"Time and a Half's the American Way"

A HISTORY OF THE EXCLUSION OF WHITE-COLLAR WORKERS FROM OVERTIME REGULATION, 1868-2004

Marc Linder

Fānpihuà Press
Iowa City
2004
Bibliography

Omitted are all newspaper and unsigned magazine articles.

I. Unpublished Sources

Collections

Bentley Historical Library, University of Michigan, Ann Arbor, MI: Roy Chapin Collection
Columbia University Rare Book and Manuscript Library: Francis Perkins Papers
Dinand Library, Holy Cross College, Worcester, MA: David I. Walsh Papers
Hagley Museum and Library, Wilmington, DE: Willis F. Harrington Papers and NAM Papers
Kheel Center for Labor-Management Documentation and Archives, School of Industrial and Labor Relations, Cornell University, Ithaca, NY: United Office and Professional Workers of America Collection
Minnesota Historical Society, St. Paul, MN: George E. MacKinnon Papers
National Archives, Washington, D.C.: Records of Wage and Hour Division (RG 155) and Department of Labor (RG 174)
Wirtz Labor Library, United States Department of Labor, Washington, D.C.: Wage and Hour Division Documents

Organizational and Personal Papers

“From the Report of the Committee on Working Periods in Industry of the Chamber of Commerce of the United States.” N.d.. Hagley Museum and Library, Willis F. Harrington Papers, Box 17
“Harold Stein In Memoriam” N.d. (1966)
______. “Wage-Hour Legislation and the White Collar Worker: Memorandum submitted to the Wage and Hour Division United States Department of Labor in Opposition to Proposed Amendments to Part 541, Title 29, Chapter V, Code of Federal Regulations
Bibliography

pursuant to Section 13(a)(1) of the Fair Labor Standards Act of 1938, at a Special
Hearing Held April 10, 1940”

Socialist Party of America Papers 1897-1963. Reel 111
Stein, Harold. Resume. N.d. (ca. 1946)
Stone, D[?],[L?], General Manager, Associated Industries of Massachusetts, to James
Emery (Apr. 11, 1933). NAM Papers Box 851.2. Hagley Museum & Library
United Office and Professional Workers of America. Legislative Department. “The
Health Problem of the White Collar Worker: Statement of the United Office and
Professional Workers of America: Presented to the U.S. Senate Committee on
In #6046 Box 281 Folder 7: Office and Professional Workers of America, United.
Legislative Dept. Kheel Center, Cornell University.

Government Documents

United States Federal

Brief for Appellant. American Federation of Government Employees v. Office of
Personnel Management, 821 F.2d 761 (DC Cir. 1987) (No. 86-5456) (filed Sept. 26,
1986)
(DC Cir. 1987) (No. 86-5461) (filed Oct. 15, 1986)
Brief for Appellants. United States v. Martin, 94 US 400 (1877)
Brief for Appellee. United States v. Martin, 94 US 400 (1877)
Brief for Appellees. American Federation of Government Employees v. Office of
Personnel Management, 821 F.2d 761 (DC Cir. 1987) (Nos. 86-5456, 86-5457, 86-
5461) (filed Dec. 15, 1986)
Brief for Appellees. Doe v. United States, 372 F.3d 1347 (Fed. Cir. 2004) (No. 03-5075)
(filed Aug. 25, 2003)
Brief for the Plaintiff in Error, Holy Trinity Church v. United States, 143 US 547 (1892)
Brief of Defendant-Appellee North American Van Lines, Inc. No. 96-3114, Civil Action
N. Ind. Fort Wayne Div., 1996)
Firms.” Jan. 1936. In NAMP. Microcopy No. 213: DSNRA 1933-36, Roll 164:
Code 95: Stock Exchange Firms Industry
Archives
Archives
Department of Labor. Wage and Hour Division. “Report on Proposal to Exempt Clerical
Employees from the Hours Provisions of the Fair Labor Standards Act.” Mar. 1, 1940

______. Press Releases. 1938-40. US DOL, Wirtz Labor Library; NA, RG 155


Letter from Secretary of Labor Elizabeth Dole to governors of Georgia, Idaho, Iowa, Kansas, Maine, Maryland, Nebraska, Nevada, New Mexico, North Dakota, Texas, Wisconsin, and Washington (July 27, 1989)


National Archives Microfilm Publications. Microcopy No. 213: Document Series of the National Recovery Administration, 1933-36. 186 reels. 1953

National Recovery Administration. Hearings on the Codes of Fair Competition. 75 reels.


1261
Bibliography


Vandenberg, A H (Senator) to Roy D Chapin (Apr. 1, 1933) (telegram). In Roy Chapin Collection, Box 25, Folder: April 1-5, 1933. In BHL, University of Michigan, Ann Arbor, MI


Comments on US DOL's Proposed Regulations in 2003


Bibliography

Letter from J[ames]PH[offa] to Tammy McCutchen. N.d. (June 30, 2003) (draft)


These and Dissertations


Telephone Interviews


Richard Brennan. Deputy Director. Office of Enforcement Policy. US DOL, WHD.

