

Proceedings of Meeting No. 10
of the
SPECIAL INDUSTRIAL RECOVERY BOARD

held in
The Conference Room, No. 5842
Department of Commerce
August 21, 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
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4. Hon. Harold L. Ickes
5. Hon. Henry A. Wallace
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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. 10

August 21, 1933

Hon. Honor S. Cummings, Attorney General, Chairman

Hon. Harold L. Ickes, Secretary of the Interior

Hon. Henry A. Wallace, Secretary of Agriculture

Gen. Hugh S. Johnson, Administrator

Hon. Charles H. March, Chairman Federal Trade Commission

Hon. Turner Battle, Assistant Secretary of Labor

Hon. Alvin Brown, representing Director Douglas

Miss Frances Robinson, Assistant to General Johnson

Mr. C. H. Weston, representing Judge Stephens

Mr. E. W. Jensen, Assistant Secretary

Mr. B. P. Foote, Reporter

Proceedings of Meeting No. 10

of the

SPECIAL INDUSTRIAL RECOVERY BOARD

August 21, 1933

In the absence of Chairman Roper, Attorney General Cummings called the meeting to order at 2:34 P. M.

GENERAL JOHNSON: We are right in the midst of this coal matter and I would like to get away as quickly as I can.

ATTORNEY GENERAL CUMMINGS: You will find no resistance here to that.

SECRETARY ICKES: I move the minutes of the last meeting be approved.

CHAIRMAN CUMMINGS: Are there any objections or comments? If not, it is so ordered.

Well, General, the first thing on the agenda as usual has to do with the report from you, sir.

GENERAL JOHNSON: I do not have much time to prepare formal reports, but we reached an agreement with the steel people. While it was not altogether satisfactory, the main thing, I think, is to get these people under the code, especially steel, because lots of people are hanging back. I think the steel people gave up perhaps more than they knew. They agreed to the 8-hour day. We figured that applying that to their conditions it means a 35-hour week. Of course, they kept a 12-hour day until after the war and then when they came to the 10-hour day it was a great concession. We did not get any concession in rates. We did not have very good economic support for that after they had made

their showing. The main thing is we got them under a code. We think the provisions of the code on price control and cutting out chiseling are extremely dangerous. But we put it on a 90-day basis with the government in close control. I think they are very anxious to go ahead and work that out. It is just an experiment. The point is to be careful in selecting the people to go on there.

SECRETARY ICKES: Has the President signed the code as submitted to him?

GENERAL JOHNSON: Yes, he has.

The petroleum industry was another very difficult one. They were probably less divided and farther from any representation. In fact, we had to devise means to get representation by calling from the floor of their hearing. We finally got one side, which claims that they represent 90 per cent of the industry, and another side which claims to represent 60 per cent of the industry, or 150 per cent; but one was speaking from the standpoint of members and the other from production. I regard the situation as extremely dangerous and it contains many unsolved problems. The code is not satisfactory, but we accepted it subject to modification by the President and a Board that he will set up.

COMMISSIONER MARCH: Has the President signed the code yet?

GENERAL JOHNSON: Yes, he signed it.

The other was the Lumber Code, and there is the same danger about that; but that also is to be set up under government supervision, and we are to watch it for a time.

The important thing is to get these people under a code. If we do not get them under a code or an agreement, the law does

not speak at all. We have gone to extreme measures to get them under it in some cases, either by agreement or in these great segments coming in. I think we are over the hill, at least in knowing that we are going to have substantially all American industry under agreements. What is going to result from that I do not know. I do not think anybody can tell. I think we would be very unwise to make any rash statements about results. We are very careful not to make any. They just put those words in the mouths of people.

The difficulty that we are now confronted with and about which the President is terrifically concerned in the coal industry is this--that both the employers and employees misrepresent this law to their men. John Lewis conceived the idea it was his golden opportunity to get that industry organized, and did not use sufficient restraint in controlling his own organizers, and they made the men think they were going to get a 6-hour day and a dollar an hour and all sorts of things. The whole labor situation in that industry is seething with unrest and anything may happen.

Then, of course, comes the question of imposing the code. This morning the developments were such that, except for the Illinois situation which is a very bad one, the people with whom we are dealing--the operators--claimed to have plenary authority to arrive at an agreement. In my opinion there is not any agreement that is at all within reason that will satisfy those miners, because they have been led to expect things that could not be given. The coal industry has been invaded by the competition of hydro-electrical power and petroleum and gas. Then there have

been tremendous advances in the way of getting more power out of a ton of coal than anybody ever dreamed you could get before, and that process is going on rapidly. The situation is complex, basic and very, very dangerous. We have about come to the conclusion that the strength of any agreement we may reach will not lie in the concessions or rates or hours that we arrive at, because satisfactory rates and hours will not be possible under any circumstances. But what we are driving for now is the setting up of a universal mechanism, to which both interests shall agree, for the settlement of whatever difficulties arise by using some other means than strikes on the one hand, or lock-outs on the other. If we cannot get that, I think anything may happen in the coal industry within the next ten days. Very great changes have occurred within the past few days. The President had the operators in and waltzed all over them, up one side and down the other, and that softened them up a little. The majority of the men, about 70 per cent of them, in the non-union fields have signed with John Lewis. They didn't have the money to pay initiation fees, but they are practically unionized. Alongside of the union organization, however, is a very powerful Communistic organization. They, of course, are working with the unions. When there was danger a couple of weeks ago of the entire bituminous coal fields being shut down, we made an agreement settling temporarily that strike and referring disputed points to a board here in Washington; and that has worked out very well. But that agreement was to terminate on

