

Proceedings of Meeting No. 12

of the

SPECIAL INDUSTRIAL RECOVERY BOARD

held in

The Conference Room, No. 5842

Department of Commerce

Sept. 6, 1933

PERSONAL AND CONFIDENTIAL

Copy No. 6

For Hon. Frances Perkins

Distribution of copies:

1. Hon. Franklin D. Roosevelt
2. Hon. Daniel C. Roper, Chairman
3. Hon. Homer S. Cummings
4. Hon. Harold L. Ickes
5. Hon. Henry A. Wallace
6. Hon. Frances Perkins
7. Hon. Charles H. March
8. Hon. Lewis W. Douglas
9. Hon. Hugh S. Johnson, Administrator
10. Hon. Harold M. Stephens
11. Hon. Rex Tugwell
12. Hon. Turner Battle
13. Hon. John Dickinson, Executive Secretary
14. Col. Louis McHenry Howe
15. Hon. Marvin H. McIntyre
16. Mr. E. W. Jensen, Assistant Secretary
17. File

ATTENDANCE AT MEETING NO. 12

September 6, 1933

Hon. Daniel C. Roper, Secretary of Commerce, Chairman.  
Hon. Harold M. Stephens, Representing the Attorney General  
Hon. Henry A. Wallace, Secretary of Agriculture  
Hon. Turner Battle, Assistant Secretary of Labor  
Hon. Alvin Brown, Representing General Johnson  
Mr. R. O. Kloeber, Representing the Budget  
Hon. Harry L. Hopkins, Administrator Federal Emergency Relief  
Dr. E. L. Kirkpatrick, Rural Relief Analist  
Hon. John Dickinson, Executive Secretary  
Mr. E. W. Jensen, Assistant Secretary  
Mr. B. P. Foote, Reporter

Proceedings of Meeting No. 12  
of the  
SPECIAL INDUSTRIAL RECOVERY BOARD

September 6, 1933

2:32 P. M.

CHAIRMAN ROPER: Well, gentlemen, General Johnson telephoned that owing to some code hearings it would not be convenient for him to come up at this time and sent our friend Brown in his place. I suggested to the General that it might be well if he could come up toward the close of the meeting so that he would get an idea of what had been done before we left the meeting, but if that is not possible Mr. Brown can report to him.

MR. BROWN: I only got word at the last moment. My understanding is that he is tied up on the coal negotiations and that he had told the President this morning that he expected to have the final agreement with them today. It was a matter of the coal people agreeing or the President imposing a code.

CHAIRMAN ROPER: Suppose we proceed. We have a rather interesting agenda and if there is no objection we will proceed.

Are there any corrections to be made in the minutes of the last meeting? Hearing none, I assume that there are none and the minutes will stand approved.

I wonder if Mr. Brown is in a position to give us any light on the second item which reads "Discussion with General Johnson concerning major activities since last meeting."

MR. BROWN: I have to plead unpreparedness because of the shortness of my notice. I know, however, that the General, except for his trip to Chicago, has been giving practically all of his time to the coal situation.

DOCTOR DICKINSON: There were two specific points that I think Mr. Jensen had along that line. One of them was the matter of this so-called merit or open-shop provision in codes about which there has been so much in the newspapers here lately, and the thought was whether or not anything had developed along that line. I think there has been quite a newspaper controversy as to whether or not the codes should be permitted to contain a clause stating that the employers reserve the right to employ or promote people on the basis of merit irrespective of any affiliation with the labor organization, and the question is whether or not that is causing as much of a "tempest in a tea pot" as the newspaper accounts would seem to indicate.

CHAIRMAN ROPER: I have wondered whether the public would not be benefited by incorporating in these codes the phraseology of Section 7 (a) of the Act. There certainly can be no confusion there. If this phraseology is used in quoted form from the law, it seems to me to settle the question as to whether the administration of the law is keeping in the middle of the road. That is what you mean, Doctor?

DOCTOR DICKINSON: Yes, sir.

CHAIRMAN ROPER: Suppose we have the Secretary read that portion of it.

Mr. Jensen then read the following:

SEC. 7. (a) Every code of fair competition, agreement, and license approved, prescribed, or issued under this title shall contain the following conditions: (1) That employees shall have the right to organize and bargain collectively through representatives of their own choosing and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; (2) that no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and (3) that employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

CHAIRMAN ROPER: How could you have it clearer than that?

MR. BROWN: I know, Mr. Secretary, that a great many of the codes do contain that verbatim. I am under the impression that most, if not all of them, do.

CHAIRMAN ROPER: I don't see how you could better state it.

MR. BROWN: The question arose over the Automobile Code, not over the omission of that language--the Code contains the language--but there was a further attempt to interpret it.

CHAIRMAN ROPER: Then if there is no further discussion we will pass that point.

Wherever I have gone recently I have discovered a very sincere interest on the part of what we might call the common people--people generally. While they do not understand the complications, they do understand and appreciate the necessity of cooperation and they are getting into the harness in splendid fashion. That is illustrated, Doctor Dickinson, from the

reports that we are getting from our district offices. You may wish to give some information on that subject. There is one phase, however, in some of the states as I get it, that probably the Board and General Johnson ought to check up on, and that is some of the State Recovery Boards are lacking, as they think, in direction and information as to how they should proceed and what they should do. I am not able to report myself, and I do not know whether Mr. Brown is, as to whether those instructions are going on all the time and the Boards being gradually put to work. It may be that I am just hearing from desultory cases here and there.

MR. BROWN: I think, Mr. Secretary, there is yet something to be done as to the policy in handling complaints and the policy of enforcement. I think perhaps it has been impossible thus far without gaining experience to know just how these Boards should be directed. I think there is yet something to be done.

CHAIRMAN ROPER: You will make a mental note of that then?

MR. BROWN: I will, yes, sir.

DOCTOR DICKINSON: I have a statement here that is not worth while to read because it simply follows the line of what the Chairman has already said, from the Bureau of Foreign and Domestic Commerce, whose offices of course are in close touch with the local administration of the Act, stating that the District Boards and State Boards are hampered by lack of instructions, and I understand also from that unit that some of these District Boards have never been set up. There were to be two kinds of

Boards, apparently, one a Board for the states and one a Board for the District Offices, and while some of the State Boards have been set up--I presume most of them--I understand that in Louisiana there was a situation of difficulty because the Governor refused to call the State Board together and that Board was never organized.

Right along the line of the work of these branch offices of the Bureau of Foreign and Domestic Commerce there is the following memorandum:

September 6, 1933

Memorandum for the Secretary:

In order that we might have some basis for determining the length of time we will need the temporary personnel now assisting in Bureau of Foreign & Domestic Commerce offices in connection with N.R.A., it might be advisable to come to a decision as soon as possible on what part they will play in the enforcement plans.

At the present time, with minor exceptions, they are not able to reduce their temporary personnel in view of the fact that the last two excellent speeches which the General made has increased the number of agreements in many cases. For instance, in Kansas City they were down to somewhat under a thousand and after the General's Boston speech it increased to 1700. Then, too, as additional codes are being signed, organizations - many of them branches of large corporations - send in their agreements.

