

Proceedings of
Meeting No. 4
of the
SPECIAL INDUSTRIAL RECOVERY BOARD

held in
The Conference Room, #5842
Department of Commerce
July 17, 1933
2:35 P.M.

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 E. 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 THE FOURTH MEETING

July 17, 1933

Hon. Daniel C. Roper, Chairman, Secretary of Commerce

Hon. Homer S. Cummings, Attorney General

Hon. Harold L. Ickes, Secretary of the Interior

Hon. Henry A. Wallace, Secretary of Agriculture

Hon. Frances Perkins, Secretary of Labor

Hon. Charles H. March, Chairman, Federal Trade Commission

Gen. Hugh S. Johnson, Administrator of the National Industrial Recovery Act

Hon. Harold M. Stephens, Assistant Attorney General

Hon. Rex Tugwell, Assistant Secretary of Agriculture

Hon. Turner Battle, Assistant Secretary of Labor

Hon. John Dickinson, Executive Secretary

Mr. E. W. Jensen, Assistant Secretary

Mr. B. P. Foote, Reporter

Proceedings of the Fourth Meeting
of the
SPECIAL INDUSTRIAL RECOVERY BOARD

July 17, 1933

3:35 P.M.

The minutes were approved, subject to a slight correction suggested by the Attorney General.

CHAIRMAN ROPER: I take it that it will be the pleasure of the Board to have inserted at this point the Executive Orders signed by the President relating to our work as of July 15. Are you acquainted with those Executive Orders, or do you wish to have them read?

ATTORNEY GENERAL CUMMINGS: Can you state what they are?

CHAIRMAN ROPER: It will not take long to have them read.

MR. JENSEN (reading the first Executive Order):

Pursuant to the authority vested in me by Title I of the National Industrial Recovery Act, approved June 16, 1933, and in supplement to my Executive Order of June 16, 1933, appointing Hugh S. Johnson to be the Administrator for Industrial Recovery under Title I of said Act, and appointing a Special Industrial Recovery Board, I hereby authorize the Administrator, subject to the general approval of the Special Industrial Recovery Board, to appoint the necessary personnel on a permanent basis, to fix their compensation, and to conduct such hearings and to exercise such other functions as are vested in me by Title I of said Act, except the approval of codes, or making of agreements, or issuance of licenses, or exercise of powers conferred in Section 3 (e), Section 6 (c), Section 8 (b), Section 9, and Section 10.

MR. JENSEN: The other six Executive Orders refer to the application of the cotton textile code to various related industries.

ATTORNEY GENERAL CUMMINGS: I think those should be in the record.

CHAIRMAN ROPER: Without objection, that will be done. (The other six Executive Orders follow.)

July 15, 1933.

EXECUTIVE ORDER

Pursuant to the authority vested in me by Title I of the National Industrial Recovery Act, approved June 16, 1933,

I hereby prescribe the following regulation, modifying any previous order inconsistent therewith:

Any code of fair competition approved by me shall be deemed in full force and effect on the effective date as stated in the code; but after the approval of a code and as an incident to the immediate enforcement thereof, hearings may be given by the Administrator or his designated representative to persons (hereby defined to include natural persons, partnerships, associations or corporations) who have not in person or by a representative participated in establishing or consenting to a code, but who are directly affected thereby, and who claim that applications of the code in particular instances are unjust to them and who apply for an exception to, or exemption from, or modification of the code. Such persons so applying, within ten days after the effective date of the code, shall be given an opportunity for a hearing and determination of the issues raised prior to incurring any liability to enforcement of the code, and the Administrator shall, if justice requires, stay the application of the code to all similarly affected pending a determination by me of the issues raised.

July 15, 1933.

EXECUTIVE ORDER

In supplement to an application filed for approval of a code of fair competition for the rayon weaving industry, the applicants have requested immediate approval of certain provisions, and after due consideration, acting under the provisions of the National Industrial Recovery Act, I agree with the applicants who have filed said code for the rayon weaving industry, that the provisions of section V, paragraphs A, B, D and E, which are identical with corresponding provisions in the Cotton Textile Code, approved by me July 9, 1933, should be made effective on July 17, 1933, which is the effective date of the Cotton Textile Code, and I hereby approve of said provisions of said code for the rayon weaving industry subject to the interpretation and conditions imposed by me on my approval of the corresponding provisions of said Cotton Textile Code, and subject further to such revision or modification as I may find proper after a hearing has been held on said code of fair competition for the rayon weaving industry, now set for July 25, 1933.

July 15, 1933

EXECUTIVE ORDER

In supplement to an application filed for approval of a Code of Fair Competition for the Throwing Industry, the applicants have requested immediate approval of certain provisions of said Code, with amendments thereto, and after due consideration, acting under the provisions of the National Industrial Recovery Act, I agree with the applicants who have filed said Code for the Throwing Industry that the provisions of Sections III, IV, V, IX which, as amended, are identical with corresponding provisions in the Cotton Textile Code, approved by me July 9, 1933, should be made effective as amended on July 17, 1933, which is the effective date of the Cotton Textile Code, and I therefore hereby approve of said provisions of said Code for the Throwing Industry, as amended, subject to the interpretations and conditions imposed by me on my approval of the corresponding provisions of said Cotton Textile Code and subject further to such revisions or modifications as I may find proper after a hearing has been held on said Code of Fair Competition for the Throwing Industry, now set for July 25, 1933.

July 15, 1933

EXECUTIVE ORDER

In supplement to an application filed for approval of a Code of Fair Competition for the Cotton Thread Industry, the applicants have requested immediate approval of certain provisions, and after due consideration, acting under the provisions of the National Industrial Recovery Act, I agree with the applicants who have filed said Code for the Cotton Thread Industry that the provisions of Title 2, Paragraphs 5 and 6 and the provisions of Title 3, paragraphs 4 and 5, which are identical with corresponding provisions in the Cotton Textile Code, approved by me July 9, 1933, should be made effective on July 17, 1933, which is the effective date of the Cotton Textile Code, and I therefore hereby approve of said provisions of said Code for the Cotton Thread Industry subject to the interpretations and conditions imposed by me on my approval of the corresponding provisions of said Cotton Textile Code and subject further to such provisions or modifications as I may find proper after a hearing has been held on said Code of Fair Competition for the Cotton Thread Industry.

July 15, 1933.

EXECUTIVE ORDER

Pursuant to the authority vested in me by Title I of the National Industrial Recovery Act, approved June 16, 1933, and pending action upon a Code of Fair Competition to be presented by the Silk Association of America.