the completion of the code. If the code is completed and if the men do not like what you have, you have started a strike by signing the code. Yet, if you do not sign the code, the situation is such that you are going to get one anyway. Our only hope is to get as near a living hour limitation and wage rate as we can get, and try to accompany it with a universal mechanism for the settlement of difficulties. The law does not give us any authority to recognize or not recognize a particular union. That is not what we are there for. And yet something tantamount to recognition is essential in the working out of this agreement. We have had to take 24 codes and write a code. That is welcomed, rather than otherwise, by the operators. They would rather have us prepare a code in order to compose their own difficulties than have us get them to eliminate provisions of their codes. There is disagreement on hours and conditions of labor. That is the reason I have to make the move. Then we are going to call in the operators and try to get them to agree to it.

COMMISSIONER MARCH: What per cent of the industries do you have approve of a code?

GENERAL JOHNSON: The law does not prescribe any per cent. The people here this morning probably represented over 80 per cent of the bituminous coal production in the United States.

COMMISSIONER MARCH: What about the Oil Code?

GENERAL JOHNSON: In the Oil Code we obtained signed agreements with the exception of the so-called Blalock group which I guess is the

hot oil group. But I do not think they represent 5 per cent of the production.

COMMISSIONER MARCH: Suppose there should be a considerable number that would not sign it: would you put it in anyway?

GENERAL JOHNSON: We have had complete agreement so far. What is going to happen when they refuse to come in I suppose the Attorney General can tell better than I.

CHAIRMAN CUMMINGS: The law provides a method.

GENERAL JOHNSON: We have devised everything we could to avoid anything of that kind, but we may not be able to do that forever.

CHAIRMAN CUMMINGS: I think we are all agreed that we will proceed as far and as diplomatically as possible to avoid an open challenge in the courts.

COMMISSIONER MARCH: I thought you were very patient with the oil people.

CHAIRMAN CUMMINGS: They are difficult, but I think extraordinary progress has been made.

General, at the last meeting there was referred to you the question of policy in statistical matters.

GENERAL JOHNSON: A memorandum was presented here and I wanted to look into the matter; but I have concurred in the suggestion made and have already released that as a policy since the last meeting.

CHAIRMAN CUMMINGS: In what form does that leave our minutes?

GENERAL JOHNSON: It leaves them this way, that the memorandum of suggestion that was presented here has been accepted and promulgated. I should imagine that you would regard the matter as closed because it has been put into effect.

CHAIRMAN CUMMINGS: Is there any suggestion as to how to deal with it in

the minutes other than the notations along the line of the report made?

GENERAL JOHNSON: The suggestion came as a memorandum from Miss Perkins as to what should be the policy of our organization with respect to reports from code members, and we have adopted that suggestion.

CHAIRMAN CUMMINGS: The minutes on page 16 read like this: "We will leave this matter, then, to General Johnson for study and report at the next meeting. Is that all right, General?"

"General Johnson: Yes."

MR. BATTLE: I move it be made a part of the record.

CHAIRMAN CUMMINGS: The Secretary of Labor was interested in it.

GENERAL JOHNSON: She presented the suggestion.

CHAIRMAN CUMMINGS: I find here the following notation: "The Secretary of Agriculture would like to have the Board discuss the following subject:

'Provision for reporting of statistics in all the codes.'

Do you think that impinges on the subject we have discussed? If not, suppose I put the motion that has just been made. All in favor of having the notation made on the record will please say "Aye," those opposed, please indicate it by saying "No." It is so voted.

Miss Perkins was to make a report, but she is not here.

MR. BATTLE: Miss Perkins is still going into that matter as to existing agencies of government that could be utilized in reporting violations, and I would like to ask that that be deferred until the next meeting.

CHAIRMAN CUMMINGS: I note that on page 22 of the record of the last meeting General Johnson said:

"I think you ought to give somebody the job of working that out, putting them in touch with the Attorney General and the Federal Trade Commission."

Is that the subject you are speaking on?

MR. BATTLE: Yes, sir.

CHAIRMAN CUMMINGS: Without objection, that will be referred to the next meeting.

How about the personnel sheets?

SECRETARY ICKES: I move that they be approved.

MR. BATTLE: I second the motion.

CHAIRMAN CUMMINGS: If there is no objection, these will be included in the minutes without further reading. Is there any objection?
I hear none. It is so ordered.