Right at this point, as an interesting comment on the way some corporations are cooperating, I am told that many branches of national organizations have received definite instructions to withhold signing the agreement until after the code has been adopted. I suppose there is nothing we can do about that, however.

So about how long we can look forward to having to carry on this work of the District Offices does depend, to a considerable extent, on the part they will have to play in the enforcement campaign. That ties in, of course, with what the Secretary said a little while ago about the people being eager to cooperate, but there is difficulty in obtaining interpretations, and I understand that the Chamber of Commerce and similar units do not fully understand what part they are to play in handling complaints, and that leads right into this matter of enforcement, Mr. Battle.

CHAIRMAN ROPER: Note item No. 3. We would like to have a further report from Secretary Perkins on enforcement methods, postponed from the last meeting.

MR. BATTLE: Mr. Secretary, I have not any definite plans to report because it was General Johnson's suggestion at the last meeting that we not go into this matter. The Secretary feels very strongly that we should utilize the existing forces of the various departments who are trained investigators, and she does not believe we should use local volunteers. People who are appointed by the local councils in the various cities will have local connection that would possibly influence them, or in some cases the people would resent their prying into their business in local affairs. At the last meeting I said we have investigated and found out that there are many existing inspectors, both in the Federal Government and the State Governments. I do not think a plan can be worked out all at one stroke of the pen. Increased size of the organization would

develop as violations occurred. We are receiving a number of complaints by people that nothing is going to be done about enforcement at all. I am turning over complaints every day. The Department of Labor has no jurisdiction. We have one man assigned to the job in our solicitor's office and he turns them over to the Secretary of the National Labor Board; but apparently nothing is being done with the various complaints and reports of violations, and I think something should be done at this time, because the employers who are trying to cooperate in this Program are working under a hardship, while unscrupulous people are going ahead and nothing is being done with them.

CHAIRMAN ROPER: You noticed what General Johnson said in his Chicago speech. He was very decisive in the announcement that these complaints were going to be pursued and at once.

MR. BATTLE: It is an enormous task to do that without some definite planning.

CHAIRMAN ROPER: That being the case, I wonder if it would not be the wish of this Board to suggest through Mr. Brown who represents the General here, that a committee be appointed representing the General's organization, the Federal Trade Commission, the Department of Justice and the Department of Labor, and that this committee work out a plan for submission to the Board. Would that be your suggestion, Mr. Battle?

MR. BATTLE: Yes, sir, I think that is highly desirable. The Federal Trade Commission will have men trained in certain types of violations, such as unfair competition. I think we should

utilize the investigators who are trained men.

JUDGE STEPHENS: Are you suggesting a committee for study or a board for action?

MR. BATTLE: I understood it was a group to draft a plan.

CHAIRMAN ROPER: I will entertain a motion on this question.

MR. BATTLE: I move that it be suggested to General Johnson that he consider the appointment as promptly as possible of a committee composed of a representative from his own organization, the Federal Trade Commission, the Department of Justice and the Department of Labor to work out a plan of organization for enforcement and the utilization of the forces now in the various governmental departments, the committee to submit its plan to General Johnson and, through him, to the Board.

CHAIRMAN ROPER: The Board feels, in view of General Johnson's statement on this subject in his Chicago speech on Monday, last, that he realizes the importance of early action.

JUDGE STEPHENS: I have been away in Chicago for some time on a matter for the department so I am somewhat out of touch with what has been going on here. However, this occurs to me that about three weeks ago General Johnson offered to cooperate with Madam Secretary Perkins and furnish a man to work a week or two on this matter. He felt he wanted a small committee to operate. Was anything done on that?

MR. BATTLE: No, sir. Did you read the minutes of the last meeting?

JUDGE STEPHENS: Not on that point.

MR. BATTLE: The matter was gone into again and General Johnson said he thought it was premature to start a discussion of this matter.

JUDGE STEPHENS: The impression I got from reading the minutes was that nothing had been reported from that previous time. I wondered if it was operating.

MR. BATTLE: No, sir. I had gone into the matter for the Secretary and found that the Federal Trade Commission, for instance, has 56 attorneys who are investigators--14 in New York, 14 in Chicago, 2 in Seattle, 2 in San Francisco and 24 in Washington. They also have a force of economists and expert accountants and they are trained men who hire expert accountants for special jobs and they know how to direct and make a comprehensive report to the administrators.

MR. BROWN: I do not want to anticipate the possible conclusions of the committee, but does Secretary Battle think these men would have time to take on the enforcement of the Industrial Recovery Act?

MR. BATTLE: Only certain phases of it. The matter of unfair trade practice I think should come under their jurisdiction. I think there is a possibility that they may have to expand their organization. In that case, I think it would be highly desirable, if the Budget does not want to increase their appropriation, for the Public Works funds to be drawn upon for their temporary expansion.

The Department of Agriculture has men trained in various lines of investigating work in the Bureau of Animal Industry and Dairying, Forest Service, Agricultural Economics, Drugs Administration, and so on. Under Commerce we have the Bureau of Foreign and Domestic Commerce; in the State, the State

Labor organizations range from 652 men in the personnel of New York to 2 in Wyoming. I think there should be some plan worked out where we utilize all these trained forces and at least give the public the impression that something is going to be done about the unscrupulous employer who is not intending to live up to the President's Program.

CHAIRMAN ROPER: All in favor of the motion, let it be known by saying "Aye." Those opposed by the contrary sign. It is carried.

MR. BATTLE: As a feature of this study by this committee it would be desirable first to make a complete study and classification of the complaints which are now coming into the various government departments and the NRA which would govern the decision as to what type of organization is to be set up.

CHAIRMAN ROPER: Gentlemen, we have with us here our friend Hopkins, who is charged with a very important responsibility in the Government and he wishes to present a matter.

MR. HOPKINS: Mr. Secretary, we are confronted with some serious problems as a result of these codes that are being established. It concerns relief to unemployed families; for example, milk is costing us now \$110,000 a month more in the State of Pennsylvania than it did two months ago for the same amount of milk. Commodity prices are jumping. We find ourselves able to give the same amount of relief only by very marked increase in dollars. Among other things that we buy are large quantities of clothes. I have no doubt that between now and the middle of September we will buy 5,000,000 pairs of shoes. From all I can find out we are going to pay 50 percent more

on those shoes--a very large increase over last year. We buy these chiefly through wholesalers.

DOCTOR DICKINSON: You buy them locally?

MR. HOPKINS: Yes, in the main. Our relief offices are getting a preferential price now, one reason being that the retailer or wholesaler is sure of his money; another reason is that he sells large quantities of goods at no sales cost whatsoever; for instance, the milk distributed in the city of Chicago--200,000 quarts a day--is handled as one sales job, and the bill is all paid at once. What the preferential should be, I do not know.

