

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

NOTICE OF HEARING ON THE MINIMUM WAGE
RECOMMENDATION OF INDUSTRY COMMITTEE
NO. 40 FOR THE GLOVES AND MITTENS
INDUSTRY, AND ON THE HOME WORK PROBLEM
IN SUCH INDUSTRY

To be held March 2, 1942, at Washington, D. C.

WHEREAS, the Administrator of the Wage and Hour Division of the United States Department of Labor, acting pursuant to section 5(b) of the Fair Labor Standards Act of 1938, on January 9, 1942, by Administrative Order No. 137, appointed Industry Committee No. 40 for the Gloves and Mittens Industry, composed of an equal number of representatives of the public, employers in the industry and employees in the industry, such representatives having been appointed with due regard to the geographical regions in which the industry is carried on; and

WHEREAS, Industry Committee No. 40, on January 27, 1942, recommended a minimum wage rate for the Gloves and Mittens Industry and duly adopted a report containing such recommendation and reasons therefor and filed such report with the Administrator pursuant to section 8(d) of the act and section 511.19 of the regulations issued under the act; and

WHEREAS, the Administrator is required by section 8(d) of the act, after due notice to interested persons and giving them an opportunity to be heard, to approve and carry into effect by order the minimum wage recommendation of Industry Committee No. 40 if he finds that the recommendation is made in accordance with law and is supported by evidence adduced at the hearing before him, 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, if he finds otherwise, to disapprove such recommendation;

NOW, THEREFORE, notice is hereby given that:

I. The recommendation of Industry Committee No. 40 is as follows:

Wages at a rate of not less than forty cents an hour shall be paid under section 6 of the Fair Labor Standards Act of 1938 by every employer to each of his employees in the Gloves and Mittens Industry (as defined in Administrative Order No. 137) who is engaged in commerce or in the production of goods for commerce, and that no classifications be established in such industry.

II. The definition of the Gloves and Mittens Industry as set forth in Administrative Order No. 137, issued January 9, 1942, is as follows:

The production of gloves and mittens from any material or combination of materials, except athletic gloves and mittens, provided, however, that the definition shall not include any product the manufacture of which is covered by an order of the Administrator defining an industry,

and approving the recommendation of an industry committee or appointing an industry committee for such industry, issued prior to the signing of Administrative Order No. 137 appointing Industry Committee No. 40 for the Gloves and Mittens Industry, except the products included in the wage orders issued for the "Work Gloves and Mittens" and the "Gloves and Mittens Other Than Work Gloves and Mittens" Divisions of the Apparel Industry.

The definition of the gloves and mittens 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, provided, however, that such clerical, maintenance, shipping, and selling occupations when carried on in a wholesaling or selling department physically segregated from other departments of a manufacturing establishment, the greater part of the sales of which wholesaling or selling department are sales of articles which have been purchased for resale, shall not be deemed to be covered by this definition; and provided further 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.

III. The full text of the report and recommendation of Industry Committee No. 40 is and will be available for inspection by any person between the hours of 9:00 A.M. and 4:30 P.M. at the following offices of the United States Department of Labor, Wage and Hour Division:

Boston, Massachusetts
Old South Building
294 Washington Street

Raleigh, North Carolina
North Carolina Department of Labor
Salisbury & Edenton Streets

New York, New York
341 Ninth Avenue

Atlanta, Georgia
Fifth Floor
Witt Building
249 Peachtree Street, N. E.

Newark, New Jersey
Essex Building
31 Clinton Street

Columbia, South Carolina
Federal Land Bank Building

Philadelphia, Pennsylvania
1216 Widener Building
Chestnut & Juniper Streets

Jacksonville, Florida
456 New Post Office Building

Pittsburgh, Pennsylvania
219 Old Post Office Building
Fourth & Smithfield Streets