The 247 new appointments approved are as follows:

NATIONAL RECOVERY ADMINISTRATION PERSONNEL JOURNAL

Pages 18 to 23, inclusive

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|--------------------------|---------------------------|---------------|------------------|
| Ammerman, K. J. | Asst. to Dep. Adm. | \$4000 | 8-4-33 |
| Lane, J. Reed | Asst. to Dep. Adm. | 4000 | 8-9-33 |
| Spalding, H. K. | Special Asst. | 3600 | 8-7-33 |
| Bishop, C. A. | Code Adviser | 3600 | 8-12-33 |
| Dickerman, Charles Heber | - Asst. to Deputy | 2700. | 8-10-33 |
| Swope, John | Special Asst. (Temporary) | 2500. | 7-27-33 |
| Wells, E. W. | Clerk | 1800. | 8-9-33 |
| Lightner, L. S. | Clerk | 1800. | 8-1-33 |
| Roehrer, Carmela V. | Stenographer | 1800. | 8-2-33 |
| Graham, Elizabeth W. | Stenographer | 1680. | 8-3-33 |
| King, Nellie | Secretary | 1680. | 8-8-33 |
| Murphy, Cecelia | Stenographer | 1680. | 8-9-33 |
| Fitchett, Mary E. | Stenographer | 1560. | 8-5-33 |
| Whetstone, Mae | Stenographer | 1440. | 8-11-33 |

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|------------------------|----------------------|--|------------------|
| Werblun, Leah | Stenographer | \$1440. | 8-10-33 |
| Carey, Winifred M. | Stenographer | 1440. | 8-8-33 |
| Dean, Helen | Typist | 1440. | 7-29-33 |
| Hurlbert, Alice | Stenographer | 1440. | 8-10-33 |
| Gulley, Rachel | Stenographer | 1440. | 8-12-33 |
| Dickenson, Lottie | Typist | 1440. | 8-2-33 |
| Rigshee, Mary | Stencil Cutter | 1440. | 8-11-33 |
| Ellis, James G. | Stencil Cutter | 1440. | 8-11-33 |
| Dalton, Roseann | Typist | 1440. | 7-27-33 |
| Banker, Helen | Typist | 1440. | 8-2-33 |
| Wolfe, Mary Rose | Typist | 1440. | 8-3-33 |
| Gardner, Marvin | Stenographer | 1440. | 8-2-33 |
| Ackerman, Ruth | File Clerk | 1260. | 8-7-33 |
| Capers, John G. | Under Clerk | 1200. | 8-11-33 |
| Jensen, O. D. | Messenger | 1020. | 8-3-33 |
| Paxton, Paul | Messenger | 840. | 8-11-33 |
| Roterling, Jeanette | Jr. Stat. Clerk | 1440. | 8-9-33 |
| Pierce, Evelyn Miller | - Special Asst. | 2600. | 8-7-33 |
| English, W. A. | Technical Adviser | - 25. per diem - Not to exceed 30 days continuous service. | 8-12-33 |
| Williams, A. H. | Special Advisor | 15. per diem - Indefinite | 7-24-33 |
| Dinkins, Clarence M. | Asst. Counsel | 4500. | 8-1-33 |
| Emerson, Thomas | Asst. Counsel | 3600. | 8-1-33 |
| Gilbert, Pauline Clark | - Special Asst. | 2500. | 8-1-33 |
| Hayden, Anna | Special Asst. | 2000. | 8-1-33 |
| Annan, Dunbar A. | Corres. Clerk | 1800. | 8-11-33 |
| Bennett, Newman G. | Corres. Clerk | 1800. | 8-10-33 |
| Goodwin, Earl | Corres. Clerk | 1800. | 8-7-33 |
| Selvig, Helen M. | Secretary | 1800. | 7-29-33 |
| Culliton, John J. | Corres. Clerk | 1800. | 8-1-33 |
| Powers, Genevieve A. | Secretary | 1800. | 8-10-33 |
| Fuller, Agnes M. | Stenographer | 1680. | 8-12-33 |
| Jernigan, W. L. | Jr. Stat. Clerk | 1560. | 8-9-33 |
| Sinclair, Hazel L. | Stenographer | 1560. | 8-10-33 |
| Rogers, Margaret | Stencil Cutter | 1440. | 8-2-33 |
| Dellinger, Mildred S. | Stencil Cutter | 1440. | 8-7-33 |
| Dischler, Louis | Multi. Type Setter | 1440. | 8-9-33 |
| Dudley, Althea | Stenographer | 1440. | 8-10-33 |
| Mickler, Margaret | Stenographer | 1440. | 8-5-33 |
| Hayes, Mary | Stenographer | 1440. | 7-31-33 |
| Money, Virginia | Stenographer | 1440. | 8-10-33 |
| Asmuth, Geraldine | Stenographer | 1440. | 8-12-33 |
| Dougherty, Margaret | Stenographer | 1440. | 7-31-33 |
| Licarione, Marguerite | - Typist (temporary) | 1440. | 7-28-33 |
| Fairfax, Agnes | Typist | 1440. | 7-31-33 |
| Thompson, Axel Elliott | - Under Clerk | 1020. | 8-8-33 |
| Weiland, Laurence L. | Messenger | 840. | 8-12-33 |
| Simmes, Arlando A. | Messenger | 840. | 8-12-33 |
| Shellington, J. H. | Messenger | 840. | 8-12-33 |
| Schedler, Dean | Messenger | 840. | 8-11-33 |
| Carter, Moses P. | Messenger | 600. | 8-3-33 |