This matter is of very considerable importance for this reason--we certainly have no desire to interfere in the process of government by which an attempt is being made to increase commodity prices, and if it is to the interest of the Government for us to take that licking, we are prepared to do it, but somebody has got to put up the money and it is going to be a great many millions of dollars. Our number of dollars do not go up with the increased commodity prices. We have only, I suppose, close to \$75,000,000 a month that we can safely count on for the next eight or nine months and that is all we have. We have 3,500,000 families or 15,000,000 people getting relief in the United States. They get about \$17.00 a month per family--just over 50 cents a day per family. I would say that it is an indefensible amount of money. The only defense for it is that we have no more money. It is indefensible to keep 15 per cent of the population of the United

States living on any such scale as that.

We could approach this in one of two ways. Some of this, I realize, is not directly connected with the NRA, but it is a part of the picture. There is no question in my mind but that our families could use all the surpluses there are in this country, and they need them. They need shoes, cotton goods and clothes. We could use tens of thousands of bales of cotton usefully. There is no possible way by which to increase the purchasing power of these people because we have only a specific amount of money to spend for them. We could, however, get rid of the surpluses on all funds through these people whose stocks are completely depleted--this crowd that we are doing business with. We are just thinking out loud with you a bit today because we are dealing with 15,000,000 people and I am convinced that no matter what happens we are going to have 15,000,000 next winter.

DOCTOR DICKINSON: How many, Mr. Hopkins?

MR. HOPKINS: 15,000,000. There are people who think relief is going back where it was last winter before we get through. We have been getting some very disquieting reports.

DOCTOR DICKINSON: From any particular area?

MR. HOPKINS: From most all the areas. Unless the price of cotton goes over ten cents we are going to have a very serious relief problem in the South. I can find no effect of the NRA in a State like Florida and very little in Alabama and Mississippi. Those are agricultural states.

CHAIRMAN ROOPER: What are you going to do with West Virginia?

MR. HOPKINS: West Virginia is one of the most serious relief problems in the United States. We have 35 per cent of the whole population on relief. In some places, it runs as high as 50 per cent.

DOCTOR DICKINSON: Are you making a periodic weekly and monthly report on that?

MR. HOPKINS: Oh, yes. We have had a marked decline in relief. At one time we had 4,800,000 families and we got it down to 3,500,000. I am personally convinced that that decline is 70 per cent due to good administration. We have tightened up all over the country and cut out families that never should have been on relief. Our people feel that we have the thing down about to the minimum. If we are going to have this load through next winter, which represents 15 per cent of the population of the United States in round numbers, that is a very serious factor in the Recovery Program if these people are getting an average of 50 cents a day for each family to live on. While there is no purchasing power there, there is enormous capacity for the use of goods. Whether the Government would be disposed to think that this surplus, which would not affect in any sense the sales of goods because these people have no purchasing power outside of our \$75,000,000, we have the goods and we have the people hungry. The elevators are jammed with wheat; we have cotton all over the lots in enormous surpluses and yet we have these people improperly clothed. If we can work up a combination here, we have an outlet that is a genuine outlet on the basis of real need and on a basis of a very sub-

stantial part of the population.

The other side of the picture is serious, too; if these codes are not going to give us the differential and if it is unwise to do so as a matter of economy, that will mean that our \$500,000,000 will be gone before the winter is over, because we have got to increase the relief all over the country. We know it is inadequate. If we have got to step up our relief as a result of these codes not giving us the differential, our relief is going up out of sight, and we are going to take a terrific beating in terms of dollars. I think we are entitled to the differential on the grounds that the man who sells the goods is sure of his money, on one hand, and on the other, the sales cost is certainly far less. We have these differentials all over. The differential on milk has been as high as three cents a quart, and the farmer got the same that he got before.

CHAIRMAN ROPER: After you spoke to me about this some days ago I took it up with General Johnson. Of course, we expected that he would be able to attend this meeting. He expressed great interest and sympathy for the situation; said he would like to talk with you and work it out as it ought to be done, so you will find him friendly to the situation. I think we can convey through Mr. Brown back to the General the situation as you have explained it here, because he wishes to study this question.

DOCTOR DICKINSON: It seems to me that this is also a matter for the Secretary of Agriculture.

CHAIRMAN ROPER: Yes, Indeed, it is, and I wanted to ask this question by way of getting the comments of the Secretary of Agriculture. As Mr. Hopkins talked, two things occurred to me, probably too theoretical for the consideration of this practical Board, but as Mr. Hopkins has said, here we have wheat and cotton.

DOCTOR DICKINSON: And milk also.

CHAIRMAN ROPER: Yes, but let me confine myself to those two. Here we have mills that want to render a service at this time. Is it not practicable to buy this grain firsthand and have these mills put that grain into proper shape at actual cost so that we can not only take advantage through the differential which Mr. Hopkins has in mind, but also relieve the farmer and give the millmen an opportunity to render service and get the products at a very much lower cost than Mr. Hopkins is thinking of? That is one thing; the other thing is this: I think that the relief situation divides itself into two classes in regard to the attitude of mind. It is very easy for a child--or sometimes grown up children-- to get on what we call the bread line and want to stay there. I believe that the best way of combating that kind of situation is to have the person who is able to work render some kind of service. If each one feels that he has got to work I think you will wonderfully decrease the number asking for assistance. I am not speaking of the very worthy cases, but if you do that you will proceed further with your Administration, as you have said, in getting rid of the fellow that you can't quite

spot otherwise. Frequently at the house when we ask these people to work some of them disappear, while others are very glad to do the work and get the relief. I am only mentioning this as an additional way of carrying out the very administrative program that Mr. Hopkins has in mind.

Now, Mr. Secretary of Agriculture, how about the grain and the cotton?

SECRETARY WALLACE: I wonder if, through a rather hasty set-up of machinery for distribution and possibly also for various types of processing or manufacturing, relief agencies will be able to make the economies which you anticipate. I raise that question first and the question also as to whether or not by exerting their bargaining power to the limit they might be able to make greater economies that way rather than taking over the physical things, as you suggest. I am sure we would be glad to talk with them on all phases of the matter. I do not think we can settle it in a casual conversation.

MR. BATTLE: A lot of costs have gone up out of rhyme and reason in comparison with increased labor costs, and that is a matter also that has a bearing on reporting to the government agencies. The trade associations are biased to start with and are inclined to enlarge the labor cost so that they can raise their prices. I do not want to see that matter of reporting to governmental agencies die until it has been settled. It is getting quite important to the Department of Labor. Whole industries are refusing to report. It is getting more and more serious every day. Our reports are

falling off and our Bureau of Labor Statistics will soon have nothing to do, and we have no reports on which we can rely.

CHAIRMAN ROPER: At this juncture we might have this report from the Central Statistical Board.

DOCTOR DICKINSON: Mr. Chairman, the two points that Secretary Battle has referred to are both, as the Board will remember, matters of reference to, or report by, the Central Statistical Board. I do not know but what I had better wait for a moment until Secretary Wallace returns because this was a matter that he was especially interested in.