Birmingham, Alabama
1007 Comer Building
2nd Avenue & 21st Street

Richmond, Virginia
215 Richmond Trust Building
627 East Main Street

New Orleans, Louisiana
916 Union Building

Baltimore, Maryland
201 N. Calvert Street

Jackson, Mississippi
402 Deposit Guaranty Bank Building
102 Lamar Street

Nashville, Tennessee
509 Medical Arts Building
119 Seventh Avenue North

Cleveland, Ohio
Main Post Office
West 3rd & Frospect Avenue

Detroit, Michigan
348 Federal Building

Columbus, Ohio
320 Old Federal Building

Chicago, Illinois
1200 Merchandise Mart
222 West North Bank Drive

Minneapolis, Minnesota
406 Pence Building
730 Hennepin Avenue

Seattle, Washington
305 Post Office Building

San Juan, Puerto Rico
Box 112 Post Office

Kansas City, Missouri
504 Title & Trust Building
Tenth & Walnut Streets

St. Louis, Missouri
100 Old Federal Building

Denver, Colorado
300 Chamber of Commerce Building

Dallas, Texas
Rio Grande National Building
1100 Main Street

San Francisco, California
Room 500
Humboldt Bank Building
785 Market Street

Los Angeles, California
417 H. W. Hellman Building

Washington, District of Columbia
Fourth Floor
Department of Labor

Copies of the Committee's report and recommendation may be obtained by any person upon request addressed to the Administrator of the Wage and Hour Division, Department of Labor, Washington, D. C.

IV. A public hearing will be held on March 2, 1942, before Major Robert N. Campbell as presiding officer, at 10:00 A.M. in Room 3229 of the United States Department of Labor Building at Washington, D. C., for the purpose of taking evidence on the following questions:

1. Whether the minimum wage recommendation of Industry Committee No. 40 shall be approved or disapproved; and
2. In the event an order is issued approving the recommendation, what, if any, prohibition, restriction, or regulation of homework in the Gloves and Mittens Industry is necessary to carry out the purposes of such order, to prevent the circumvention or evasion thereof, and to safeguard the minimum wage rate established therein.

V. Any interested person, supporting or opposing the recommendation of Industry Committee No. 40 may appear at the aforesaid hearing to offer evidence, either on his own behalf or on behalf of any other person; provided, that not later than February 24, 1942, any such person shall file with the Administrator at Washington, D. C. a notice of his intent to appear which shall contain the following information:

1. The name and address of the person appearing.

2. If such person is appearing in a representative capacity, the name and address of the person or persons whom he is representing.
3. Whether such person proposes to appear for or against the recommendation of Industry Committee No. 40.
4. The approximate length of time requested for his presentation.

Such notice may be mailed to the Administrator, Wage and Hour Division, United States Department of Labor, Washington, D. C., and shall be deemed filed upon receipt thereof.

VI. Any person interested in supporting or opposing the recommendation of Industry Committee No. 40 may secure further information concerning the aforesaid hearing by inquiry directed to the Administrator, Wage and Hour Division, United States Department of Labor, Washington, D. C., or by consulting with attorneys representing the Administrator who will be available for that purpose at the offices of the Wage and Hour Division in Washington, D. C.

VII. Copies of the following documents relating to the Gloves and Mittens Industry will be made available upon request for inspection by any interested person who intends to appear at the aforesaid hearing:

The Glove and Mitten Industry, Report prepared by the Research and Statistics Branch, United States Department of Labor, Wage and Hour Division, January, 1942.

Changes in Cost of Living, prepared by Cost of Living Division and Retail Price Division of the Bureau of Labor Statistics, United States Department of Labor, September 15, 1941, Serial No. R-1391.

Retail Costs of Food, November 18, 1941, prepared by the Bureau of Labor Statistics, United States Department of Labor, December 16, 1941.

Retail Costs of Food, October 14, 1941, prepared by the Bureau of Labor Statistics, United States Department of Labor, November 6, 1941.

Changes in Cost of Living in Large Cities, prepared by the United States Department of Labor, November 20, 1941.

Changes in Cost of Living in Large Cities, November 15, 1941, prepared by the United States Department of Labor, December 17, 1941.

Estimated Intercity Differences in Cost of Living, September 15, 1941, prepared by the Bureau of Labor Statistics, United States Department of Labor.

Differences in Living Costs in Northern and Southern Cities, prepared by Cost of Living Division and Retail Price Division of the Bureau of Labor Statistics, from the Monthly Labor Review, July 1939, Serial No. R-963.

The Bureau of Labor Statistics' New Index of Cost of Living, from the Monthly Labor Review of the Bureau of Labor Statistics, United States Department of Labor, March 15, 1940, Serial No. R-1156.