I agree with the Committee representing the Broad Silk and Rayon Weavers Division, the Converters Division, the Special Fabrics Division, the Ribbon Division, and the Woven Label Division, of the Silk Association of America, that they shall be bound beginning July 17 by the provisions of the Cotton Textile Industry Code as set forth in the telegram, dated July 14, offering this agreement to the President of the United States, pursuant to Section 4 of the National Recovery Act, which telegram is signed by Henry E. Stehli, James C. Black, Paul C. Debry, Sol C. Moss, Ramsay Peugnet, George G. Sommaripa, and addressed to Mr. Nelson Slater, Deputy Administrator, Department of Commerce, Washington, D. C., with the express understanding that this agreement is subject to cancellation at any time without notice.

July 15, 1933

EXECUTIVE ORDER

A Code of Fair Competition for the Cotton Textile Industry has been heretofore approved by Order of the President dated July 9, 1933, on certain conditions set forth in such order. The applicants for said Code have now requested the withdrawal of condition 12 of said order providing for the termination of approval at the end of four months unless expressly renewed, have accepted certain other conditions, have proposed amendments to the Code to effectuate the intent of the remaining conditions, and have requested that final approval be given to the Code as so amended and on such conditions.

Pursuant to the authority vested in me by Title I of the National Industrial Recovery Act, approved June 16, 1933, on the report and recommendation of the Administrator and on consideration,

It is ordered that the condition heretofore imposed as to the termination of approval of the Code is now withdrawn and that the Code of Fair Competition for the Cotton Textile Industry is finally approved with the conditions so accepted and with the amendments so proposed, as set forth in Schedule A attached hereto.

CHAIRMAN ROPER: I believe it will be the pleasure of the Board to hear from the General on the progress that he has made, and any further statement he wishes to make to the Board with regard to the work.

GENERAL JOHNSON: I would prefer to wait until a little later, as there is a memorandum which I shall need but do not have here now.

CHAIRMAN ROPER: Very well, we will proceed. If you will permit me to skip about a little, we will drop down to Item 6, which relates to Comptroller General McCarl's ruling on salaries--that the 15% cut does not apply. Dr. Dickinson, will you please read this?

DR. DICKINSON (reading):

July 11, 1933

"The Honorable,
The Secretary of Commerce.

Sir:

Consideration has been given to your letter of July 10, 1933, as follows:

"At the third meeting of the Special Industrial Recovery Board this afternoon the question of the 15% salary cut was considered.

"The Board had previously passed a resolution wherein a maximum salary of \$6,000 was adopted. It has not been decided whether or not this should be considered as a base or net salary or if the 15% cut should be applied to the personnel in General Johnson's administrative force.

"In order that the payroll for the Administration may be made up promptly and payment made on July 15, it would be appreciated if you would render a decision as to whether or not the 15% cut should apply to the personnel of the National Industrial Recovery Administration."

Section 2, Title I, of the National Industrial Recovery Act, approved June 16, 1933, Public No. 67, provides, as follows:

"Sec. 2. (a) To effectuate the policy of this title, the President is hereby authorized to establish such agencies, to accept and utilize such voluntary and uncompensated services, to appoint, without regard to the provisions of the civil service laws, such officers and employees, and to utilize such Federal officers and employees, and, with the consent of the State, such State and local officers and employees, as he may find necessary, to prescribe their authorities, duties, responsibilities, and tenure, and, without regard to the Classification Act of 1923, as amended, to fix the compensation of any officers and employees so appointed.

"(b) The President may delegate any of his functions and powers under this title to such officers, agents, and employees as he may designate or appoint, and may establish an industrial planning and research agency to aid in carrying out his functions under this title."

It is understood the Special Industrial Recovery Board has been created by the President under authority of this statutory provision and that the Board has fixed a maximum salary rate of \$6,000 per annum for personnel employed or appointed by or under the Board.

The statute not only authorizes the appointment or employment of personnel, but also authorizes the use of existing Federal officers and employees.

As section 2, Title I, of the National Industrial Recovery Act, supra, specifically excepts officers and employees newly appointed or employed under the terms of the act, from civil service laws and the Classification Act of 1923, as amended, and authorize the President, and/or such officers, agents and employees to whom he may delegate such authority, to fix the compensation of the newly appointed or employed officers and employees, it follows that at the date of the approval of the act--June 16, 1933-- there was no existing law, schedule, Executive order, or departmental order by which the com-

compensation of such officers and employees could be determined. Accordingly, there is no basic compensation upon which to apply the percentage reduction established by the Executive order issued under section 3, Title II, of the act of March 20, 1933. See decisions of June 20, 1933, A-49565; June 28, 1933, A-49652; and July 6, 1933, A-49751. I have to advise, therefore, that the percentage reductions under Title II of the act of March 20, 1933, are not applicable to newly appointed or employed officers and employees of the National Industrial Recovery Administration.

However, any officer or employee of the Federal Government loaned, detailed, or assigned to duty with the National Industrial Recovery Administration, and whose compensation is at the time of such loaning, detail, or assignment subject to the percentage reduction in compensation under Title II of the act of March 20, 1933, will continue to be subject to such reduction even though he may be furloughed or granted leave without pay from his regular position for the period of such loaning, detail, or assignment. See decision of July 8, 1933, A-49756.

Respectfully,

(Signed) J. R. McCarl

Comptroller General
of the United States"

CHAIRMAN ROPER: You have heard the report. I presume it is your pleasure to have it embodied in the minutes for our information. Without objection, that will be done.

CHAIRMAN ROPER (to Dr. Dickinson): Read the opinion, if you will, of the Attorney General on the hiring of married people.

SECRETARY PERKINS: I would suggest that this be postponed until we have^{all}/had an opportunity to examine it, individually.

DR. DICKINSON: We can examine it now.

SECRETARY PERKINS: I would like to see it postponed another week.

CHAIRMAN ROPER: It is your suggestion that this report be copied and sent to each member of the Board?

SECRETARY PERKINS: Yes, so it can be taken up at the next meeting.

ATTORNEY GENERAL CUMMINGS: Why don't you merely receive it and place it on file as a part of the record, without acting on it?

SECRETARY PERKINS: My thought was to postpone having it appear in the minutes, to be quite frank.

CHAIRMAN ROPER: Without objection, the secretary will be asked to furnish each member of the Board a copy of that opinion.

ATTORNEY GENERAL CUMMINGS: Did you get the report I sent over with it? What have you that is now being treated in this cavalier fashion? (Laughter)

DR. DICKINSON: I have a letter from you--a short letter of a page and a half--embodying your opinion, and to that is attached a mass of photostatic material, being, apparently, a letter to the President under date of June 24, 1933, and signed by you, being, I suppose, a fuller brief of the law on this same subject.