CHAIRMAN ROPER: I wonder whether the members of this Board could help out in meeting the numerous requests from over the country for good speakers to assist in holding these NRA rallies. One of them which intends to cover a great deal of the Southwest is to be held in Dallas, Texas. They are putting on this rally in a very spectacular, and I am sure effective, manner. I have been called today, I think, three times by long distance from Dallas and I stated to these people that I was going to bring the matter up before the Board. Now I have this message which I will ask the Secretary to read.

Mr. Jensen then read a message from Mr. John W. Carpenter.

CHAIRMAN ROPER: I took it up with General Johnson and he says "Impossible to go." May we have a volunteer? Is there someone who would like to go to Dallas and render this great service?

JUDGE STEPHENS: I think we would all like to go. I would be glad to go, I am sure, but the pressure of work in my department is so great that I cannot do so.

MR. BATTLE: I would like to go, but Miss Perkins is out of town.

CHAIRMAN ROPER: How about yourself, Doctor Dickinson?

DOCTOR DICKINSON: I would like to go, but I have a long standing engagement that I have to keep on Saturday afternoon in Philadelphia.

JUDGE STEPHENS: I would like to make a suggestion. As I have been around the country in Chicago and elsewhere the last few weeks, I find that the lawyers and business men of activity and influence all over the country constantly state that they are very anxious to help but they do not know what to do. They say they are confused about what the program is. They say that not only with reference to the National Recovery Administration, but as to the whole program of recovery. My former law partner made a trip to Washington not over ten days ago and spent a week here to inform himself as to what the Public Works was doing and what the Federal Home Loan Corporation was and what it was authorized to do. He told me that lawyers in the West are puzzled as to what the new statutes are intended to cover. You hear people constantly inquiring about various features of the program and saying that they do not know what to do. I have been wondering if the time has not been reached when the Administration itself should consider something in the nature of a written review of all that has been done, in the way of illustration, and in addition to that perhaps organize some sort of bureau to furnish speakers at some such meetings as you have in mind.

CHAIRMAN ROPER: I think you are right. Let us keep that in mind.

DR. DICKINSON: Reserving this point that Judge Stephens has just raised, I am very greatly interested in this matter of what Mr. Battle said following along the line of that suggested by Mr. Hopkins.

We have two groups of problems here; one is this whole problem of price policy in so far as it is affected by certain code provisions, and the second is the matter of keeping a check on the situation through the service of the Bureau of Labor Statistics and similar organizations. Both of those matters have been before the Board, and at the last meeting we adopted a resolution calling to the attention of the Central Statistical Board the fact that certain codes include price provisions, with a view to seeing whether that Board would like to bring in a recommendation for a special committee to give study to this particular feature of the codes. That was the form of the action taken by this Board; and the Central Statistical Board was notified of that action. I have here a report from them which I would like to read.

Dr. Dickinson then read the following "Reply of the Central Statistical Board to the Resolution of the Special Industrial Recovery Board":

The Special Industrial Recovery Board has asked that the Central Statistical Board report on two questions:

- (1) Do code provisions respecting cost-of-production or price margins require special technical study or consideration?
- (2) Should a special committee be appointed to consider the problems raised by such provisions?

The answer to both these questions, in the opinion of the Central Statistical Board, is emphatically in the affirmative. They involve the whole issue as to whether the codes should include price supervision or price limitation in any form, and if so, how that supervision can best be applied in particular industries. The Central Statistical Board believes that the policies involved here are of the first magnitude of importance, and that the entire success of the NRA program may depend upon the proper development of policies in this connection.

Two points of view are involved. Business men, looking at the immediate situation in their own concerns, ask for cost clauses or

other price guarantees to eliminate 'chiseling' or 'destructive price cutting', which they believe lead to wage cuts, rate cuts, and continued depression. It is equally possible, however, that permission to base prices on cost of production, which may include overhead, depreciation, and other fixed charges on past and often obsolete investments, will set prices so high as to check markets, and prevent increased sales or substantial increases in employment. Such a situation may become particularly serious in industries where costs fall as volume rises, and where prices based on costs at present small volume might completely shut out new demand and prevent that increase in volume which would lower unit costs. This is particularly important for industries where consumption is now exceedingly low and where increased volume must be secured if full employment is to be reestablished.

Minimum margin requirements in selling codes raise exceedingly difficult problems because of the great variety of situations faced by retailers in different branches of trade and in different localities.

Without attempting to reach any preliminary judgment as to the proper answer to these problems, the Central Statistical Board does feel that prompt and careful consideration of all aspects of the problem is of great importance to the success of the entire recovery program.

It is, therefore, recommended that the Special Industrial Recovery Board appoint a committee to consider this problem promptly, in the light of the codes which have already been approved and with especial regard to those which are now pending. The Committee might include representatives designated by the NRA and AAA and by the Secretaries of the Treasury, Interior, Commerce, Agriculture and Labor. In addition, it would be desirable to authorize the committee to request such other persons as it found desirable to sit as members or technical consultants.

DR. DICKINSON: I suppose having made that answer they have performed their function by advising this Board as to what, in their opinion, would be the effective way of approaching this problem. Mr. Secretary, the conclusion of this is the last paragraph. It seems to me it would be in order to take some action on the appointment of such a committee.

SECRETARY WALLACE: I will make a motion that such a committee be appointed.

DR. DICKINSON: The Secretary of Agriculture has just moved that a committee of the kind recommended by them be appointed. Their recommendation is that the committee include representatives

designated by the N.R.A. and the A.A.A., and the Secretaries of the Treasury, Interior, Commerce, Agriculture and Labor.

I second that motion.

CHAIRMAN ROPER: You are approving of this report?

DR. DICKINSON: That would be the effect of this motion.

MR. BROWN: I am not very clear, Mr. Secretary, as to what this committee is to do.

DR. DICKINSON: The function of the committee, Mr. Brown, as I understand it, would be to study the issues involved in various types of price protection clauses which might be included in future codes, with particular reference to codes now pending, and the types of similar clauses that might be included in other codes, what the effect of such clauses would be on the N.R.A. program as a whole, including other economic programs but the N.R.A. program especially. That, as I remember it, Mr. Secretary, was the gist of the discussion which led to the reference to the Central Statistical Board.

CHAIRMAN ROPER: Is the Chair correct in assuming that there is really no difference of opinion as to the necessity of this particular study that this committee would pursue?

MR. BROWN: I have a serious doubt whether it will get very far, because when it gets to defining cost of production it is getting into pretty deep waters; but I see no objection to making the attempt.

JUDGE STEPHENS: I should think it would be a very good thing to have the study made.

CHAIRMAN ROPER: All in favor, let it be known by saying "Aye"; any opposed by the contrary sign; it is so ordered.

