

UNITED STATES DEPARTMENT OF LABOR  
WAGE AND HOUR DIVISION  
NEW YORK, NEW YORK

TITLE 29 - LABOR

CHAPTER V - WAGE AND HOUR DIVISION

IN THE MATTER OF THE PROHIBITION OF  
INDUSTRIAL HOME WORK IN THE GLOVES AND  
MITTENS INDUSTRY--AMENDMENTS TO TITLE  
29, CHAPTER V, CODE OF FEDERAL REGULA-  
TIONS, PARTS 621 and 621.100

WHEREAS, the Administrator of the Wage and Hour Division of the United States Department of Labor by Part 621, Chapter V, Title 29, Code of Federal Regulations, issued a wage order for the Gloves and Mittens Industry establishing for such industry a minimum wage rate of 40 cents an hour effective September 21, 1942, and prescribing certain terms and conditions applicable to industrial home work employment; and

WHEREAS, the Administrator by Part 621.100-113, Title 29, Chapter V, Code of Federal Regulations, issued regulations applicable to industrial home work employment in the Gloves and Mittens Industry, pursuant to Sections 8(f) and 11(c) of the Fair Labor Standards Act of 1938, effective September 21, 1942; and

WHEREAS, on April 3, 1943, the Administrator issued a Notice of Opportunity To Show Cause on or before April 24, 1943, why Section 621.3 of the wage order for, and Section 621.103 of the regulations applicable to the employment of home workers in, the Gloves and Mittens Industry should not be amended to provide that the requirement of previous industrial home work employment shall not be applied, in considering an application for a home work certificate, where this requirement shall result in unusual hardship to the individual home worker; and

WHEREAS, after due consideration of the objections filed to the proposed amendments, I find that it is advisable to adopt these amendments and that the limited exception contained therein is consistent with the purposes of Section 621.3 of the wage order,

NOW, THEREFORE, it is ordered that Sections 621.3 and 621.103 of Part 621 of Chapter V, Title 29, Code of Federal Regulations, are hereby amended to read as follows:

Section 621.3--Restriction of Home Work

No work in the Gloves and Mittens Industry, as defined in Sections 621.5 and 621.6, Part 621, Chapter V, Title 29, Code of Federal Regulations, shall be done in or about a home, apartment, tenement, or room in a residential establishment after September 21, 1942, except by such persons as have obtained special home work certificates issued pursuant to applicable regulations of the Wage and Hour Division, authorizing industrial home work by a worker who--

- (1) (a) is unable to adjust to factory work because of age or physical or mental disability; or  
(b) is unable to leave home because his presence is required to care for an invalid in the home; and
- (2) (a) was engaged in industrial home work in the industry, as defined, prior to April 1, 1941 (except that if this requirement shall result in unusual hardship to the individual home worker it shall not be applied); or  
(b) is at any time engaged in such industrial home work under the supervision of a State Vocational Rehabilitation Agency or of a Sheltered Work Shop, as defined in section 525.1, Part 525, Chapter V, Title 29, Code of Federal Regulations.

Section 621.103--Terms and Conditions for the Issuance of Certificates

If the application is in proper form and sets forth facts showing that the worker--

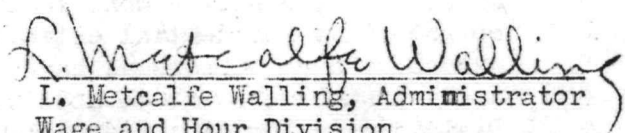
- (1) (a) is unable to adjust to factory work because of age or physical or mental disability; or  
(b) is unable to leave home because his presence is required to care for an invalid in the home; and
- (2) (a) was engaged in industrial home work in the industry, as defined, prior to April 1, 1941 (except that if this requirement shall result in unusual hardship to the individual home worker it shall not be applied); or  
(b) is at any time engaged in such industrial home work under the supervision of a State Vocational Rehabilitation Agency or of a Sheltered Work Shop, as defined in section 525.1, Part 525, Chapter V, Title 29, Code of Federal Regulations

a certificate may be issued authorizing the applicant employer to employ the worker in industrial home work in the Gloves and Mittens Industry.

No home worker shall perform industrial home work for more than one employer in the Gloves and Mittens Industry, but home work employment in another industry shall not be a bar to the issuance of a certificate for the Gloves and Mittens Industry.

These amendments shall become effective upon publication in the Federal Register.

Signed at New York, New York this 5th day of May 1943.

  
L. Metcalfe Walling, Administrator  
Wage and Hour Division  
United States Department of Labor