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------------|-------------------------|--------------------|------------------|
| Pollak, Franklin S. | Asst. Counsel | \$5500. | 7-24-33 |
| Wilcox, Fred M. | Mediator, Nat'l Lbr.Bd. | -25.per diem- | Not 8-14-33 |
| | | to exceed 30 days | |
| | | continuous service | |
| Nerlove, S. H. | Special Adviser | 15. " | " 8-14-33 |
| Hunsaker, Jerome C. | Special Adviser | 8. " | " 8-12-33 |
| Fisher, Frederick Vining - | Speaker | \$4800. | 8-9-33 |
| Jones, C. H. | Special Asst. | 4000. | 7-27-33 |
| Lindsay, H. B. | Special Asst. | 4000. | 8-14-33 |
| Halsted, Henry M., Jr. | Special Asst. | 4000. | 8-9-33 |
| Jeffrey, E. M. | Chf. Insigna Sec. | 4000. | 8-4-33 |
| Pilkington, Douglas | Special Asst. | 3600. | 8-7-33 |
| Connor, Frank W. | Corres. Clk. | 3000. | 7-24-33 |
| Wallace, Donald K. | Asso. Stat. | 3000. | 7-31-33 |
| Hinckley, Gorton G. | Corres. Clk. | 2400. | 7-31-33 |
| Dahlberg, Arthur | Economist | 3600. | 8-2-33 |
| Phillips, J. H. | Corres. Clk. | 1800. | 8-8-33 |
| Alsop, P. Clarke | Corres. Clk. | 1800. | 8-1-33 |
| Brumback, Oscar | Corres. Clk. | 1800. | 8-2-33 |
| Peebles, James E. | Corres. Clk. | 1800. | 8-1-33 |
| Fink, Clifford Carl | Corres. Clk. | 1800. | 8-1-33 |
| Donovan, Charles R. | Corres. Clk. | 1800. | 8-1-33 |
| Smith, Marter B. | Corres. Clk. | 1800. | 8-4-33 |
| Bashore, Eugene | Stat. Clerk | 1680. | 8-9-33 |
| Ramsey, Alma Gaines | Stenographer | 1800. | 8-12-33 |
| Clinton, Rose | Secy-Steno. | 1800. | 8-15-33 |
| Balcom, Lois | Stenographer | 1560. | 8-3-33 |
| Smith, Alexander R. | Stock Clerk | 1500. | 8-16-33 |
| Kessler, James B. | Multi. Opr. | 1440. | 8-2-33 |
| Cook, Roy C. | Floorman | 1440. | 8-2-33 |
| Emmons, Otto | Multi. Opr. | 1440. | 8-2-33 |
| Riefkin, Vera | Stat. Clerk | 1440. | 8-8-33 |
| Herrick, Carl E. | Mail Clerk | 1440. | 8-12-33 |
| Muilenburg, Robert | Stenographer | 1440. | 8-10-33 |
| Fowler, Margaret | Stenographer | 1440. | 8-11-33 |
| Poster, Lasca | Stenographer | 1440. | 8-12-33 |
| Gilbert, Ruth | Stenographer | 1440. | 8-12-33 |
| Mitchell, Enid K. | Stenographer | 1440. | 8-14-33 |
| Palmer Era G. | Stenographer | 1440. | 8-15-33 |
| Harris, Naomi | Stenographer | 1440. | 8-15-33 |
| Richardson, Mabel L. | Stenographer | 1440. | 8-11-33 |
| Painter, Katharine | Stenographer | 1440. | 8-7-33 |
| McGerr, Grace | Stenographer | 1440. | 8-3-33 |
| Berryman, Oliva | Stenographer | 1440. | 8-12-33 |
| Dodson, Martha | Stenographer | 1440. | 8-2-33 |
| Jefferson, Berniece H. | - Stenographer | 1440. | 8-9-33 |
| McCarthy, Mary | Stenographer | 1440. | 8-14-33 |
| Smith, Beatrice | Stenographer | 1440. | 8-8-33 |
| O'Mahony, Mary | Stenographer | 1440. | 7-29-33 |
| Tatum, Bessie | Typist | 1260. | 8-1-33 |
| Stevens, Galloway | File Clerk | 1440. | 8-9-33 |
| Glueck, Moritz S. | Stencil Cutter | 1440. | 8-2-33 |