DR. DICKINSON: Now we can proceed to the next matter which Mr. Battle has just referred to--the reporting of statistics. There was adopted here, as you will remember, a recommendation that the Central Statistical Board sent up on that subject; and there was some discussion at the last meeting regarding the refusal of certain organizations to continue reporting to the Census Bureau and the Bureau of Labor Statistics. Some of these people are claiming that all they have to do is to report to their trade associations. The Central Statistical Board has been very much interested in that matter, and they have sent us a communication which is as follows:

It is the understanding of the Central Statistical Board that General Johnson believes that the government has authority to collect statistical data from firms under codes which contain no specific authorization for such collection. In view of this understanding the Board passed two resolutions on August 31, 1933, copies of which are enclosed.

These resolutions urge General Johnson to make appropriate public statement to provide informally for direct government collection of statistical data from all firms operating under codes.

It is the unanimous opinion of the Central Statistical Board that some immediate provision for direct government collection of statistics from businesses operating under codes of fair competition is of urgent importance.

In other words, there should be an interpreting statement that a provision in the code which authorizes trade associations to collect statistics does not exclude the Government from going on and collecting the statistics which it has been collecting in the past. The General quite properly raised the question as to the inadvisability of attempting to modify codes in any way, and all this does is to have an interpretative statement by the

Recovery Administrator that this code provision does not affect the existing situation with regard to the reporting of statistics to the Government.

They have here a second resolution that General Johnson be urged by the Central Statistical Board to request all firms coming under any code to report such further statistical information to existing governmental departments as may be approved by the Central Statistical Board. That is to say that the codes do not exclude the power of the Government to go ahead and collect further statistics. The General, I believe, said we might ask for an unreasonable amount of statistics, and I think that the Board attempted to safeguard that by this qualifying clause that the statistics that might be asked for should be limited to those which were approved by the Central Statistical Board, the thought being that if any particular unit went off on a jaunt and undertook to ask for an unreasonable amount of statistics the Central Board could be depended upon to control that. I think all that needs to be done with regard to this is simply to transmit it to General Johnson.

The Statistical Board, I found when I attended their meeting, were somewhat upset over the fact that a considerable number of the codes had been adopted since the resolution of this Board two or three weeks ago which were like previous codes in not containing the provision suggested.

CHAIRMAN ROPER: If there is no objection, then, this matter will be referred to General Johnson for consideration and action.

JUDGE STEPHENS: I move that these resolutions of the Central Statistical Board be transmitted to General Johnson, and that this Board recommend to General Johnson that he give serious consideration to them and, if possible, report at the next meeting of this Board.

SECRETARY WALLACE: I second the motion.

CHAIRMAN ROPER: All in favor indicate it by saying "Aye"; those opposed by the contrary sign; it is carried.

SECRETARY WALLACE: I have to leave now, and I would like to bring up at the next meeting this matter of discussion of the building codes.

DR. DICKINSON: I think the building codes are under discussion now.

SECRETARY WALLACE: Then possibly I might present very briefly the point at issue.

CHAIRMAN ROPER: Yes, I wish you would do so.

SECRETARY WALLACE: I wanted to find out, possibly from Secretary Battle, whether farm building would come under the building code. There is a great deal of farm building by semi-professional carpenters at a cost of perhaps 40 cents an hour. Farmers probably would do no building whatever for quite some time through sheer inability in case they were compelled to pay the scale of \$1 or \$1.20 an hour. I just wondered if the farm building were to be brought under the codes.

MR. BATTLE: I am not prepared to answer you on that question, but I will take the matter up and make a report direct to you before the next meeting. The building trades themselves would oppose that. I can see that is a very serious problem.

SECRETARY WALLACE: It looked to me as though they would "kill the goose that lays the golden egg" and get no building. In the building trade especially it is important to consider that what is needed above everything else is to furnish what you might call mass production of low-cost houses. That is the one thing that stands out in this depression--the unusual demand for rather cheap, low-cost houses well worth the money.

MR. BATTLE: You also referred to us, Mr. Secretary, such things as tobacco barns in addition to dwellings.

DR. DICKINSON: This larger problem may very well be hampered by high rates of wages.

SECRETARY WALLACE: I think there is great need for statesmanship on the part of labor itself as well as on the part of the manufacturers in considering if that question could go on a basis that will enable them to furnish an unusual value to the purchasing public.

CHAIRMAN ROPER: Then we will keep this on the agenda for next meeting. There is another matter here that I discussed with General Johnson. He feels that when a visitor desires to be heard at one of these meetings, before that visitor is admitted to our meeting the Board ought to be acquainted with just the purpose of his visit and what it is he wishes to discuss, so that the Board might pass upon that in advance of bringing him into the meeting.

DR. DICKINSON: Was that in connection with any particular situation he had in mind?

CHAIRMAN ROPER: Yes, he gave one or two illustrations of that. In other words, he thought we ought to confine our meetings to the agenda

if possible and that if other matters are to be discussed the Board should know about it and should probably not admit such persons until the Board really knows what they wish to discuss.

MR. BATTLE: I think in connection with that, Mr. Secretary, it might be advisable when we have visitors that they be here only during their testimony, because we might wish to express a contrary opinion not in their presence.

DR. DICKINSON: Could not that be taken care of in connection with the particular visitor, that we pass a resolution admitting the visitor for the purpose of the particular subject, and that they leave after they have presented their statement? I do not know what the practice of the Public Works Board is, but I know we have a good many outsiders there.

MR. BATTLE: But we do not call for a vote on the proposition which they present until they leave.

CHAIRMAN ROPER: I think that is a point well made.

DR. DICKINSON: It might be taken care of in connection with each particular visitor.

JUDGE STEPHENS: Don't you think people should make their request through Mr. Roper?

DR. DICKINSON: That is what I mean. When anybody presents a request for somebody to come, we could limit their appearance as much as seemed desirable.

CHAIRMAN ROPER: The main thing is to fix a policy that they are not expected to invite people to come along with them. Is that the pleasure of the Board?

JUDGE STEPHENS: I move that hereafter it be the policy of the Board to admit visitors who desire to be heard only after they have first been to the Chairman of the Board and received permission to attend; and that it also be the policy of the Board in each particular case to take such action as in that particular case is proper to limit the time they have in which they may appear.

CHAIRMAN ROPER: That means that when the visitor has made his statement, he will retire in advance of the action taken. All in favor please say "Aye"; those opposed, "No"; it is so ordered.

We now come to a very interesting line of discussion as to when the "Buy Now" campaign should start, how it should be supported, etc. Of course what we have all been trying to do is to get these other units started that would increase purchasing power. That relates primarily to the Public Works program. There has been delay in starting Public Works. I do not know that there is anybody's fault involved, without it be the fault of the fellow who wanted to prepare and submit a project. Our difficulty right now is in getting these small projects before us. The larger well-surveyed and well-engineered projects got into the foreground, but the smaller community projects were not so well advanced. I am sure Mr. Battle, Dr. Dickinson and Mr. Brown who are on that Board would tell you that that is now being stepped up. For instance, in my visit some days ago to the Public Works office of St. Louis they told me that within a week or ten days they would have all their projects in shape. We have been trying to push that along in order that this purchasing power would be strengthened from the bottom. Of course a great many other

features are involved as to when and how this "Buy Now" movement should be projected. Does the Board wish to express itself on this matter now?