ATTORNEY GENERAL CUMMINGS: Not exactly; the communication of June 24, 1933, was a formal opinion rendered to the President on this subject. The delay in publishing that opinion grew out

of the absence of the President, and sending the papers up to his camp in New Brunswick; then certain additional questions were raised here which led me to write the letter to Mr. Roper which you referred to, and I annexed a photostatic copy of the original opinion.

CHAIRMAN ROPER: Madam Secretary, may I call your attention to the fact that the newspaper people seem to have gotten knowledge that this question was to be considered, and they are expecting something to be done about it.

SECRETARY PERKINS: If you prefer, you may state that on my motion the consideration of the subject was continued for the examination of the opinion by members of the Board.

CHAIRMAN ROPER: Without objection, we will so state and so arrange.

General, are you ready now?

GENERAL JOHNSON: Yes.

CHAIRMAN ROPER: The next item, No. 3, is General Johnson's report on the major activities since the last meeting, including discussion of the temporary blanket code for all industries.

GENERAL JOHNSON: You all know the Cotton Textile Code goes into effect today. Right after it was approved, practically every related industry in the textile field came in at the end of the week and wanted to put into effect the provision covering hours and wages in respect to those other industries. The President sent for me to talk to him yesterday. I took those orders up with him. I don't want this Board to think I'm trying to run around them on any of these things. They were purely formal applications, pending a hearing on their code, that they be allowed to put into

effect the hours and wages of labor, and that accounts for six of those orders that were gotten out yesterday. One of them has to do with the whole rayon industry. We are taking out of the Cotton Code those provisions that apply to that code.

The first Executive Order that was read was with respect to the industrial administration. Under the terms of the original order signed by the President the authority was only for thirty days; this one simply makes it permanent. The particular language might seem to make it a definition of authority to regulate a lot of things the President did not intend to delegate.

When the Cotton Textile Code came in, it brought in the silk industry, the rayon industry, the throwing industry, and most of the related industries. Their codes have been submitted.

DR. DICKINSON: How about knit goods, General?

GENERAL JOHNSON: Apparently they will all be in very soon. Some are just making their final arrangements to come in. Some of the Codes that are in are Cotton Textile, Lumber, Ship Building, and Ship Repairing. We haven't yet set the date for the Iron and Steel Industry Code. In addition to that, there are other codes in the process of discussion with the organization down stairs. Forty codes have been received and there are 115 yet to come in, making a total of 155 codes. Of course that sounds very impressive, but it isn't so much so when it is understood that some of the others are the ice cream industry code, the chiropodists' code, and the toy balloon industry code; but I don't mean to be facetious.

CHARIMAN ROPER: Do we know how many employments are involved?

GENERAL JOHNSON: We think about a million. Of course that does not mean a million reemployments.

CHAIRMAN ROPER: That is very interesting.

GENERAL JOHNSON: With these little codes the question is to group them properly. I do not want to delay them unduly, but there should be about 103 main divisions that could be covered by 103 codes. There are 16 major industries, and grouping it as we see it, it runs about that way.

CHAIRMAN ROPER: How many of those 16 major industries have compiled codes?

GENERAL JOHNSON: About 8.

CHAIRMAN ROPER: About half of them.

GENERAL JOHNSON: That doesn't mean that everything is in for these 8. I don't know how far you want me to go. I will go as far as you want me to.

CHAIRMAN ROPER: We will leave that to you.

GENERAL JOHNSON: Of course the thing that is on everybody's mind--and as this development goes on the pressure becomes greater and greater--is the question of hours of employment and minimum wages. The cotton textile people--who really deserve a great deal of praise for coming forward before anybody else did, and taking whatever there was to take, while some of the others were hanging back--are almost demanding that we do something about it. I know the President is under some pressure. It is not a thing that can be arrived at hastily. We have been canvassing the subject with as many people as we could get in touch with who knew anything

about it; and we arrived at a plan which is not different from the plan we discussed, only in its application.

DR. DICKINSON: How long would it take to get the basic codes for these 8 major industries that have already filed a code?--have hearings been set for all of those?

GENERAL JOHNSON: No, and some are not in shape yet because not enough of the industry is in. It is impossible for me to say how long it will take. For instance, on the oil code--I have no idea how long that will take.

DR. DICKINSON: Has it been set for all 8?

GENERAL JOHNSON: No, not for the iron and steel industry.

DR. DICKINSON: There will be several hearings going on simultaneously toward the end of the week.

CHAIRMAN ROPER: May I advise that the Tariff Commission is tendering its hearing room.

GENERAL JOHNSON: I am very glad to have it, because we are going to have to use all the rooms we can get before we get through.

CHAIRMAN ROPER: Will it be of assistance to you to ask the secretary of this Board to make a canvass of the available rooms in town?

GENERAL JOHNSON: Yes, I think it would. We have been trying to find that out ourselves, but haven't got very far with it.

The plan, as it now stands, on making the drive is to do it under the agreement section of the National Industrial Recovery Act. It is very difficult to get the public to understand what we are trying to do. We have found that everything has to be stated in the simplest possible kind of language and repeated two

or three times in different fashion or it is subject to misinterpretations. It is not proposed to defer action on the codes; on the contrary, it is proposed to hasten them to the greatest possible extent. However, no matter how far we went with the codes of these great industries, the great field of reemployment is in the "white-collar" classes, and that involves trade, commerce, and practically every principal calling in the country; and we have had to wait for codes for that, which is the real field. This process is going to be very slow.

The thing we proposed here the other day was that a form of agreement that any employer of another man could sign with the President be made available for employers to sign, and then put on a regular drive to get those agreements signed. I do not believe there is any other method of imposing the so-called "blanket code." I think it has to be between the President and the employer. That process has to be sharply distinct from the code process. No matter what general agreement you arrive at, you will strike exceptions; so we must have a very prompt method for permitting exceptions to be made, and the only way to do that is by hearings by which every interested person has a chance to state his case and have his day in court.

If we are going to put anything of this kind into effect, I think we have got to fix a time--say September 1st, or something like that--by which time if the codes are not submitted, the President will begin to prescribe codes. If we are going to do anything of this kind, it has got to be done with an enormous publicity drive,

a drive that is very similar to the Red Cross drive; and for that purpose I have reported to the Board on two previous occasions that we have employed Mr. Horner to handle the publicity end of it, getting all the churches, lodges, and every place where two people meet, organized so that when the time comes to put it on the country will be saturated with the message we have to deliver, which is a very simple message, and is merely that people who shorten hours of labor and raise wages are the people who are helping to solve the unemployment and depression problem.

There are some very difficult problems in connection with it. We have pretty near got to get the labor people, especially the more active ones, to declare a truce on their active propaganda of a provocative nature. It is hard to do anything with employers while that is going on.

