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U. S. DEPARTMENT OF LABOR  
WAGE AND HOUR DIVISION  
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COMPLIANCE DRIVE UNDER WAY IN APPAREL INDUSTRY

The inspection force of the Wage and Hour Division has begun work on an industry-wide inspection of apparel manufacture, Colonel Philip B. Fleming, Administrator of the Division, announced today.

"This is the biggest assignment in the enforcement of minimum wages and maximum hours that our inspectional force, now numbering 700, has undertaken," said Colonel Fleming. "Under our definition of the apparel industry, there are more than 14,000 establishments under the apparel wage order which directs payment of at least 32-1/2 cents an hour, 35 cents an hour, 37-1/2 cents an hour, and 40 cents an hour in the manufacture of various garments. Thirty-two code authorities had jurisdiction over this field under N.R.A. Our men will visit every one of these establishments and see to it that these wage minimums are in effect before this compliance drive is concluded."

Based on the number of establishments to be visited, two-thirds of the work in the apparel drive will be directed by Arthur J. White, head of the New York regional office, whose jurisdiction includes New Jersey and Connecticut. There are 8,345 garment shops in this region. The second largest number of establishments is found in the Division's Pacific Coast region, where there are 1,222 garment shops listed in the records of the Division. Third largest is Region III -- Pennsylvania and Delaware with 881 establishments. Fourth is Region XI -- Wisconsin, Illinois and Indiana, with 608 garment factories, and fifth is New England (except Connecticut) with 508.

Posters listing the various products of the cut-and-sew apparel industry and the least hourly wage rate at which they can be legally manufactured were sent prior to July 15 to every garment establishment which the Division could locate. A few weeks ago regional directors of the Wage and Hour Division sent a letter to every garment factory in their territories stating: "In the near future a

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nation-wide and industry-wide inspection of all establishments covered by the Wage Order will be instituted. We will then determine the extent to which you have complied with the Act and wage order. To conserve your time and to facilitate this work, you are requested to complete the attached statement of compliance and return it."

The inside force of the regional offices is now reviewing the forms returned by the garment manufacturers, while the outside inspectional force is going from garment shop to garment shop and checking the payroll records.

Most garment firms, inspectors report, are found to be in "substantial compliance." That is, they are evidently endeavoring to operate within the requirements of the Act and the wage order. However, many of these firms are found to be in violation in respect to a few of their employees.

Commonest violation encountered is failure to keep records as directed by the regulations, especially failure to record the number of hours worked by the office force. In establishments where the office force works less than 40 hours a week, there is a frequent misunderstanding to the effect that recording of hours worked each day and week is not required. The Wage and Hour inspectors point out to the management that such record-keeping is required for all office employees except those exempt as "executive, administrative, or professional," in accordance with the Administrator's definitions of these terms.

Failure to have on file a certificate in proof of the age of any employee between 16 and 18, is another frequent violation, and so is failure to credit the workers with waiting time as hours worked.

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