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|------------------------|-----------------------|---------------|------------------|
| Siler, William E. | Stencil Cutter | \$1440. | 8-2-33 |
| Mills, Ben | Stencil Cutter | 1440. | 8-11-33 |
| Thompson, Walter E. | Assembling Mach.Opr. | 1140. | 8-3-33 |
| Ray, Willis, H. | Under Clerk | 1260. | 8-8-33 |
| Collins, Alonzo | Mimeo. Opr. | 1260. | 8-8-33 |
| Harris, Robert T. | Jr. Clerk | 1260. | 7-30-33 |
| Gibbs, J. E. | Mimeo. Opr. | 1260. | 8-8-33 |
| Neal, Alonzo D. | Mimeo. Opr. | 1260. | 8-8-33 |
| Hilleary, Bernard F. | Assembling Mach. Opr. | 1140. | 8-11-33 |
| Hodge, R. Q. | Floorman | 1080. | 8-2-33 |
| Coons, Lester A. | Under Clerk | 1020. | 8-4-33 |
| Francis, Robert D. | Messenger | 840. | 8-16-33 |
| Edwards, Russell B. | Messenger | 840. | 8-11-33 |
| Williamson, A. D. | Messenger | 840. | 8-15-33 |
| Biegalski, Fabian | Messenger | 840. | 8-9-33 |
| Frizzell, C. H. | Messenger | 840. | 8-11-33 |
| O'Leary, Clayton B. | Messenger | 750. | 8-15-33 |
| Coughlin, John J. | Messenger | 720. | 8-1-33 |
| Flannery, William C. | Messenger | 720. | 8-1-33 |
| Lances, J. B. | Messenger | 720. | 8-1-33 |
| Stanford, William J. | Multi. Opr. | 1440. | 8-3-33 |
| Emery, Mary | Special Asst. | 1800. | 8-1-33 |
| Davis, William H. | Deputy Administrator | 6000. | 8-16-33 |
| Billings, T. O. | Adm. Asst. | 4000. | 8-15-33 |
| Coyle, Eunice S. | Economist | 3600. | 8-9-33 |
| Martin, Laurence J. | Special Asst. | 3000. | 8-14-33 |
| Long, Richard C. | Special Asst. | 3000. | 8-20-33 |
| Berrall, Joel | Special Asst. | 3000. | 8-7-33 |
| Connolly, John J. | Special Asst. | 2600. | 8-9-33 |
| Pitts, William B. | Sr. Corres. Clerk | 2400. | 7-31-33 |
| Galvin, William M. | Corres. Clerk | 1800. | 8-1-33 |
| Byers, Ralph A. | Corres. Clerk | 1800. | 8-10-33 |
| Hoover, H. Conrad | Corres. Clerk | 1800. | 8-14-33 |
| Jones, Lewellen | Corres. Clerk | 1800. | 8-16-33 |
| Duffes, Kenneth F. | Corres. Clerk | 1800. | 8-16-33 |
| Mordick, A. E. | Secretary | 1800. | 8-14-33 |
| Maddox, Notley | Secretary | 1800. | 8-15-33 |
| Shapiro, Florence M. | Stenographer | 1800. | 8-14-33 |
| Johnson, James A. | Stenographer | 1440. | 8-15-33 |
| Scannell, Ruth | Stenographer | 1440. | 8-3-33 |
| Huntly, Dorothy | Stenographer | 1440. | 8-5-33 |
| Smith, Eleanor | Stenographer | 1440. | 8-12-33 |
| Stallings, Mary Louise | - Stenographer | 1440. | 8-11-33 |
| Ebersole, Irene | Stenographer | 1440. | 8-15-33 |
| McGrain, Margaret | Stenographer | 1440. | 8-16-33 |
| Couts, Pearl S. | Stenographer | 1440. | 8-16-33 |
| Coleman, Ann | Typist | 1440. | 8-16-33 |
| Wallace, Simpson W. | Multigraph Operator | 1440. | 8-4-33 |
| Julian, Duane | File Clerk | 1440. | 8-16-33 |
| Norelli, Marie | Jr. Typist | 1200. | 8-15-33 |
| Cahn, Frances | Jr. Typist | 1200. | 8-11-33 |
| Crowley, Myles A. | Assembling Mach. Opr. | 1140. | 8-7-33 |
| Heyser, Carlton E. | Messenger | 840. | 8-10-33 |
| Lamar, George H., Jr. | Messenger | 840. | 8-14-33 |

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|-----------------------|-------------------------|------------------|------------------|
| Cuevas, Earl | Messenger | 720. | 7-31-33 |
| Morgan, R. S. | Messenger | 720. | 8-16-33 |
| Barnes, Charles B. | Mediator - Nat'l Lbr.Bd | - 25. per diem- | 7-10-33 |
| | | Not to exceed 30 | |
| | | days continuous | |
| | | service | |
| Dulany, George, Jr. | Special Adviser | 20. " " " | 8-14-33 |
| Coit, J. Clark | Special Adviser | 20. " " " | 8-14-33 |
| Angell, Earl | Special Adviser | 20. " " " | 8-14-33 |
| Loucks, William N. | Special Adviser | 15. " " " | 8-15-33 |
| Smith, Beatrice | Stenographer | 4. " " " | 8-1-33 |
| Caroliner, Lewis | Stat. Clerk | 4. " " " | 8-7-33 |
| Hughes, E. E. | Asst. to Dep. Adm. | \$4400. | 8-7-33 |
| Brady, George | Asst. to Dep. Adm. | 4000. | 8-4-33 |
| Knapp, Laurence | Asst. Counsel | 4000. | 7-24-33 |
| Sinnigen, James C. | Asst. to Personnel Dr. | 3600. | 8-14-33 |
| Hitchcock, Ralph V. | Special Asst. | 3600. | 8-15-33 |
| Collins, Edward A. | Corres. Clerk | 2400. | 8-10-33 |
| Sawyer, Robert W. | Special Asst. | 2400. | 7-31-33 |
| Bruce, Alfred P. | Clerk | 1800. | 8-9-33 |
| Rockwell, Almon F. | Corres. Clerk | 1800. | 8-17-33 |
| McDonald, Bill | Corres. Clerk | 1800. | 8-1-33 |
| Fern, Julia | Dict. Opr. | 1680. | 8-4-33 |
| Grimes, Merle | Dict. Opr. | 1680. | 8-4-33 |
| Frost, Ethel | Dict. Opr. | 1680. | 8-5-33 |
| Hall, Edna C. | Dict. Opr. | 1680. | 8-7-33 |
| Smith, Dorothy | Dict. Opr. | 1680. | 8-16-33 |
| Pettit, Marguerite B. | - Stenographer | 1625. | 8-16-33 |
| Crawford, Vera | Stenographer | 1625. | 8-5-33 |
| White, Louise McLeod | - Typist | 1440. | 8-15-33 |
| Weiss, Rose | Typist | 1440. | 8-16-33 |
| Routt, Sarah | Typist | 1440. | 8-17-33 |
| Merrill, Dimple | Stenographer | 1440. | 8-16-33 |
| Skiles, R. W. | Rotprt. Opr. | 1440. | 7-31-33 |
| Middleton, Jean M. | Stenographer | 1440. | 8-17-33 |
| Cahill, Eleanor | Stenographer | 1440. | 8-17-33 |
| McFarland, Freda | Stenographer | 1440. | 8-16-33 |
| Wilkerson, Donna | Stenographer | 1440. | 8-2-33 |
| Trammell, Lola | Clerk-Typist | 1320. | 8-16-33 |
| Brant, Howard | Mimeo. Opr. | 1260. | 8-3-33 |
| Pryor, Robert E. | Assem. Mach. Opr. | 1140. | 8-7-33 |
| Roland, William W. | Assem. Mach. Opr. | 1140. | 8-12-33 |
| Oliver, Richard H. | Floorman | 1080. | 8-2-33 |
| Bishop, F. Rust | Mimeo. Opr. | 1080. | 8-3-33 |
| Hughes, W. D. | Messenger | 840. | 8-7-33 |
| Bowles, A. K. | Messenger | 720. | 7-31-33 |
| Arthur, Henry B. | Statistician | 4000. | 8-4-33 |
| Block, Godfrey | Special Asst. | 3600. | 8-7-33 |