I neglected to say that side by side with this propaganda drive has to go a very complete mechanical set-up for the purpose of getting the agreements out to the people and getting them back and having them classified and answering questions. For that purpose Mr. Douglas has loaned Mr. Alvin Brown, who has done that kind of work. They are going ahead with the preparatory work on that as fast as they can.

I have to concede at the beginning that there is a great deal of gamble about the success of the drive. I believe it will succeed, but I cannot be in the position of saying how much good it will do or how far it will go. Anything on that would have to be of a very general nature. The plan is to send out the agreements, get them signed, and give those who do sign an insignia that they

can place on their doors, delivery wagons, etc., and carry as a part of the propaganda a request to support those who have that insignia. That is the plan discussed with the President yesterday, and he instructed me to go ahead with it as promptly as I could. As fast as we have anything that we can pass on, it will be submitted to this Board. I think I am going to ask for a special meeting tomorrow for that purpose.

DR. DICKINSON: These agreements will contain a provision about hours and a provision about wages?

GENERAL JOHNSON: That is right.

DR. DICKINSON: Is there to be a uniform number of hours right through?

GENERAL JOHNSON: I can go through the proposed agreement in its present form. First of all, it is to cover the period from August 1 to December 31, or until a code of fair competition has been set up. Next, there is an agreement not to employ any minor under 16 years of age, except that minors between 14 and 16 may be employed in such work as will not interfere with their school hours, not to exceed three hours. There are a lot of errand boys that there would be no harm in employing. There is also an agreement not to reduce the weekly pay below the minimum wage.

DR. DICKINSON: Is there a minimum in the agreement?

GENERAL JOHNSON: Yes, there is; it is different for different industries.

DR. DICKINSON: You are providing for an increase in wages?

GENERAL JOHNSON: That is right. Then on hours, not to work any accounting, clerical, banking, office, service, or sales employees in any store, office, department, establishment, or public utility, etc. more than 40 hours a week, and not to employ any factory or mechan-

ical worker or artisan in any factory or workshop more than a maximum week of 35 hours until December 31, 1933, but with a right to work a maximum week of 40 hours for any 6 weeks within this period; and not to employ any worker more than 8 hours in any 1 day. I may say that those sections as to hours and wages have been agreed to unanimously by our Industrial and Labor Advisory Boards.

DR. DICKINSON: The cotton code called for 40 hours, General.

GENERAL JOHNSON: Yes, that is right; as these people bring in exceptions you will find that some of the rules will have to be changed slightly.

In manufacturing, there is an agreement not to pay any employee less than 40 cents an hour. This is where the worst problem in the situation comes in, and that has to do with Negro labor in the South. We cannot go in and disrupt the Southern industries. If we set a rate of 40 cents an hour, it will wipe out the southern lumber industry; and we cannot make a distinction between white and colored labor. So here is the formula we devised on industry: Not to pay any employee of the class mentioned in paragraph 4 (manufacturing and mechanical) less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance. That is to prevent them from frustrating the plan by putting everybody on the piece rate. They are not to increase the price of any merchandise

sold after the date of the agreement over the price on July 1, 1933, by more than is made necessary by actual increase in production, replacement, or invoice cost of merchandise since July 1, 1933. That is a very necessary provision to put into effect very promptly. Our studies show that this country is on the verge of a vertical retail price rise of a very appalling nature.

SECRETARY PERKINS: How are the costs to be figured?

GENERAL JOHNSON: Everybody knows what their costs are.

DR. DICKINSON: There is no question of anybody violating these agreements?

GENERAL JOHNSON: I don't think so.

DR. DICKINSON: The agreement is not legally enforceable, is it?

GENERAL JOHNSON: No, there is no attempt here to invoke the penal sections of the law.

DR. DICKINSON: I don't think there is any penalty for violation of the agreement.

GENERAL JOHNSON: You can apply the licensing provision to enforce agreements.

DR. DICKINSON: If you go that far.

GENERAL JOHNSON: It is not the intent to apply the licensing feature.

DR. DICKINSON: That lends point to the question that the Secretary of Labor has just raised. You haven't any forum for the determination of such questions.

GENERAL JOHNSON: We have an agreement that he who asserts that some particular provision, because of peculiar circumstances, will create great and unavoidable hardship, may obtain the benefits of the agreement by signing it and putting it into effect and then, in a

petition approved by a representative trade association of his industry, or other representative commercial body, may apply for a stay of such provision pending a summary investigation by N.R.A., if he agrees in such application to abide by the decision of such investigation.

DR. DICKINSON: My point is, what obstacle would there be to a retailer or some fellow of that kind signing that agreement and then going ahead and putting his prices up?

GENERAL JOHNSON: There would immediately be a complaint. If the complaint were serious enough we would ask him what he was doing, and if he could not show that he was living up to the spirit of this Act, we could take his insignia away.

DR. DICKINSON: Would there be sufficient machinery to take care of complaints and things of that kind?

GENERAL JOHNSON: We are trying to set that up; yes.

CHAIRMAN ROPER: Is this the bulletin you mentioned the other day?

GENERAL JOHNSON: This is the agreement we would ask people to sign.

ATTORNEY GENERAL CUMMINGS: Why did you use the word "plain" intent?

GENERAL JOHNSON: I am perfectly willing to take it out.

ATTORNEY GENERAL CUMMINGS: I think it weakens it.

GENERAL JOHNSON: I think so, too.

CHAIRMAN ROPER: How do you intend to get this information out?

GENERAL JOHNSON: It is to be Bulletin No. 3.

CHAIRMAN ROPER: The General is simply giving us advance information

so we need not dwell longer on this feature unless you desire it.

DR. DICKINSON: I suggest, in view of this item down here about the use of the district offices, that the General go ahead and give us a picture of the way in which these agreements are to be broadcast and the other steps in the procedure which he has in mind.

JUDGE STEPHENS: How is the insignia to be used?

GENERAL JOHNSON: Would you rather take that up now, or wait until I can give you the whole plan?

DR. DICKINSON: My thought was that you might begin to educate us here, and then we could talk about the details against a larger background.

SECRETARY ICKES: Mr. Chairman, couldn't that be deferred?

CHAIRMAN ROPER: Without the Board objects, we will postpone this until the General is in a position to take it up more fully.

GENERAL JOHNSON: I can answer that question so you can be thinking. The plan is this: Through the post offices they are delivered to every employer of labor, with a return envelope. The agreement is delivered about the time this drive becomes intense. Each employer is asked to sign that agreement and return the envelope to the district office of the Department of Commerce. The purpose is that when we actually put this thing into effect, if we find, on analysis, the number of agreements signed does not represent a substantial majority--more than a majority, practically unanimity--of competing industries, we should not go forward with it. Unless we have pretty general success, I would feel like calling it off.

