work-shirt manufacturers in the country, for permission to employ 108 sewing machine operators as learners at less than the 30-cent minimum wage, at its Lawrenceburg, Tennessee, plant, was denied today by Merle D. Vincent, Director of the Hearings Branch, Wage and Hour Division, U. S. Department of Labor.

Denial was after a hearing. The application was supported by Aaron B. Salant and was protested by Solomon Lischinsky for the Amalgamated Clothing Workers' Union.

The Fair Labor Standards Act (Federal Wage and Hour law) directs the Administrator to issue such certificates "to the extent necessary in order to prevent curtailment of opportunities for employment." The question at issue in the hearing was whether issuance of such a certificate was "necessary."

In his findings Mr. Vincent held "that the evidence fails to show that a reasonable employer in the circumstances of the applicant would refrain from hiring learners at the contemplated plant expansion, whether or not he had to hire them at 30 cents or at  $22\frac{1}{2}$  cents," the rate for learners in the apparel industry legalized by issuance of such certificates as the one applied for. He also held that "the community should be protected against wage standards which are socially and economically harmful and against possible future unemployment which would be unfair in the light of the investment which the community has made in the factory."

Mr. Vincent further held that "the testimony and other evidence offered by the applicant does not indicate that the applicant is unable to pay the minimum rate or that he is unable to train new needed employees, but does indicate that the reason for the application is to prevent disturbance of the wage structure, and that a minimum rate of 30 cents per hour would not adversely affect the employment in the Lawrenceburg plant provided that its competitors were not exempt from the same labor laws."

The findings noted that the Division has already allowed learners at  $22\frac{1}{2}$  cents an hour to the extent of five percent of sewing machine operators for normal turnover purposes in each of the six Salant and Salant plants in Tennessee.

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