| <u>Name</u> | <u>Position</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------|-----------------------------------|--|------------------|
| Reynders, J. V. W. | Special Adviser - 25. | per diem -Not to exceed 30 days continuous service | 7-13-33 |
| McKinstry, Addis | Special Adviser - 20. | ditto | 8-15-33 |
| Owen, Charles D. | Special Adviser - 20. | ditto | 8-16-33 |
| Eisenhart, Herbert | Special Adviser - 20. | ditto | 8-15-33 |
| Swinney, John B. | Special Adviser - 15. | ditto | 8-7-33 |
| Cantrell, B. Tilman | Asst. Counsel. | \$5000. | 8-15-33 |
| Smith, L. M. C. | Asst. Counsel. | 5000. | 8-16-33 |
| Dameron, Kenneth | Special Asst. | 4000. | 8-15-33 |
| Keeler, Erwin P. | Special Asst. | 3000. | 8-15-33 |
| Smith, C. William | Special Asst. | 3000. | 8-7-33 |
| Nolan, R. V. | Clerk | 2400. | 8-16-33 |
| Courtright, John G. | Corres. Clerk | 1800. | 8-17-33 |
| Ford, Evon A. | Corres. Clerk | 1800. | 8-17-33 |
| Harley, Marion | Steno-Secretary | 1800. | 8-2-33 |
| Hoisington, Edna | Stenographer | 1800. | 8-14-33 |
| Aldrich, Bessie H. | Dictaphone Operator | 1680. | 8-18-33 |
| Hoppman, Gladys A. | Stenographer | 1620. | 8-14-33 |
| Weller, Julia H. | File Clerk | 1600. | 8-14-33 |
| Brockwell, Edwin | File Clerk | 1440. | 8-12-33 |
| Hamilton, Anne | File Clerk | 1440. | 8-16-33 |
| Dorton, Eunice L. | Stenographer | 1440. | 8-16-33 |
| Jenkins, Verne E. | Stenographer | 1440. | 8-16-33 |
| Seymour, Susie Lee | Stenographer | 1440. | 8-15-33 |
| Foster, Lane | Typist | 1440. | 8-17-33 |
| Osteen, Susan | Typist | 1440. | 8-18-33 |
| Wills, Letty | Typist-File Clerk | 1440. | 8-9-33 |
| Cockrell, Charles S. | Mimeo. Operator | 1260. | 8-11-33 |
| Caldwell, William J. | Under Clerk | 1260. | 8-10-33 |
| Clarke, James B. Jr. | Messenger | 840. | 8-18-33 |
| Melton, Paul | Messenger | 840. | 8-14-33 |
| Pendleton, E. M. | Messenger | 840. | 8-16-33 |
| Weir, Grace H. | Stenographer | 1440. | 8-21-33 |
| Stone, N. I. | Deputy Economist - 25.00 per diem | | 8-7-33 |
| Cumberland, W. W. | Special Adviser - 10.00 per diem | | 7-17-33 |

CHAIRMAN CUMMINGS: "Advisability of having the Recovery Board organization carried into the territories." It appears we are in receipt of a series of telegrams, and one in particular from the Governor of Hawaii, in which he, in part of the telegram, says:

"In order that all matters relating to the execution of NIRA in the Territory of Hawaii may be more expeditiously and effectively acted upon I hereby recommend that the President appoint for the Territory of Hawaii a Territorial Recovery Board of Nine Members in accordance with Section Ten above quoted. The officers of the Chamber of Commerce of Honolulu have authorized me to state that they fully concur in this recommendation. I shall be pleased to recommend the personnel of Board so that memberships thereon will be truly representative of commercial, industrial, labor and civil interests of the Territory.