DR. DICKINSON: What would be the effect of calling it off?

GENERAL JOHNSON: I do not think we will have to call it off; but I am reserving that much leeway.

DR. DICKINSON: We would have to call it off under those circumstances.

GENERAL JOHNSON: Yes, but not as to everything. I want to get the information. We are arranging, therefore, to ask the district offices of the Department of Commerce to help for the purpose of getting these things in, and there promptly tabulating and segregating them; and in this bulletin there is being set up a noncompensated board

of competent people to handle it. That is going to be necessary in the execution of this Act. We must have a board of competent people in each of those districts. I think we are also going to need state boards.

CHAIRMAN ROPER: Can you give us some idea as to the type of people that will be needed, and the number? If you can give us advance notice, we can perhaps compile a list.

GENERAL JOHNSON: You will have quite a little committee of seven members, prominent in manufacture, retail, wholesale, banking, farming, labor and social service who are willing to volunteer their services.

SECRETARY ICKES: I Have a suggestion to make: I wonder if we would not save time and accomplish the same results if we set up a little executive committee on executive details, leaving just general principles to be considered by the whole Board here. Generally speaking, when it comes to carrying out details, I am willing to leave that to the executive committee. I make a motion to that effect.

The motion was seconded.

CHAIRMAN ROPER: It has been moved and seconded that we have a committee to cooperate with General Johnson in working out the details, such executive committee to report at the following meeting for approval of its actions. Is there any discussion of that? If not, all in favor say "Aye". It is so ordered. General, I suppose you have worked out the probable cost?

GENERAL JOHNSON: Yes, it will probably cost about \$120,000 to put this over.

CHAIRMAN ROPER: You mean the cost to our district offices?

GENERAL JOHNSON: No, I mean the total cost. We have to get estimates.

I am somewhat guessing, but I do not think it will be in excess of that.

CHAIRMAN ROPER: Are there any questions you would like to ask, or suggestions to be submitted?

DR. DICKINSON: Might I say that the question of the printing raises a matter that was discussed, I believe, by the Chairman and General Johnson. I think it is a matter of general policy that affects other questions, and is therefore under the motion of the Secretary of the Interior and is a matter for the Board rather than the executive committee.

Dr. Dickinson then read the following memorandum:

July 17, 1933.

"Keeping in mind our accountability to the Congress through investigation and otherwise, every effort should be made to safeguard against extravagance and waste. The best procedure through which to safeguard in this respect is to secure at least two bids on all contracts involving expenditure of money under the National Industrial Recovery Act. This will conform to well established procedure in the Government. Many of the most important supply firms as related to envelopes and general printing are already in some contractual relationship to the Public Printer and we should therefore secure for General Johnson the cooperation of the Joint Committee of the Congress on Printing, so as to expedite all printing matter and envelope requirements.

Under a specific law of Congress, the Post Office Department makes annual contracts for all envelopes used by the entire Government service. The agencies used by the Government through the Post Office Department for this purpose are prepared to expedite the delivery of envelopes in large quantities. Indeed, these are almost the only concerns in the country equipped to do this work promptly. If the Recovery Administration were to undertake to contract independently for the printing of envelopes, they would almost inevitably have to deal with the same contractors by whom the work would be done through the Post Office Department and thus there would be no savings in time or avoidance of delay. Furthermore, we might be in

a very ridiculous position upon investigation to find that the same people through whom we have contracted for delivery of envelopes to the Government generally had delivered envelopes to the National Industrial Recovery Administration at a higher price. This can be done through the cooperation of the Department of Commerce and the Joint Committee on Printing without delay.

When, however, it becomes necessary to go outside the Government Printing Office for the filling of any contract for the National Recovery Administration, at least two bids should be secured, even if the telephone had to be used to secure such by way of protecting the Administration.

In covering the country with a distribution of the materials or envelopes, a staggered plan might be used by which the first envelopes with the enclosures would be sent to the Pacific Coast and from time to time as the supply comes in work eastward across the country."

CHAIRMAN ROPER: That is just a suggestion which we will have recorded in the minutes.

GENERAL JOHNSON: How are you and Sachs getting along on that?

DR. DICKINSON: I have been waiting to hear from him. I have seen this report but I did not know whether we were ready to act on it or not.

GENERAL JOHNSON: There is a definite recommendation as to the retention of some people who might otherwise be let go.

DR. DICKINSON: If that is Dr. Sachs' recommendation I would be ready to support it.

CHAIRMAN ROPER: Why not read it?

DR. DICKINSON then read the following memorandum:

July 14, 1933

"From: Dr. Sachs
To: General Johnson
Subject: On urgency of preserving primary statistical services in certain bureaus in the Department of Commerce which are about to be discontinued or curtailed this month.

In connection with the discontinuance or drastic curtailment of certain primary statistical services hitherto carried on by the Department of Commerce in various bureaus, I hereby recommend that the National Recovery Administration make available a fund of seventy-seven thousand (\$77,000) dollars to continue those services until December 31, 1933.

My recommendation is based upon a study made by a subcommittee of the recently formed Central Statistical Board under the National Recovery Administration to coordinate the various governmental statistical activities. This committee consisted of Professors Stuart Rice, President of the American Statistical Association, presently assistant director of the Bureau of the Census, Meredith Givens, one of the secretaries of the Social Science Research Council which has made available the funds for the investigation of government statistics at the instance of the Secretary of Commerce and Secretary of Labor, and Dr. F. G. Tryon, of the Bureau of Mines. Their report, attached hereto, explains the needs for the grant of twenty-eight thousand (\$28,000) dollars for certain industrial reports of the Bureau of the Census, twenty-six thousand (\$26,000) dollars for current industrial reports in the Bureau of Mines, and twenty-two thousand (\$22,000) dollars for the monthly customs statistics.

While I have instructed this committee to continue this investigation and have available within the next month or two the detailed recommendations as to such changes, reductions or increases in the activities of these Bureaus deemed advisable, it would be detrimental to the efficiency involved in the staffs retained if the tenure of office were limited to a few months.

In sum, to avert unfortunate and perhaps irreparable breaks in the continuity of services which are essential for administering the industrial program, I respectfully urge the immediate grant by the National Recovery Administration of seventy-seven thousand (\$77,000) dollars estimated as requisite."

CHAIRMAN ROPER: What is your pleasure about this report?

DIRECTOR DOUGLAS: That is to be given to the existing agencies?

CHAIRMAN ROPER: Yes.

