

R-1954

U. S. DEPARTMENT OF LABOR
Wage and Hour and Public Contracts Divisions

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Radio Script for Delivery At Will
Wage and Salary Stabilization - WLB General Order No. 30

TIME: 5:00 Min.

ANNOUNCER: - - The Government of the United States has built defences against the Nation's most destructive home front enemy -- inflation. If that economic menace were loosed upon the country, it would strike every home, rich and poor, skyrocket prices, decrease the value of savings and in a thousand and one ways affect our way of life. While all of us would inevitably suffer, first to feel the impact of inflation would be millions of low-wage earners, many of them within hearing of this program. One of the safeguards which includes them and most of us is the program of wage and salary stabilization which is being carried forward by the National War Labor Board, with the assistance of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor. Because this matter is of such vital concern to all of us, we have asked _____ (NAME) _____, of _____ (CITY) _____ of, _____ (TITLE) _____, of the Wage and Hour and Public Contracts Divisions to speak briefly of a new development in the administration of the wage and salary stabilization program. Mr. _____ (NAME) _____.

(SPEAKER) : The new development of which Mr. _____ (ANNOUNCER) _____ speaks is the issuance by the National War Labor Board of General Order No. 30. This is a matter of personal interest to literally millions of Americans. Under the Order employers can grant increases in pay up to 40 cents an hour without approval by the Board.

Up to this time the only employers who could grant general wage adjustments without approval were those who employed eight or fewer workers. There were also instances in which an employer could grant individual pay raises if incident to established wage agreements or wage rate schedules and if these adjustments were the result of individual promotions or reclassifications, merit increases within established rate ranges, part of an increased productivity under a piece-work or incentive plan, or under the operation of an apprentice or trainee system.

Now, as a part of its program to simplify procedure and speed up the handling of small wage and salary adjustments, the War Labor Board has ruled that no approval is needed for any employer to raise wage or salary rates up to 40 cents an hour. Under the Order, however, such increases must not provide a basis either to increase the employer's price ceilings or, as the Board puts it, "to resist otherwise justified reductions in such price ceilings".

I should like to point out that while the offices of the Wage and Hour and Public Contracts Divisions are co-operating with the National War Labor Board by serving as the first point of contact for those who contemplate adjustments in wages, the primary

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responsibility of these Divisions is enforcement of the Fair Labor Standards Act and the Walsh-Healey Public Contracts Act. These two Acts control the minimum rates of pay and overtime compensation of those who, in the first instance are engaged in interstate commerce or the production of goods for interstate commerce and, in the second instance, of those employed in executing government contracts in excess of \$10,000. Under the wage and salary stabilization program, ALL workers are affected, whether or not they are covered by the Wage and Hour Law or the Public Contracts Act.

Nothing in the wage stabilization program supercedes or changes the requirements of these laws. Nor are the provisions of these laws affected by the regulations issued by the War Manpower Commission prescribing a 48-hour workweek in certain critical labor shortage areas. Those workers who come under the Wage and Hour Law or the Public Contracts Act must be paid overtime in accordance with the provisions of those laws. If they are NOT covered by either Act, the payment of overtime at premium rates is a matter of adjustment between themselves and their employers. I might add that the policy of the War Labor Board is that employees not subject to the Fair Labor Standards Act may not be paid time and one-half for hours over 40 per week without approval of the Board, unless such payment is required by contract or is in accordance with the employer's past practice.

I should also like to make it plain that in all matters of wage or salary adjustment, first contact should be made with the Wage and Hour and Public Contracts Divisions local office. We are glad to provide any information required and to provide the necessary forms having to do with adjustments and to assist employers and employees in making out those forms.

In closing I wish to express the appreciation of the Divisions to Station _____ for this opportunity to bring to public attention the fact that any employer may now increase wage or salary rates up to 40 cents an hour, without securing approval for such an increase.

ANNOUNCER: - - You have listened to a brief talk by _____ (NAME)
_____. (TITLE) This program was offered
as a public service feature.