DR. DICKINSON: Wouldn't it be in order to simply refer the matter to General Johnson with the suggestion that if the General cared to have anything to say on the subject the Board would be interested to receive any communication he cared to make at such time as he thought was timely and appropriate?

CHAIRMAN ROPER: Yes; and we think that probably the presentation of this endeavor should be very carefully made to the public so as to avoid worn-out appeals.

DR. DICKINSON: And slogans.

CHAIRMAN ROPER: Here is one other point that interests me very much. The Coast and Geodetic Survey is purchasing a number of small one-ton screen or paneled trucks for use by the many field parties operating under allotments granted by the Public Works Administration. Proposals calling for bids are issued by the chief of the party to the local dealers and the Bureau now reports that in probably five or six instances bids on Ford cars are the lowest received by an average of about \$100. The cars cost in the neighborhood of \$800 to \$1,000. Shall we buy from Henry Ford?

MR. BATTLE: Has anything developed today?

CHAIRMAN ROPER: No.

JUDGE STEPHENS: That is going to be very embarrassing.

DR. DICKINSON: Would it be possible, as a legal matter, to insert in the specifications calling for the bids a provision that the cars must be constructed in accordance with the N.R.A. or something of that kind?

MR. BATTLE: There is an Executive Order on that.

DR. DICKINSON: Have we already advertised?

CHAIRMAN ROPER: Yes, we have already advertised.

MR. BATTLE: You can readvertise, though. That matter was briefly touched on yesterday afternoon at the Council meeting, and I think that matter should possibly be taken up with the President. He made a statement that we would not do any boycotting. Some one said that several states had passed resolutions that they would not buy Ford cars.

MR. BROWN: The Executive Order is very clear, is it not?

MR. BATTLE: The Executive Order is very clear.

CHAIRMAN ROPER: Secretary Ickes, who is a member of this Board, has transmitted a copy of a radiogram of August 26 from the Governor of the Hawaiian Islands urging the appointment of a Recovery Board. He says we have overlooked him. Previous radiograms have been submitted to you, and we turned them over to General Johnson. I do not know whether he has acted on the matter.

MR. BATTLE: We are receiving a number of letters from labor organizations in Hawaii and other territories. The pineapple growers, who are getting a dollar a day for twelve hours' work in Hawaii, are writing in requesting that they be put under a code.

DR. DICKINSON: That comes under the A.A.A. rather than the N.R.A.

CHAIRMAN ROPER: Mr. Brown, can you advise us by Monday about that?

MR. BROWN: Yes, Sir.

CHAIRMAN ROPER: Here is a matter that Dr. Thorp, the Director of the Bureau of Foreign and Domestic Commerce, has called attention to, and I believe I will ask Mr. Jensen to read it.

Mr. Jensen then read the following memorandum:

"Of the 18 codes now approved by the President, 9 relate primarily to labor conditions, statistical reporting and setting up an authority. The other 9 include minimum price and fair trade practice provisions. Three of this last group specifically exempt export trade from price and fair practice control. The remaining six apply to foreign as well as domestic trade, according to Sec. 3 (b) of the Act:

'After the President shall have approved any such code, the provisions of such code shall be the standards of fair competition for such trade or industry or sub-division thereof. Any violation of such standards in any transaction in or affecting interstate or foreign commerce shall be deemed an unfair method of competition.'

The present situation will necessitate the continuous representation of exporters at all hearings to make certain that exemption, similar to that already obtained in three codes, be regularly given in codes including minimum price and fair practice features. Few exporters have realized the situation up to the present, but they are now becoming very much concerned. The whole matter could easily be clarified by an adoption of general policy exempting export trade from the price and practice control provisions. Of course, goods intended for export would still have to be manufactured according to the labor provisions of the codes.

"I attach a list of codes in accordance with the grouping given above, and also the specific provisions of the three codes which exempt export trade."

DOCTOR DICKINSON: I understand in that connection there was a proposal for all the exporters to come down here and have a field day on this general subject, and I rather discouraged that. It seemed to me that it might be the kind of thing that ought to be given consideration by the Recovery Administration before any pressure of public statement was gone into so that if such consideration should be given to it by the N.R.A. it might serve to stave off any such public demonstration as they apparently had in mind.

CHAIRMAN ROPER: Would it be the Board's pleasure to transmit this through Mr. Brown to General Johnson?

MR. BROWN: I would like to make one reflection of my own. I used to be in the agricultural implement business. We sold implements in the Argentine. There were practically no implements sold in the Argentine except from American concerns. I can conceive in that industry they would want the fair-trade practice not to cut prices.

DR. DICKINSON: Mr. Thorp has in mind that some special provision would probably have to be adopted for each industry.

MR. BROWN: That was my conclusion. I could not conceive that it would be practical to put in every code a provision like that.

MR. BATTLE: We have coming up Saturday, Mr. Secretary, the tobacco dealers. About 50% of the dealers are exporters. They stem and re-dry and ship to foreign countries for manufacture. They appear to be quite disturbed over competition; but that is not true. Take eastern Carolina tobacco, for instance; that can not be substituted by a foreign tobacco. They present their case unfairly in a number of instances.

CHAIRMAN ROPER: I presume we have taken proper action.

MR. BATTLE: Yes.

CHAIRMAN ROPER: During the past few days we have approved of several of these personnel journals (see appendix); but I find that the journals are getting shorter and shorter so far as employees are concerned. The last one which has just reached me carries but one name. And the total number of employees on General Johnson's rolls, according to this record, is 1083.

DR. DICKINSON: That, I take it, is exclusive of the employees of the Foreign and Domestic Commerce, making about a thousand additional employees.

CHAIRMAN ROPER: Does the Board approve of the action that the Chairman has taken and is now about to take?

JUDGE STEPHENS: I move the Board does so approve.

MR. BATTLE: I second the motion.

MR. BROWN: I may say that the General is quite concerned about the number of his employees. One of the first instructions he has given me is to attack that problem.

MR. BATTLE: What about opening and closing hours in the codes?

CHAIRMAN ROPER: That is important too. That is a large question. It has been reported to us here from numerous sources that many small leaders--among them some not so small--are trying to satisfy their conscience that they are complying with the President's program by cutting down the number of hours they remain open but not employing any additional people. For instance, we get protests from some communities where they arrange to open an establishment say at 9 o'clock and close in the early afternoon, thus very greatly inconveniencing people with regard to their shopping. What would you suggest, Mr. Battle, in cases like that?

MR. BATTLE: I would suggest that that be referred to the Consumers' Advisory Board to take it up with General Johnson to issue a statement in connection with the President's Reemployment Agreement in that the matter inconveniences the consuming public; and also the Labor Advisory Board would be interested due to the fact that they are flying the Blue Eagle and are not hiring more people. I think this should be a matter for publicity to be gotten out by Mrs. Rumsey, Dr. Wolman and General Johnson. They are not complying with the President's program if they are reducing their hours and causing inconvenience to the consuming

public.