DR. DICKINSON: I might say in that connection, that this matter has been worked out by the statisticians with Dr. Sachs representing the statistical unit of General Johnson's organization and that there were two possibilities open at the time, either to permit Dr. Sachs to take over and continue with his own organization the work which had hitherto been performed by the governmental statistical units and which was being abandoned by them, or, as seemed preferable, to have that work go on under the units which were already performing it which were in contact with the sources of information and which would presumably in the future have to take it up again after the period of drastic economy had gone by. The question was simply whether we would build up a new unit to take this work over or whether we would have this work continue to be performed through existing units at the expense of the Industrial Recovery Administration for whose benefit Dr. Sachs seemed to think it was essential -- that was the alternative.

DIRECTOR DOUGLAS: You concluded that it would be better to have this work done by existing agencies?

DR. DICKINSON: That was the opinion of the statisticians who were familiar with it. Perhaps the Secretary of Labor who has been in contact with that situation possibly more closely than I have, would be able to explain the matter.

SECRETARY PERKINS: The report as I received it was to the effect that rather than build up a new statistical organization there would be greater economy as well as greater understanding in the future if such coordinated statistical activities were

carried on under General Johnson's Administration but by the agencies which had collected the statistics in the past. The Bureau of Labor Statistics, if abandoned, would have to be duplicated by General Johnson's organization. The same is true of information which was formerly collected by the Customs, by the Federal Reserve Bank, Federal Trade and the great variety of agencies. It is true that one of the items of bad economy which all of us have observed has been the fact that these statistical programs have not been coordinated in the past. There is now the disposition to bring them together and coordinate their activities so that there is no overlapping. It was thought these existing agencies, having contact with the field by which they gathered the information with the minimum of trouble and misunderstanding, could more quickly and accurately get the information needed. I think it is a very sound proposal and that it has to be done that way if we are not to duplicate the work.

DIRECTOR DOUGLAS: I am sorry to have precipitated this prolonged discussion. I had in mind more than the coordination of all the various agencies but possibly the consolidation of a good many of them. I am not convinced in my own mind that it is not perfectly feasible and more economical, and more efficient to have a central statistical agency for the entire Government.

DR. DICKINSON: The plan being prepared by this committee that has been supplied by the Statistical Association looks rather directly towards that, as steps are being taken, I believe, through this committee of representatives of the different agencies with which Dr. Sachs has surrounded himself. That calls for the establishment of an agency which will pre-

pare all the schedules for example, for all the statistical services of the Government. They will be prepared through one agency. And it calls also ultimately for a single tabulating unit. Those are the two functions that can be consolidated. Of course you cannot consolidate so much the planning of what statistics you want; but the idea is that when an agency decides it wants a particular kind of statistics it will pass its schedule through the central organization in very much the way a bill is passed through the drafting office up at Congress. Of course we cannot get there in one leap, but this is a step towards that result.

DR. DOUGLAS: But is it? It seems to me it more and more firmly entrenches existing agencies.

DR. DICKINSON: Those existing agencies will undoubtedly have to continue to function. I do not think you can just take all the statistical agencies of the Government and make one agency out of them. You can unify those functions, namely, the mechanical preparation and distribution of schedules. This scheme does not interfere with that.

CHAIRMAN ROPER: I have very definitely in mind the objection of the Director of the Budget.

DIRECTOR DOUGLAS: With reference to the \$77,000, as far as I am concerned you can have that.

CHAIRMAN ROPER: The Chair will hear a motion with regard to this report of the sub-committee.

COMMISSIONER MARCH: I move it be accepted and approved.

SECRETARY WALLACE: I second the motion.

CHAIRMAN ROPER: Without further objection then we will ---

DIRECTOR DOUGLAS: Excuse me Mr. Secretary, I think it would be much better to increase the appropriations for these statistical expenses rather than to take it out of the Industrial Recovery Administration.

SECRETARY ICKES: And save on our overhead here.

DIRECTOR DOUGLAS: It would not make a particle of difference where the money comes from. I think the Industrial Recovery Administration ought to employ these people themselves and pay them themselves.

GENERAL JOHNSON: I do not want to be a party to increasing the budget expense.

DIRECTOR DOUGLAS: I know you don't, General, but I think if the money is made available to the existing agencies you have a very complicated situation which you will never be able to unravel, whereas if the Industrial Recovery Administration employs them and stations them wherever the Industrial Recovery Administration wants them, the situation will be much better.

DR. DICKINSON: Might that not create some complexity to have 10 of them on the Recovery Administration and the other 15 on the Census payroll, for instance?

SECRETARY ICKES: I wish to move a substitute motion that the matter be referred, with power to act, to a committee consisting of the Secretary of Commerce, General Johnson, and the Director of the Budget.

ATTORNEY GENERAL CUMMINGS: I second the substitute motion.

CHAIRMAN ROPER: All in favor of the substitute make it known by

saying "Aye". The substitute motion is carried.

The next question relates to the printing of the insignia.

I presume that you are agreeable to the policy which the Secretary has read.

SECRETARY ICKES: I move that we adopt the policy in principle and that the matter be referred to the executive committee with power to act. Seconded by the Attorney General. Carried.

CHAIRMAN ROPER: Now we come to General Johnson's report on Mr. Richberg's salary.

GENERAL JOHNSON: I do not think that I can get Mr. Richberg for less than \$12,000.

SECRETARY PERKINS: I move that General Johnson be empowered to agree with him on that amount.

GENERAL JOHNSON: That is the only one of that kind I will present.

ATTORNEY GENERAL CUMMINGS: Would you like to have that done?

GENERAL JOHNSON: Yes, I would.

ATTORNEY GENERAL CUMMINGS: I second the motion.

CHAIRMAN ROPER: All in favor of this make it known by saying "Aye."

It is passed.

Next is the approval of the Chairman's action in approving the appointment of 174 persons already appointed by General Johnson. The salaries are relatively small and come within the budget we have approved.

SECRETARY ICKES: I move that we approve of this.

Following is the memorandum and the list which accompanied it:

July 14, 1933.

Memorandum for Secretary Roper

The attached list includes the 60 executives and the necessary stenographers and clerical help authorized by board action at the first meeting. It also includes the 20 people whose appointments you approved individually, recently.

My thought in giving you a complete record of all personnel and including the ones previously authorized, was so that we here in the Administration, and the Board also, might have a complete record of all appointments.

Arrangements have been made to make the appointments of the members of the various Advisory Boards, as well as those who will be hired under the provisions as "technical assistants" on a special form. These have not been included on the list which I am submitting for approval at this time.

The salaries have been completely revised, and in all cases the 15% reduction has been compensated.

It will be greatly appreciated if you would approve this today so that I may have my necessary authorization to pay this personnel tomorrow.

