

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

ADMINISTRATIVE ORDER NO. 119

APPOINTMENT OF INDUSTRY COMMITTEE NO. 35

FOR THE

SHOE MANUFACTURING AND ALLIED INDUSTRIES

1. By virtue of and pursuant to the authority vested in me by the Fair Labor Standards Act of 1938, I, Philip B. Fleming, Administrator of the Wage and Hour Division, U. S. Department of Labor, do hereby appoint and convene for the shoe manufacturing and allied industries (as such industries are defined in paragraph 2) an industry committee composed of the following representatives:

For the Public:

Monsignor Francis J. Haas, Chairman, Washington, D. C.
Robert W. Brown, Jefferson City, Missouri
C. Emanuel Ekstrom, Providence, Rhode Island
Edgar M. Hoover, Jr., Ann Arbor, Michigan
Elizabeth S. Magee, Cleveland, Ohio
Elizabeth Morrissy, Baltimore, Maryland
John J. Murray, Boston, Massachusetts
Thomas L. Norton, Buffalo, New York
Tipton R. Snavely, Charlottesville, Virginia

For the Employees:

Frank W. Anderson, Chicago, Illinois
C. Frank Farrell, New York, New York
Powers Hapgood, Indianapolis, Indiana
Michael F. Lynch, Haverhill, Massachusetts
John J. Mara, Boston, Massachusetts
J. William McGonigal, Moberly, Missouri
Henry A. Schwarzott, St. Louis, Missouri
Harold C. Sears, Brockton, Massachusetts
Mrs. Mae Young, Lynn, Massachusetts

For the Employers:

Stuart H. Armstrong, Worcester, Massachusetts
John A. Faulkner, Lynchburg, Virginia
Nathan Fein, Reading, Pennsylvania
Irving S. Florsheim, Chicago, Illinois
Morfan Grossman, Brooklyn, New York
H. Edgar Jenkins, St. Louis, Missouri
Charles F. Johnson, Endicott, New York
John E. Lucey, Middleboro, Massachusetts
Henry O. Rondeau, Boston, Massachusetts

Such representatives having been appointed with due regard to the geographical regions in which such industries are carried on.

2. For the purpose of this order the term "shoe manufacturing and allied industries" means:

(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 spiral puttees |
| Boot tops | Sandals |
| Burial shoes | Shoes completely rebuilt in a shoe factory |
| Custom-made boots or shoes | 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 | Lifts | Shanks | Stripping |
| Midsoles | Rands | Boxtoes | Sock linings |
| Insoles | Toplifts | Counters | Heel pads |
| Taps | Eases | Stays | |

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

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

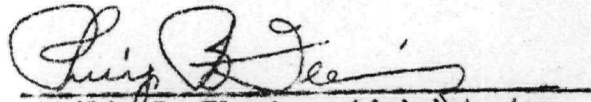
(g) The manufacture of pasted shoe stock.

(h) The manufacture of boot and shoe patterns.

3. The definition of the shoe manufacturing and allied industries covers all occupations in the industries which are necessary to the production of the articles covered in the definition including clerical, maintenance, shipping, and selling occupations, provided, however, that where an employee covered by this definition is employed during the same workweek at two or more different minimum rates of pay, he shall be paid the highest of such rates for such workweek unless records concerning his employment are kept by his employer in accordance with applicable regulations of the Wage and Hour Division.

4. The industry committee herein created shall meet on August 25, 1941, at 10 a.m. in Conference Rooms A and B, Interdepartmental Auditorium, Constitution Avenue, between 12th and 14th Streets, Northwest, Washington, D. C., and, in accordance with the provisions of the Fair Labor Standards Act of 1938 and rules and regulations promulgated thereunder, shall proceed to investigate conditions in the industries and recommend to the Administrator minimum wage rates for all employees thereof who within the meaning of said Act are "engaged in commerce or in the production of goods for commerce," excepting employees exempted by virtue of the provisions of Section 13(a) and employees coming under the provisions of Section 14.

Signed at Washington, D. C., this 8th day of July, 1941.


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

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