

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

CONVERTED PAPER PRODUCTS COMMITTEE APPOINTED

Appointment of committee to investigate the industry and recommend a minimum wage for the manufacturing of converted paper products was announced today by Colonel Philip B. Fleming, Administrator of the Wage and Hour Division, United States Department of Labor.

A committee on the manufacture of pulp and primary paper was appointed in February, and its recommendation of 40 cents an hour for that part of the paper industry is awaiting administrative action.

The converted paper products committee is authorized by the Fair Labor Standards Act to recommend minimum wage rates between 30 and 40 cents an hour. The committee is expected to convene ^{in September} in Washington at the call of the chairman, Wayne Lyman Morse of the University of Oregon. In advance of this meeting, the committee will consider a study of wages paid in the industry, prepared by statisticians of the Wage and Hour Division.

The industry is defined for the purposes of establishing a minimum wage as:

"The manufacture of all products which have as a basic component pulp, paper or board (as those terms are used in Administrative Order No. 41 defining the Pulp and Primary Paper Industry) and the manufacture of all like products in which synthetic materials, such as cellophane, pliofilm or synthetic resin, used in sheet form, is a basic component.

"PROVIDED, HOWEVER, that the manufacture of the following shall not be included:

- "(a) Any product the manufacture of which is covered by a wage order of the Administrator relating to the Textile, Apparel, Hat, Millinery, or Shoe Industry or by an order of the Administrator appointing an industry committee for and defining the Pulp and Primary Paper, Carpet and Rug, or Luggage and Leather Goods industry.
- "(b) Any product, such as rayon, cellophane, etc., made from such pulp by a process which involves the destruction of the original fibrous structure of such pulp.
- "(c) Wall paper, roofing paper, insulation board, shingles or lamp shades.

"(d) Newspapers, magazines, books, blueprints, photographs and other products in which graphic art is the exclusive medium through which the products function, provided, however, that the production of printed forms, stationery, blank books, and tablets, other than the printing thereof in a job printing establishment, and the production of other products in the use of which graphic art is applied by the ultimate consumer of the products, shall be included within the converted paper products industry as herein defined."

The definition of the converted paper products industry covers all occupations in the industry which are necessary to the production of the products specified in the definition, including clerical, maintenance, shipping and selling occupations.

The Wage and Hour Division has been studying the paper industry for more than a year with a view to drawing appropriate definitions and appointing committees. The industry, as defined, is carried on in some 2,300 establishments; its annual product is valued at about \$1,000,000,000; it employs some 200,000 wage earners of whom about 30 per cent are women and girls. About 30,000 of the employees are now earning less than 40 cents an hour, the highest wage which the committee can recommend.

The members of the committee are as follows:

For the Public

Wayne Lyman Morse, Dean of the Law School, University of Oregon, Eugene, Oregon
(Chairman)
William E. Simkin, Philadelphia
Dr. John A. Lapp, Chicago
Thomas L. Norton, Professor of Economics, University of Buffalo, Buffalo, New York
Edgar M. Hoover, Jr., Assistant Professor of Economics, University of Michigan,
Ann Arbor, Michigan
Colonel William John Wilgus, Engineer, Ascutney, Vermont
Tipton R. Snavely, Professor of Economics, University of Virginia, Charlottesville,
Virginia
Joseph M. Klamon, Associate Professor of Economics, Washington University, St. Louis
William Haber, Professor of Economics, University of Michigan, Ann Arbor, Michigan

For the Employers

H. M. Treen, Fort Wayne Corrugated Paper Company, Fort Wayne, Indiana
A. R. Leiserson, American Paper Company, Richmond, Virginia
Norman Greenway, Robert Gair Company, New York
Allon K. Schleicher, F. J. Schleicher Paper Box Company, St. Louis
Vasco Nunez, Nashua Gummed & Coated Paper Company, Nashua, New Hampshire
J. L. Coker, Sonoco Products Company, Hartsville, South Carolina
F. R. White, Universal Paper Bag Company, New Hope, Pa.

Ralph Hayward, Kalamazoo Vegetable Parchment Company, Kalamazoo, Mich.
E. V. Johnson, U. S. Envelope Co., Springfield, Mass.

For the Employees

Boris Shishkin, American Federation of Labor, Washington, D. C.
John Sherman, Vice-President, International Brotherhood of Pulp, Sulphite and Paper
Mill Workers, (A.F. of L.) Tacoma, Washington
Earl Taylor, I.B.P.S.P.M.W. (A.F. of L.) Toledo, Ohio
Homer Humble, I.B.P.S.P.M.W. (A.F. of L.) Mobile, Alabama
Harriet Wray, I.B.P.S.P.M.W. (A.F. of L.) New York
C. V. Ernest, International Printing Pressmen and Assistants' Union of North America
(A.F. of L.) Baltimore, Maryland
Frank Grasso, United Paper Workers Industrial Union (C.I.O.) New York
Burt J. Mason, U.P.W.I.U. (C.I.O.) Chicago
Ray Thomason, Regional Director, C.I.O., Richmond, Va.
The definition of the Pulp and Primary Paper Industry of Administrative Order

No. 41, referred to, follows:

"The manufacture of pulp for any purpose, from fibrous material capable of yielding cellulose fibre and the manufacture of paper and of board from such pulp and from such fibrous material or either of them with or without addition of any non-cellulose fibre, colorant or filler.

"The term 'manufacture' means all operations involved in the production of pulp, paper, and board, starting with the unloading of raw materials at the mill site and ending with the delivery of the finished paper or board to carriers for sale as such or to converting departments within the same mill or company. It includes finishing operations normally performed in the paper or board mill, such as packing, trimming, cutting to size, sorting, plating, sizing, super-calendaring, and other processing, but does not include any treating, processing or refabrication of finished paper or board to produce converted paper or board products.

"The definition of the pulp and primary paper industry covers all occupations in the industry which are necessary to the production of the articles specified in the definition, including clerical, maintenance, shipping and selling occupations."

Any recommendation of the committee will be the subject of a public hearing at which interested parties may appear and testify before a wage order carrying out the recommendation is issued.

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