Very truly yours,

Bradish J. Carroll, Jr.,
Chief Clerk,
National Recovery Administration

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NATIONAL RECOVERY ADMINISTRATION

PERSONNEL JOURNAL

<u>Name.</u>	<u>Salary.</u>	<u>Position.</u>	<u>Effective.</u>
Horner, Charles F.	\$8500.	Deputy Adm.	7-1-33
McGrady, Edward F.	8500.	" "	6-16-33
Johnson, Hugh S.	6000	Administrator	6-16-33
Allen, W. L.	6000	Deputy Adm.	6-16-33
Cates, Dudley	6000	Deputy Adm.	6-16-33
Howard, Earle D.	6000	" "	6-16-33
Muir, Malcolm	6000	" "	7-1-33
Simpson, K. M.	6000	" "	6-16-33
Slater, Nelson	6000	" "	6-16-33
Whiteside, A. D.	6000	" "	6-16-33
Wolman, Leo	6000	" "	6-16-33
Kemp, Philip C.	6000	Asst. to Depu. Adm.	7-5-33
Williams, C. C.	6000	Deputy	6-16-33
Sharp, Malcolm P.	6000	Asst. Counsel	6-16-33
Smith, Blackwell	6000	" "	7-11-33
Stockdale, E. C.	6000	Prin. Adm. Officer	6-16-33
Long, Boaz	6000	Chief Pub. Rela.	6-16-33
Collins, Linton M.	6000	Personnel Dir.	6-16-33
Robinson, Frances M.	5000	Asst. to Adm.	6-16-33
Stevens, Robert T.	5000	Asst. Dept. Adm.	7-1-33
MacNamee, W. Bruce	5000	Asst. Dir. Pub. Rel.	6-16-33
Paddock, R. B.	5000	Sr. Adm. Officer	6-20-33
Power, John W.	5000	Chief Adm. Div.	6-16-33
Lawson, William V.	5000	Pub. Director	6-16-33
Berquist, F. E.	4600	Economist	7-1-33
Court, Andrew T.	4600	Statistician	6-24-33
Nugent, Richard H.	4200	Prin. Acct.	6-24-33
Straus, Robert K.	5000	Asst. Adm.	6-16-33
Moore, John D.	5000	Statistician	6-19-33
Posner, Stanley I.	4600	Sr. Statistician	7-1-33
Riggleman, John	4400	Sr. "	7-10-33
Sasuly, Max	4400	Statistician	7-1-33
Ludlum, H. B.	4000.	Asst. to Dep.	6-26-33
Murray, B.W.	4000.	" " "	6-23-33
Gardiner, Glenn	4000.	" " "	6-27-33
Jensen, E. Willard	4000.	Asst. Sec'y. to Ind. Bd.	6-16-33
Blankenhorn, Heber	4000.	Asst. Dr. of Pub. Rel.	6-16-33
McGoodwin, Preston	4000.	" " " " "	6-21-33
Galloway, George	4000.	Asso. Statistician	6-16-33
Eliel, Paul	4000.	Asst. to Dep.	6-16-33
Conkling, Roscoe S.	4000.	Asst. Deputy	6-16-33
Wilson, Lester G.	4000.	Adm. Officer	6-16-33
Leong, Y.S.	3800.	Asso. Statistician	6-16-33
Von Huhn, Randolph	3700.	Asst. Statistician	6-23-33
Carroll, Bradish J., Jr.	4000.	Prin. Adm. Officer	6-16-33
Dalberg, E. W.	3600.	Adm. Officer	6-16-33
Dickinson, A. B.	3600.	Adm. Officer	6-16-33
Kosoris, Max	3600.	Statistician	7-10-33
Kelley, Lucy L.	3000.	Asst. Counsel	7-12-33

<u>Name.</u>	<u>Salary.</u>	<u>Position.</u>	<u>Effective.</u>
Jones, Eleanor I.	\$3000.	Adm. Officer	6-16-33
Brown, Frank W.	3000.	Asst. Adm. Officer	6-16-33
Lord, Frank D.	3000.	Asst. Editor	6-21-33
Sladdin, Spencer	3000.	" "	6-16-33
Shinnick, H. A.	3000.	Sr. Exh. & Pub. Asst.	6-16-33
Robinson, Frederick F.	3000.	Statistician	7-5-33
Callahan, A. M.	2800.	Prin. Clk. Steno.	6-16-33
Koehler, Hilda	2800.	" " "	6-16-33
Tighe, Marian	2800.	" " "	6-16-33
Walters, Allyn A.	2400.	Pub. & Contact Rep.	6-23-33
Taylor, Willis	2400.	Jr. Adm. Asst.	6-20-33
Keresey, Paul T.	2400.	Prin. Cores. Clk.	6-29-33
Dame, Lester S.	2400.	Prin. Clk. Steno.	6-16-33
Boyd, Helen	2400.	" " "	6-16-33
Coles, Marshall	2400.	" " "	6-16-33
Foote, Bernard P.	2400.	" " "	7-1-33
Seccombe, Mary F.	2400.	" " "	6-16-33
Yanney, Ruth	2400.	" " "	6-22-33
Young, Mary R.	2400.	" " "	6-16-33
Richards, Earl M.	2400.	Sr. Corres. Clk.	6-28-33
Deeney, Shirley B.	2400.	Clerk Steno.	6-16-33
Stabler, Margaret S.	2400.	" "	6-26-33
Young, Della	2400.	Secretary	7-1-33
Tabor, John T.	2100.	Asst. to Dep. Adm.	7-3-33
Coffin, Edna S.	2100.	Jr. Statistician	6-19-33
Robertson, Kathryn	2100.	" "	6-16-33
Knott, Grace W.	2100.	Prin. Clk. Steno.	7-1-33
Smither, Frances	2100.	" " "	6-23-33
Grabill, Elta S.	2100.	Prin. Clk.	6-16-33
Luca, Jeanne de.	2100.	Secretary	7-3-33
Christgau, Muriel D.	1800.	Prin. Clk. Steno.	6-16-33
Code, Grant Marian	1800.	" " "	6-16-33
Twiss, Norma C.	1800.	Prin. Steno.	6-23-33
Coates, Edna	1800.	Sr. Clk. Steno.	6-26-33
Allen, Dorothy B.	1800.	Clk. Steno.	6-23-33
Doyle, Rose M.	1800.	" "	6-23-33
Elliott, Helen L.	1800.	" "	6-23-33
Johnson, Kathryn	1800.	" "	6-16-33
Newman, Lottie M.	1800.	" "	6-23-33
Ross, Nora H.	1800.	" "	6-23-33
Slater, Alice C.	1800.	" "	6-16-33
Ward, Katie Prince	1800.	" "	7-6-33
Moore, Lyman M.	1800.	Clerk	6-23-33
Sterling, Edward R.	1800.	"	7-10-33
Flatequal, Arthur M.	1800.	Secretarial Clerk	7-1-33
Koons, Edna M.	1800.	Secretary	7-11-33
McQuarrie, Ruby	1800.	"	7-1-33
Wade, Gladine	1800.	"	7-10-33
Wolfe, Mary C.	1800.	"	7-7-33
Stevens, Olivia B.	1800.	Stenographer	7-5-33
Durham, C. J. S.	1800.	Proof Reader	7-6-33
Adams, Brenda Briggs	1680.	Asst. Clerk	6-27-33
Reinohl, Edna M.	1680.	Clerk	6-16-33