VIII. The hearing will be conducted in accordance with the following rules, subject, however, to such subsequent modifications by the Administrator or the presiding officer as are deemed appropriate:

1. The hearings shall be stenographically reported and a transcript made which will be available to any person at prescribed rates upon request addressed to the Administrator, Wage and Hour Division, Department of Labor, Washington, D. C.
2. In order to maintain orderly and expeditious procedure, each person filing a Notice to Appear shall be notified, if practicable, of the approximate day and the place at which he may offer evidence at the hearing. If such person does not appear at the time set in the notice he will not be permitted to offer evidence at any other time except by special permission of the presiding officer.
3. At the discretion of the presiding officer the hearing may be continued from day to day, or adjourned to a later date, or to a different place, by announcement thereof at the hearing by the presiding officer, or by other appropriate notice.
4. At any stage of the hearing, the presiding officer may call for further evidence upon any matter. After the presiding officer has closed the hearing before him, no further evidence shall be taken, except at the request of the Administrator, unless provision has been made at the hearing for the later receipt of such evidence. In the event that the Administrator shall cause the hearing to be reopened for the purpose of receiving further evidence, due and reasonable notice of the time and place fixed for such taking of testimony shall be given to all persons who have filed a notice of intention to appear at the hearing.
5. All evidence must be presented under oath or affirmation.
6. Written documents or exhibits, except as otherwise permitted by the presiding officer, must be offered in evidence by a person who is prepared to testify as to the authenticity and trustworthiness thereof, and who shall, at the time of offering the documentary exhibit, make a brief statement as to the contents and manner of preparation thereof.
7. Written documents and exhibits shall be tendered in duplicate and the persons preparing the same shall be prepared to supply additional copies if such are ordered by the presiding officer. When evidence is embraced in a document containing matter not intended to be put in evidence, such a document will not be received, but the person offering the same may present to the presiding officer the original document together with two copies of those portions of the document intended to be put in evidence. Upon presentation of such copies in proper form the copies will be received in evidence.
8. Subpoenas requiring the attendance of witnesses or the presentation of a document from any place in the United States at any designated place of hearing may be issued by the Administrator at his discretion, and any person appearing in the proceeding may apply in

writing for the issuance by the Administrator of the subpoena. Such application shall be timely and shall identify exactly the witness or document and state fully the nature of the evidence proposed to be secured.

9. Witnesses summoned by the Administrator shall be paid the same fees and mileage as are paid witnesses in the courts of the United States. Witness fees and mileage shall be paid by the party at whose instance witnesses appear, and the Administrator before issuing subpoena may require a deposit of an amount adequate to cover the fees and mileage involved.
10. The rules of evidence prevailing in the courts of law or equity shall not be controlling.
11. The presiding officer may, at his discretion, permit any person appearing in the proceeding to cross-examine any witness offered by another person in so far as is practicable, and to object to the admission or exclusion of evidence by the presiding officer. Requests for permission to cross-examine a witness offered by another person and objections to the admission or exclusion of evidence shall be stated briefly with the reasons for such request or the ground of objection relied on. Such requests or objections shall become a part of the record, but this record shall not include argument thereon except as ordered by the presiding officer. Objections to the approval of the Committee's recommendation and to the promulgation of a wage order based upon such approval must be made at the hearing before the presiding officer.
12. Before the close of the hearing, the presiding officer shall receive written requests from persons appearing in the proceeding for permission to make oral arguments before the Administrator upon the matter in issue. These requests will be forwarded to the Administrator by the presiding officer with the record of the proceedings. If the Administrator, in his discretion, allows the request, he shall give such notice thereof as he deems suitable to all persons appearing in the proceedings, and shall designate the time and place at which the oral arguments shall be heard. If such requests are allowed, all persons appearing at the hearing will be given opportunity to present oral argument.
13. Briefs (12 copies) may be submitted to the Administrator following the close of the hearing, by any persons appearing therein. Notice of the final dates for filing such briefs shall be given by the Administrator in such manner as shall be deemed suitable by him.
14. On the close of the hearing the presiding officer shall forthwith file a complete record of the proceedings with the Administrator. The presiding officer shall not file an intermediate report unless so directed by the Administrator. If a report is filed, it shall be advisory only and have no binding effect upon the Administrator.

15. No order issued as a result of the hearing will take effect until after due notice is given of the issuance thereof by publication in the Federal Register.

Signed at Washington, D. C. this 6th day of February, 1942.

Thomas W. Holland

Thomas W. Holland
Administrator
Wage and Hour Division
United States Department of Labor

Published in Federal Register, February 10, 1942.