(Signed) JUDD"

Is there any necessity of discussing that matter here?

GENERAL JOHNSON: It is a very embarrassing subject. It comes up in Puerto Rico where rates of wages and hours of employment have no application whatever in the economic life. The Virgin Islands also want to come in. We would have to devise a completely different theory for those Islands; and while that might be a good thing, the law does not require any action--it permits action. We haven't had any codes presented from those localities and if we do not have, I do not think we have to do anything about it. We do not carry the President's Reemployment Agreement there and say you are going to have a 40-hour week and 40¢ an hour, where they get a 2¢ minimum and work three or four hours.

SECRETARY ICKES: I move the matter be left to the discretion of the Administrator.

COMMISSIONER MARCH: I second the motion.

CHAIRMAN CUMMINGS: Is there any discussion? All in favor of the motion, say "Aye." Contrary, "No." It is so voted.

I might ask, What is to be done with the telegrams that come in?

GENERAL JOHNSON: If you will refer them down there, we will have appropriate answers prepared from the facts as we know them.

CHAIRMAN CUMMINGS: That course will be followed. (The telegrams were then given to Miss Robinson.)

CHAIRMAN CUMMINGS: "Protests against prohibition of premium advertising in the Oil Code."

There seems to be a series of telegrams coming in, apparently identical in language, one of which is as follows:

"Hon Daniel Roper Secy of Commerce
"We protest prohibition of premium advertising in the oil code and in any other industrial code because such prohibition jeopardizes our business and would close many factories and throw thousands out of employment thereby increasing demands on relief organizations all contrary to the spirit of the Industrial Recovery Act.

(Signed) H. J. Hamlin, Treasurer
Libbey Glass Manufacturing Co."

SECRETARY ICKES: It seems to me that since the code has been signed those telegrams should go to the Administrator.

GENERAL JOHNSON: Those are things to be considered before the effective date of the code.

COMMISSIONER MARCH: I move that they be referred to the Administrator.

CHAIRMAN CUMMINGS: If there is no objection, that course will be followed. It is so ordered. It is a curious fact that some of them come from people who have no apparent interest in the Oil Code.

GENERAL JOHNSON: They come from people interested in trading stamps and things of that kind.

COMMISSIONER MARCH: Yes, and calendars. We have had that same question.

CHAIRMAN CUMMINGS: Has anything been done with regard to the District and State Recovery Boards?

GENERAL JOHNSON: They have all been set up, and their only function is to handle matters referred to them. They investigate certain matters and make suggestions and reports on the execution of the law. Some have been quite ambitious and some have not yet had anything of great importance referred to them. If we let any real authority get out of here, we will get too much confusion.

CHAIRMAN CUMMINGS: There is no present intention of giving them instructions by means of bulletins, etc.?

GENERAL JOHNSON: Instructions have been prepared. There is not an area where there is not somebody who would not like to get control, but it is dangerous to let things be handled in that way. It affects the business relations of people. We told them in the beginning we were not going to do that, but there is a little grasping for authority.

CHAIRMAN CUMMINGS: There is a little grasping for political authority.

GENERAL JOHNSON: It is such an indefinite authority, anyway.

CHAIRMAN CUMMINGS: What are the instructions given, General?

GENERAL JOHNSON: Only to pass on things that are given to them on which to make reports. When certain complaints come in, we refer the matter to them for a report and say, "Is this so? They have plenty to do, but some are disappointed that we have not told them to go ahead."

CHAIRMAN CUMMINGS: Are any of them setting up local boards?

GENERAL JOHNSON: We, ourselves, have not set them up. We called on the Chambers of Commerce in the various states to assist in the Blue Eagle drive in the way of publicity and so there would be

a place at hand locally where the literature could be procured and an interpretation of the law would be readily available. But people like Whalen in New York push on with propaganda to obtain unanimity of spirit in their districts. Whalen came in and asked to be allowed to push into the garment strike. That strike was for the purpose of wiping out the sweat-shops before the code went into effect. We let him do it. We have given none of them any authority and we do not propose to give them any.

CHAIRMAN CUMMINGS: I was wondering how close that was being followed and what they are doing to secure authority or prestige or what-not through the volunteer groups of their own.

GENERAL JOHNSON: The beauty about this law is that it is pretty largely self-policing. The minute they reach out too far they impinge upon the territory of others and our office is flooded with telegrams and we move instantly. When Whalen moved into that strike it was only with the understanding he was to keep in daily contact with our Labor Advisory Board and our Mediation Board. That is the only instance where we have even permitted that. It is the purpose of the Mediation Board to appoint boards locally for the mediation of labor disputes so that they will not have to run all over the country. They do that as to particular disputes only. They say, "We will give you our instructions, and we will pass on your work," and that has worked out very well. They have settled some very dangerous strikes in the last week. We have felt that unless something else comes up, in which case I will talk it over with you, we must let no substantive authority get out on this.

CHAIRMAN CUMMINGS: That is very important. Also, there is involved a problem that is at least semi-political. Many of these boards that are entrusted to make recommendations are dominated by forces not always sympathetic with the policies of the Administration, and I was wondering how far they could be trusted.