<u>Name.</u>	<u>Salary.</u>	<u>Position.</u>	<u>Effective.</u>
Bass, Sampson H.	\$1680.	Clerk	6-30-33
Burns, Philip J.	1680.	"	6-30-33
Campbell, Howard	1680.	"	7-7-33
Taylor, Jon I.	1680.	"	6-26-33
Cox, Sybil W.	1680.	Jr. Clk. Steno.	6-16-33
DuVal, Elsie	1680.	Clk. Steno.	6-23-33
McLaughlin, Gertrude	1680.	Steno. Typist	7-7-33
Knudson, James K.	1680.	Dictaphone Opr.	7-11-33
Henson, E.C.	1680.	Chauf. To Gen. Johnson	7-1-33
Caine, Dixie Jane	1620.	Stenographer	6-29-33
Barber, Elsie L.	1600.	Sr. Typist	6-24-33
Davis, Mary E.	1560.	Clerk	6-27-33
McDonald, Myrtle E.	1560.	"	6-26-33
Shea, Louise B.	1560.	Jr. Steno.	7-1-33
Redman, Gladys A.	1500.	Typist	7-1-33
Hunter, John M. Jr.	1500.	Asst. Clerk	6-16-33
Davis, Florence E.	1500.	Clerk	7-7-33
Flourney, Josiah A.	1500.	"	6-23-33
Lisk, Robert C.	1500.	Under Clk.	6-16-33
Harfield, Nancy L.	1440.	Clerk	6-26-33
Harrell, Ivey O.	1440.	"	7-7-33
Horton, Helen	1440.	Clerical Asst.	7-8-33
Bibb, Dorothy C.	1440.	Jr. Steno.	6-29-33
Corbett, Allen	1440.	" " " "	7-11-33
Florer, E. J.	1440.	Stenographer	7-10-33
Eidson, B. May	1440.	Typist	6-26-33
Jones, Verna M.	1440.	"	6-29-33
McCabe, Ethel G.	1440.	"	6-26-33
Poston, Lillian H.	1440.	"	7-7-33
Carl, Elden R.	1440.	Under Clk.	6-24-33
Wenzel, Joseph A.	1260.	" "	6-23-33
Osborn, Jettie	1440.	Clerk Typist	7-5-33
McQuillan, Alfred	1440.	Clerk-Messenger	7-10-33
Mindling, Gertrude J.	1440.	Dictaphone Opr.	7-11-33
Talbot, Edna B.	1440.	" "	7-11-33
Roach, William N.	1440.	Mimeograph Opr.	7-8-33
Hancock, Nancy	1380.	Asst. Clerk	6-16-33
Leonard, Bernice H.	1380.	" "	6-23-33
Conkay, John G.	1320.	" "	6-16-33
Wrenn, Herbert A.	1320.	" "	6-16-33
Buzzard, William D.	1260.	Under Clerk	7-6-33
Painter, Janet	1260.	Clk-Typist(Temporary)	7-5-33
Winkle, Helen A.	1260.	" " "	7-5-33
Stafford, Leah C.	1260.	Typist (Temporary)	7-6-33
Kingsland, Lillian P.	1260.	Clerk "	7-6-33
Adams, Maude	1260.	Under Clerk	6-16-33
Ball, Robert B.	1260.	Under Clerk	6-16-33
Cramer, Emily	1260.	" "	6-16-33
Inman, E. E.	1260.	" "	6-16-33
Karmel, Jack	1260.	" "	6-16-33
Newman, Stanley	1260.	" "	6-23-33
Rains, Floyd A.	1260.	" "	6-26-33

<u>Names.</u>	<u>Salary.</u>	<u>Position.</u>	<u>Effective.</u>
Rightsell, C. Everett	\$1260.	Under Clerk	6-23-33
Thompson, William A.	1260.	" "	6-22-33
Walden, Octavia V.	1260.	" "	6-16-33
Williams, Irene	1260.	" "	6-26-33
Greene, Leonard	1080.	" "	6-23-33
Brannon, Paul D.	1080.	" "	6-29-33
Dove, Robert	840.	Messenger	7-11-33
Hoidale, Sherwood	840.	"	7-10-33
Key, Francis Scott	840.	"	7-10-33
Loyd, Lafe W.	840.	"	6-29-33
Potter, Donald V.	840.	"	7-10-33
Taylor, Harry	840.	"	6-30-33
Dotterer, Charles	720.	"	6-21-33
Fissell, Harry F.	720.	"	6-16-33
Gillespie, Harry W.	720.	"	6-16-33
Hoffman, Christopher P.	720.	"	6-16-33
Kondur, Nick	720.	"	6-26-33
McGuckin, Charles E.	720.	"	6-27-33
Tucker, Edward Bobo	720.	"	6-28-33
	<u>\$453,580.00</u>		

APPROVED

Daniel C. Roper, Chairman
Special Industrial Recovery Board.

Hugh S. Johnson
Administrator.

CHAIRMAN ROPER: The next item, No. 9, pertains to the approval of the stretch-out committee.

GENERAL JOHNSON: That is just to be included in the minutes.

CHAIRMAN ROPER: It is a group of specialists who have been employed at the rate of \$25 per day, expiring July 15, not to exceed a 30 day period. Without objection this will be put into the minutes carrying your approval.

The names of the members of the special committee to study the stretch-out system are as follows: Robert W. Bruere, George L. Berry, B. E. Geer, with Leslie L. Frey, and Geoffrey P. Brown as consulting engineers.

CHAIRMAN ROPER: I thought the Board might be interested to know that the present payroll at the annual rate amounts to \$453,580. That makes the average salary thus far approximately \$2,600 a year. / It compares favorably with the \$2,000 average

salary of the Department of Commerce. If we are investigated it seems to me that would be a safeguard.

CHAIRMAN ROPER: We will now stand adjourned until the special meeting tomorrow afternoon immediately following the Cabinet meeting.

Meeting adjourned at 3:45.