MR. BROWN: The agreement provides, as I recall, that the hours of any store shall not be reduced below 52.

CHAIRMAN ROPER: I do not know just how the publicity program is being conducted, Mr. Brown, but I can see how statements touching matters of this kind could be made important items in your daily publicity. Maybe it would be best to have you discuss them with General Johnson before we give out anything to the press.

MR. BROWN: I think on some of these there is certainly no objection.

CHAIRMAN ROPER: Let's keep close together. How would it do for us to get up a brief statement and send it down to you as to what we think the publicity should be?

MR. BROWN: That will be all right.

JUDGE STEPHENS: I should like to file a letter addressed to the Chairman of this Board reporting the disposition of the first case in Chicago which had to do with the relationship of the Anti-trust laws to the National Recovery Act.

CHAIRMAN ROPER: We will make this letter a part of the minutes.

The letter referred to reads as follows:

September 2, 1933.

Hon. Daniel C. Roper, Chairman,  
Special Industrial Recovery Board,  
Department of Commerce,  
Washington, D. C.

Dear Sir:

Permit me to report, on behalf of the Attorney General, the following matter for the information of the Board:

The Tanners Products Company and the American Hair Felt Company joined with others in the hair and jute felt industry in formulating a code of fair competition under the National Industrial Recovery Act. These two companies being subject to

a decree under the anti-trust laws entered in the United States District Court at Chicago, in July applied to the court to be relieved of the prohibitions of the decree in order to enable them to conduct their business according to the code. The code, however, had not been submitted to, and approved by, the Industrial Recovery Administration, and the President. This Department was called upon to show cause why the decree should not be suspended, and in response asked the court to dismiss the application, without prejudice to a renewal thereof when the code had been finally approved as provided by law.

The matter was of especial importance because it was the first case dealing with the effect of anti-trust decrees upon proposed codes of fair competition. I therefore appeared at the hearing held before the court at Chicago, with my principal assistant, Mr. Russell Hardy. Attention was called to the fact that no effort was being made to prevent the parties from procuring a code; that, instead, the effort was to require conformity with the statute and to establish a regularity of procedure. Amongst other reasons for asking the court to decline to suspend the decree before the approval of the code, reference was made to the following: suspension of the decree before approval of a code would relieve the defendants from the necessity of complying with the requirements of the Industrial Recovery Act; the application to suspend was too broad, i. e., in asking for a suspension of the decree in toto, whereas the decree and the proposed code were in conflict only at one point and in a relatively minor degree; the proposed code might not be approved by the Industrial Recovery Administration; suspension of the decree before, instead of after approval of a code would be an irregular procedure and would cause confusion and uncertainty in the administration of 113 other outstanding anti-trust decrees; granting the application would give an implied countenance by the court to the provisions of the proposed code; and the benefits of the Act could be procured by suspension of the decree pro tanto after a code should have been approved.

In order to make certain that the parties should understand that no obstacle was being interposed to the procurement of a code, we offered at the hearing to consent to the entry of an order declaring that nothing contained in the decree should be construed to prohibit the defendants from associating with others to formulate a code for the purpose of submitting it for approval to the Industrial Recovery Administration, and such an order was entered.

Very truly yours,

(Signed) Harold M. Stephens.  
HAROLD M. STEPHENS  
Assistant Attorney General.

CHAIRMAN ROPER: Mr. Brown, I wonder if you would pick out somebody from your group who could go to Dallas to represent General Johnson?

MR. BROWN: They have a Speakers' Bureau, but as to the caliber of the speakers I do not know.

Meeting then adjourned at 4:15.

APPENDIX

NATIONAL RECOVERY ADMINISTRATION PERSONNEL JOURNAL

Pages 29 to 37, inclusive

covering 150 names

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Finger, William L.	Special Assistant	\$4000	8-1-33
Peters, Thomas	Publicity	3600	8-22-33
Bronz, George	Asst. Counsel	3000	8-21-33
Mayes, Charles A.	Supervisor	2400	8-21-33
Hughes, Guy	Corres. Clerk	1800	8-25-33
Barbash, Leo	Index Clerk	1630	8-22-33
Elkouri, Olga	Steno.	1630	8-23-33
Kassan, Sylvia	Steno.	1625	8-22-33
Ward, Dorothy	Secretary	1600	8-24-33
Bonham, R. T.	Secretary-Steno.	1440	8-23-33
McManus, Margaret L.	Stencil Cutter	1440	8-25-33
Penn, Winifred Erwin	Steno.	1440	8-23-33
Gartland, Helen	Typist	1440	8-24-33
Boetler, Sarah M.	Jr. Clerk	1260	8-23-33
Grover, E. E.	Mimeo. Operator	1260	8-23-33
Messer, Walter A.	Mimeo. Operator	1260	8-24-33
Norris, George T.	Mimeo. Operator	1260	8-23-33
Walker, D. C.	Mimeo. Operator	1260	8-23-33
Browne, J. Donald	Mimeo. Operator	1080	8-15-33
Rippeth, Robert A.	Under Clerk	1020	8-22-33
Dresbach, Harold	Messenger	840	8-25-33
Ives, Norman	Messenger	840	8-24-33
Annan, Thomas A.	Messenger	720	8-25-33
Bray, James W.	Messenger	720	8-22-33
Grayson, Ralph L.	Messenger	720	8-25-33
Quinn, Frank J.	Messenger	720	8-25-33
Day, Arthur F.	Assistant to Dept. Adm.	4000	8-14-33
Sims, Melvin	Assistant Counsel	3600	8-21-33
White, Walter	Assistant Dept. Adm.	3600	8-23-33