GENERAL JOHNSON: They have not even authority to do anything. Here is an illustration of a case in which we have allowed action to be taken by Chambers of Commerce: an individual store-keeper, we will say, complains that great, unusual and unavoidable hardships would come to him if we did not grant him the Blue Eagle, although he could not comply a hundred per cent with the President's Reemployment Agreement. The plan followed is that if he obtains the endorsement of his Chamber of Commerce he may have a temporary stay while the facts of the case are being investigated. That is the only thing that even slants toward authority. We must do that because the danger here is that we will wrong somebody or do something of that kind if we do not have flexibility.

CHAIRMAN CUMMINGS: The only remaining thing is a memorandum from the Secretary of Agriculture. He would like to have the Board discuss the following subject: "Provision for reporting of statistics in all the Codes." What did you have in mind, Mr. Wallace?

SECRETARY WALLACE: Here is an example: The Secretary of one of the cotton textile organizations informed us that there had been an increase in labor costs of 150 per cent. A check-up from other sources indicated an increase of only 50 per cent.

Further investigation suggests that it may be considerably less than that. Under the code as it now exists the cotton textile people feel it necessary to report only to their organization and not to the customary governmental services, where they have reported hitherto. In order to get at the facts it might be well if there were included in the code a suggestion for reporting not only to the trade association but also to the customary governmental places of reporting. There is a great deal of that loose type of thinking. Some Congressmen and Senators from some of the Southern states were in my office this morning pointing out this situation. They said that the price of farm products has gone down during the past month and the price of things the farmers buy has gone up as much as 150 per cent. They finally came down to 75 per cent, but did not want to budge below that. Our own figures show 12 per cent advance on things the farmers buy. They pointed out some specific cases where there had been some great advances. It seems to me it would be absolutely essential for a central statistical agency to be equipped with the most reliable figures possible, and it might help if there were a standard provision in the code. I wrote out this morning the suggestions for the Council tomorrow. But when I realized that the Board meets today, I thought probably we should give it some attention here also.

CHAIRMAN CUMMINGS: Does anyone desire to be heard on this proposition?

GENERAL JOHNSON: That is practically the same question that we just

passed on. It will take some little time to get that worked out so that the people will furnish such reports as the President may prescribe.

CHAIRMAN CUMMINGS: That means the modification of several of these codes.

SECRETARY WALLACE: A lot of these farm commodities, especially live stock and dairying, are very closely hooked up to payrolls, but they lag two or three months behind the payroll's ordinarily, and this whole payroll thing and the price of retail products is going to step up right now faster than ever before in the history of the country; and the impact is going to be rather serious on the part of some of the farmers; and it is going to take some very careful handling the next month or so or the backfire will be very serious.

COMMISSIONER MARCH: Isn't it already starting? A merchant came to me and said that he formerly bought overalls at \$7 a dozen and now they are \$14.75. There is a lot of that profiteering going on.

SECRETARY WALLACE: I wonder if the statistical organization will be able to weigh those margins with very real exactness?

GENERAL JOHNSON: There is no doubt in the world that the advance quotations over a very wide range of articles of daily consumption are appalling.

SECRETARY WALLACE: On those things may it not be well to take the public into our confidence?

GENERAL JOHNSON: We certainly haven't withheld anything about it. I think there isn't anything we do that we ought not to be perfectly frank about.

SECRETARY WALLACE: The people should be told that there is to be an unusual step-up and that things have to be assisted by increased payrolls which mean increased purchasing power. Then the whole thing will be justified. I think that is worth putting more time on.

CHAIRMAN CUMMINGS: I think probably every one of us has had an experience of a large increase in prices brought to our attention and attributed to the NRA, which is not legitimately attributable to the NRA at all.

GENERAL JOHNSON: That is right!

CHAIRMAN CUMMINGS: And therefore the danger in that situation is not only that the public is being chiseled to some extent by profiteers, but that the reason for it is ascribed to the operation of this Act, which is bad, too.

GENERAL JOHNSON: This thing divides itself into about three phases. The first phase is drawing to a close. The first phase is to try to get substantially all the economic units with which we have to deal either into a code or an agreement. During that period it is wise not to press too harshly the disciplinary measures on the one hand, and investigations on the other. The second phase is an attempt to mobilize buying power. We have already, in several instances, called the attention of the country to the fact that a price rise will be inevitable and that buying is good business now. I do not think that is justified in a downward price cycle. But I think it is amply justified now. That phase should be over by the 15th of September. About that time the phase of disciplining

these people begins. We know of one conspicuous case--a chain of stores, a rather obscure chain because it operates only about a hundred stores--where there has been not only profiteering on one side but the store managers have had absolute instructions to sign the President's Agreement and to file the Certificate of Compliance, but to make no raise in wages or shortening of hours. If we can get a few cases like that and by holding a public hearing under circumstances of great publicity and with absolute fairness demonstrate that they have misused the emblem, I am going to take the Blue Eagle out of all those stores. I think we can control this chiseling very effectively in that way. In a general way we have not neglected any of these steps, and our statistical department is proceeding as rapidly as possible to keep up with the things you are talking about; but I think in many respects we are getting far out of balance.

SECRETARY WALLACE: The next month is going to be very, very critical.

COMMISSIONER MARCH: Yes, very.

GENERAL JOHNSON: There is no doubt about that.

CHAIRMAN CUMMINGS: Is there anything further to come before the meeting today? If not, we will stand adjourned.

The Board adjourned at 3:14 P.M.