

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

TITLE 29 - LABOR
CHAPTER V - WAGE AND HOUR DIVISION

IN THE MATTER OF THE RECOMMENDATION OF INDUSTRY
COMMITTEE NO. 6 FOR A MINIMUM WAGE RATE IN THE
SHOE MANUFACTURING AND ALLIED INDUSTRIES

WAGE ORDER

Effective April 29, 1940

PART 554, - Minimum Wage Rates in the Shoe Manufacturing and Allied
Industries

WHEREAS, on March 16, 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. 18, appointed Industry Committee No. 6 for the Shoe Manufacturing and Allied Industries, hereinafter called the Committee, and directed the Committee to recommend minimum wage rates for the Shoe Manufacturing and Allied Industries in accordance with the provisions of Section 8 of the Act; and

WHEREAS, the Committee included nine disinterested persons representing the public and a like number of persons representing employees in the Shoe Manufacturing and Allied Industries, and a like number representing employers in the Industries, and each group was appointed with due regard to the geographical regions in which the Shoe Manufacturing and Allied Industries are carried on; and

WHEREAS, on November 20, 1939, after investigation of conditions in the industry, the Committee filed with the Administrator a report containing its recommendation for a 35-cent an hour minimum wage

rate in the Shoe Manufacturing and Allied Industries; and

WHEREAS, after notice published in the Federal Register on November 22, 1939, Major Robert N. Campbell, the Presiding Officer designated by the Administrator, held a public hearing upon the Committee's recommendation at Washington, D. C., which commenced on December 11, 1939, and at which all interested persons were given an opportunity to be heard; and

WHEREAS, the complete record of the proceeding before the Presiding Officer was transmitted to the Administrator; and

WHEREAS, all persons appearing at said public hearing before the Presiding Officer were given leave to file briefs on or before February 12, 1940; and

WHEREAS, oral argument was held on March 5, 1940, before the 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 Shoe Manufacturing and Allied Industries, as defined in Administrative Order No. 18, 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. 6 for a Minimum Wage

Rate in the Shoe Manufacturing and Allied Industries," 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

Section 554.1 Approval of Recommendation of Industry Committee

The Committee's recommendation is hereby approved and, in accordance with such recommendation,

Section 554.2 Wage Rates

Wages at a rate not less than 35 cents an hour shall be paid under Section 6 of the Act by every employer to each of his employees in the Shoe Manufacturing and Allied Industries who is engaged in commerce or in the production of goods for commerce; and

Section 554.3 Posting of Notices

Every employer employing any employees so engaged in commerce or in the production of goods for commerce in the Shoe Manufacturing and Allied Industries 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

Section 554.4 Definition of Shoe Manufacturing and Allied Industries

The Shoe Manufacturing and Allied Industries, to which this Order shall apply, are hereby defined as follows:

(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
Boot tops	spiral puttees
Burial shoes	Sandals
Custom-made boots	Shoes completely rebuilt
or shoes	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	Rands	Counters
Midsoles	Toplifts	Stays
Insoles	Bases	Strippings
Taps	Shanks	Sock Linings
Lifts	Boxtoes	Heel pads

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

(f) The manufacture of out upper parts or footwear, including linings, vamps, and quarters.

(g) The manufacture of pasted shoe stock.

(h) The manufacture of boot and shoe patterns.

Section 554.5 Effective Date

This Wage Order shall become effective April 29, 1940.

Signed at Washington, D. C., this 23rd day of March, 1940.
Sections 554.1 to 554.5, inclusive, issued under the authority contained in Sec. 8, 52 Stat. 1064; 29 U.S.C., Sup. IV, 208.



Philip B. Fleming
Colonel, Corps of Engineers
Administrator
Wage and Hour Division
U. S. Department of Labor

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