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Moore, Warren	Clerk	\$1800	8-22-33
Owings, Vachel L.	Secretary	1800	8-18-33
Winchester, Elizabeth V.	Dist. Operator	1680	8-25-33
Aldred, Ann E.	Steno.	1620	8-21-33
Campbell, Elizabeth	Steno.	1620	8-24-33
Francis, Mabel	Steno.	1440	8-25-33
Doyle, Edward F.	Mimeo. Operator	1260	8-26-33
Lawson, William	Asst. Dept. Adm.	4000	8-18-33
O'Brien, William L. Jr.	Special Asst.	2600	8-14-33
Lawrence, Edna I.	Sect.-Steno.	1920	8-1-33
Engle, Alice	Secretary	1800	8-24-33
Zollars, Edna Marshall	Secretary	1800	8-24-33
Russell, Lillian D.	Steno.	1440	8-14-33
Widger, Elton E.	Stock Clerk	1320	8-24-33
Walker, Clarence E.	Mimeo. Operator	1260	8-26-33
Caldwell, Mary G.	Stencil Cutter	1260	8-26-33
Charles, Mary	Stencil Cutter	1260	8-26-33
Le Gear, Laura L.	Stencil Cutter	1260	8-26-33
Dreir, J. E.	Jr. Clerk	1260	8-22-33
Smith, Dorothy V.	File Clk-Typist	1200	8-26-33
Kincheloe, C. W.	Messenger	840	8-24-33
Strickland, M. F. S.	Messenger	840	8-26-33
Tripp, Eldon F.	Messenger	840	8-24-33
Caffery, John N.	Messenger	740	8-28-33
Mutter, Brenton W.	Messenger	740	8-25-33
Reader, Frances	Secretary	1800	8-25-33
Waller, H. H.	Executive Assistant	3600	8-21-33
Heade, Charles A.	Supervisor	2400	8-19-33
Clark, William R.	Clerk	1800	8-21-33
Cowling, James G.	Asst. Section Chief	6000	8-14-33
Gardner, Bessie R.	Secretary	1800	8-17-33
Ore, Leigh E.	Corres. Clerk	1800	8-24-33
Iiliff, John William	Clerk	1620	8-17-33
Dorsett, Lottie L.	Steno.	1440	8-26-33
Swartz, Ethel M.	Steno.	1440	8-25-33
Harrell, Adelaide G.	Clerk	1260	8-29-33
Whidbee, Paul L.	Mimeo. Operator	1260	8-26-33
Boag, Melba L.	Stencil Cutter	1260	8-26-33
Breckenridge, Virginia	Stencil Cutter	1260	8-26-33
Davison, Ruth B.	Stencil Cutter	1260	8-26-33
Laws, J. Otis	Stencil Cutter	1260	8-26-33
Michelsen, Maxine M.	Stencil Cutter	1260	8-26-33
Norgren, Leona R.	Stencil Cutter	1260	8-26-33
Norton, W. F.	Stencil Cutter	1260	8-26-33
Pogorzelski, Josephine	Stencil Cutter	1260	8-26-33
Reardon, Dorothy M.	Stencil Cutter	1260	8-28-33
Dale, Eva L.	Steno.	1260	8-28-33
Lester, Mary S.	Steno.	1260	8-29-33
McKinnon, Leona V.	Steno.	1260	8-22-33
Green, Elizabeth C.	Steno.	1260	8-23-33
Scudder, Elsbeth Homan	Steno.	1260	8-29-33

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Sutton, Thelma	Steno.	\$1260	8-14-33
Rook, Marvin J.	Assem. Machine Opr.	1140	8-25-33
Sullivan, John L.	Mimeo. Opr.	1140	8-26-33
Gantt, Virginia C.	File Clk-Typist	1140	8-22-33
Kiatta, Dorothy S.	File Clk-Steno.	1140	8-25-33
Habicht, Lorena	Under Clerk	1140	8-21-33
Holloway, James G.	Jr. Clerk	960	8-26-33
Cummings, Thomas F.	Messenger	740	8-28-33
Dietrich, Cyril E.	Messenger	740	8-26-33
Garcia, Charles F.	Messenger	740	8-26-33
Hoover, A. H.	Messenger	740	8-26-33
Johnson, Selmer R.	Messenger	740	8-26-33
Ofenstein, Leo E.	Messenger	740	8-26-33
Spalding, Merrick W.	Messenger	740	8-26-33
Thompson, Charles W.	Messenger	740	8-28-33
Hayes, Laurence J. W.	Messenger	720	8-25-33
Newbold, William M.	Office Boy	720	8-29-33
McNulty, George A.	Asst. Counsel	5000	8-28-33
FitzGerald, Kenyon B.	Special Asst.	3460	8-24-33
Merrill, Mark	Asst. Dept. Adm.	3000	8-23-33
Judd, Maurice	Special Asst.	2600	8-28-33
Moore, Effie Lee	Secretary	2400	9-1-33
Hoffman, Margaret P.	Statistician	1800	8-21-33
McHugh, Anna L.	Princ. Clerk-Steno.	1800	8-28-33
Kasson, Coletta W.	Statis. Clerk	1560	8-11-33
Morris, Edwin B.	Multi. Operator	1440	8-2-33
Bowles, Florence M.	Steno.	1440	8-29-33
Colby, Alexandra M.	Jr. Clerk	1260	8-30-33
Cox, Lula A.	Jr. Clerk	1260	8-29-33
Harvey, Anna L.	Jr. Clerk	1260	8-30-33
Reiman, F. A.	Jr. Clerk	1260	8-30-33
Hamilton, Philip M.	Proof Reader	1260	8-26-33
Haley, William H.	Reader-Steno.	1260	8-18-33
Crosson, Marion E.	Steno.	1260	8-30-33
Fooshe, Pinckney S.	Mimeo. Opr.	1140	8-26-33
Helms, William H.	Mimeo. Opr.	1140	8-28-33
Magowan, Paul B.	Mimeo. Opr.	1140	8-28-33
O'Brien, Margaret M.	Telephone Opr.	1140	8-28-33
Brown, Wilbur J.	Under Clerk	1140	8-28-33
Harris, Pauline E.	Typist	1140	8-30-33
Bennett, Hugh	Messenger	960	8-26-33
Dossett, Rudolph	Messenger	740	8-26-33
Mosby, J. Davis	Messenger	740	8-26-33
Smith, Robert S.	Messenger	740	8-26-33
Williams, William H.	Messenger	740	8-26-33
Anderson, Warren D.	Messenger	720	8-23-33

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Young, A. Stuard	Special Asst.	\$4500	8-18-33 temp.
Long, Christopher S.	Special Assistant	4000	8-21-33 temp.
Palmer, D. H.	Special Assistant	4000	8-21-33 temp.
Conner, Carlton N.	Asst. Dept. Adm.	3600	8-21-33
Foster, Neal W.	Asst. Dept. Adm.	3600	8-23-33
Lynch, John T.	Asst. Dept. Adm.	3600	8-22-33
Plimpton, R. E.	Asst. Dept. Adm.	3600	8-22-33
Baxter, W. R. E.	Asst. Dept. Adm.	3500	8-23-33
Gardelpe, Fayette	Newspaper Reader	2400	8-28-33
White, Frank X.	Newspaper Clipper	1260	8-24-33
Harras, Paul A.	Mimeo. Operator	1260	8-24-33
Link, Robert K.	File Clerk	1140	8-28-33
McGeorge, Henry H.	Typist-File Clk.	1140	8-28-33
Almutt, Franklin D.	Messenger	960	8-29-33
Mathias, Marshall	Messenger	740	8-28-33
Hatton, Charlotte J.	Clerk	1260	8-21-33
Dolon, Don P.	Clerk	1260	8-21-33
Donaldson, Sanford G.	Jr. Clerk	1260	8-29-33
O'Rourke, Charles W.	Jr. Clerk	1260	8-29-33
Duke, Stancill Rees	Laborer	1080	8-25-33
Dingler, C. M.	Clerk & Checker	1020	8-28-33
Dorman, Harry J.	Messenger	720	8-22-33
Filley, Robert B.	Messenger	740	8-26-33
Greear, John F.	Messenger	740	8-26-33
Murray, F. W.	Corres. Clerk	1800	8-14-33