

#### 40-CENT WAGE FOR RUBBER INDUSTRY APPROVED

A wage order establishing a 40-cent minimum hourly rate for the rubber industry, to be effective July 23, 1941, was issued today by General Philip E. Fleming, Administrator of the Wage and Hour Division. This minimum rate was recommended unanimously by a committee equally representative of the public, and of employers and employees in the industry.

The 40-cent rate will raise the wages of 9,900 of an approximate 132,000 workers in the industry. Of the estimated 600 plants covered by the wage order the majority are located in the Central, Northeastern and Middle Atlantic states, though recently there has been a considerable increase in the tire producing end of the rubber industry in California.

The rubber products manufacturing industry is defined as:

The manufacture of all products which have as an ingredient any form of natural rubber (including latex), reclaimed rubber, scrap rubber, compounded rubber, rubber derivatives, balata, gutta-percha, or synthetic rubber, including parts for use in other products, and including footwear made by the vulcanizing of the entire article or the vulcanizing (as distinct from cementing) of the sole to the upper; the manufacture of reclaimed rubber; and the preparation of scrap rubber for use in the manufacture of reclaimed rubber or rubber products.

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

(a) Any product the manufacture of which is covered by an order of the Administrator defining an industry, and approving the recommendations of an industry committee or appointing an industry committee for such industry, issued prior to the signing of Administrative Order No. 85 appointing Industry Committee No. 22 for the Rubber Products Manufacturing Industry.

(b) Abrasive wheels, brake linings, and insulated wire and cable.

The term "synthetic rubber" as used herein means a synthetic substance which has physical properties resembling those of natural rubber.

The term "preparation" as used herein means all operations involved in making scrap rubber suitable for use in the manufacture of reclaimed rubber or rubber products, and includes, but not by way

of limitation, the separating, sorting and assembling of scrap rubber. It does not include, however, the mere collection and handling of scrap rubber by waste material dealers who perform no operations changing the shape or form of such scrap rubber.

The definition covers all occupations necessary to the production of products covered by the definition, including clerical, maintenance, shipping, and selling. It does not cover such occupations when carried on in a wholesaling or selling department which is physically segregated from other departments of the establishment, or when the greater part of the establishment's sales are of products not covered by the rubber industry definition. When an employee, covered by the definition, is employed at two or more different rates of pay during the same workweek he must be paid at the highest rate, unless records concerning his employment are kept in accordance with regulations on record keeping issued by the Division. (Regulations, Part 516)

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