1263
Bibliography

Washington, D.C. Mar. 29 and Aug. 20, 2004
John Fraser. (Former) Acting and Deputy Wage and Hour Administrator. Washington, D.C., July 19, 1993 and South Otselic, NY. July 14, 2004
Tammy McCutchen. Former Wage and Hour Administrator. Washington, D.C. Sept. 16, 2004

II. Published Sources

Government Documents

European Union

**Bibliography**


**Germany**


**International**


______.* International Labour Conference, Tenth Session, Geneva, 1927.* 1927


League of Nations. *International Labour Conference: First Annual Meeting October*
Bibliography

29.1919-November 29, 1919. 1920

United Kingdom

Reports of the Inspectors of Factories for the Half Year Ending 30th April, 1860. C. 2689. 34 Parl Pap. 1860

United States Federal


1266
Bibliography

Annual Reports of the Post-Office Department for the Fiscal Year Ended June 30, 1898. H. Doc. No. 4. 55th Cong., 3d Sess. 1898

Annual Reports of the Post-Office Department for the Fiscal Year Ended June 30, 1899. H. Doc. No. 4. 56th Cong., 1st Sess. 1899

Annual Reports of the Post-Office Department for the Fiscal Year Ended June 30, 1900. H. Doc. No. 4. 56th Cong., 2d Sess. 1900


_____ . 68th Annual Report for the Fiscal Year Ended June 20, 1951. 1952

_____ . 69th Annual Report for the Fiscal Year Ended June 20, 1952. 1952
Bibliography


Conditions of Government Contracts: Hearing Before a Subcommittee of the Committee on the Judiciary House of Representatives on H. R. 11554. 74th Cong., 2nd Sess. 1936


Decisions of the Department of the Interior in Appealed Pension and Bounty-Land Claims. Vol. 8. 1897


_____ . Fair Labor Standards in Wartime: Annual Report, Wage and Hour Division, Public Contracts Division, For the Fiscal Year Ended June 30, 1942. 1943


Bibliography

sional Employees: A Study of Salaries and Hours of Work. May 1977 (written by Robert Turner)


. Report of the Secretary of the National War Labor Board to the Secretary of Labor for the Twelve Months Ending May 31, 1919. 1920


. Wage and Hour Division. Annual Report for the Fiscal Year Ended June 30, 1940. 1941

. Annual Report for the Fiscal Year Ended June 30, 1941. 1942

. "Executive, Administrative, Professional...Outside Salesman" Redefined: Effective October 24, 1940: Report and Recommendations of the Presiding Officer at Hearings Preliminary to Redefinition. [Oct. 10,] 1940 (Stein Report)


. "Findings and Recommendations of the Presiding Officer on the Objections Filed to the Survey Analyst’s Recommendation of Job Classifications in the Motion Picture Industry.” May 26, 1941

. First Annual Report of the Administrator of the Wage and Hour Division, United States Department of Labor, For the Calendar Year 1939. 1940

. Interim Report of the Administrator of the Wage and Hour Division For the Period August 15 to December 31, 1938. Jan. 1939

. Manual of Motion Picture Job Classifications. Feb. 1941


. 29 CFR Part 541: Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees: Proposed rule
______. Wage and Hour and Public Contracts Divisions. Earnings Data Pertinent to a Review of the Salary Tests for Executive, Administrative and Professional Employees as Defined in Regulations Part 541. Nov. 1955
______. Earnings Data Pertinent to a Review of the Salary Tests for Executive, Administrative and Professional Employees as Defined in Regulations Part 541. June 1969
______. Manual of Newspaper Job Classifications. Apr. 1943
______. The Employment of Women in Offices. Bull. No. 120, 1934. (by Ethel Erickson)
______. Office Work and Office Workers in 1940. Bull. No. 188. 1942
______. Office Work in Houston: 1940. Bull. No. 188-1. 1942
______. Summary of State Hour Laws for Women and Minimum Wage Rates. Bull. No. 137. 1936 (by Mary Pidgeon)
Economic Report of the President. 1964, 1994

1271
Bibliography

Expediting Naval Shipbuilding. H. Rep. No. 2257. 76th Cong. 3d Sess. May 22, 1940
Bibliography

Nov. 17, 1971
Fair Labor Standards Amendments of 1985: Hearings Before the Subcommittee on Labor of the Senate Committee on Labor and Human Resources. 99th Cong. 1st Sess. 1986
Federal Employee Fringe Benefits: Hearings Before the Subcommittee on Compensation of the Committee on Post Office and Civil Service House of Representatives. 90th
Bibliography


1274
Bibliography


Hearing on H.R. 9822 to Expedite Naval Shipbuilding: Hearings Before the Committee on Naval Affairs of the House of Representatives. 76th Cong. 3d Sess., May 14-21, 1940. In Hearings Before the Committee on Naval Affairs of the House of Representatives on Sundry Legislation Affecting the Naval Establishment 1942. Committee Print No. 369. 77th Cong., 2d Sess. 1942

Hearing on Proposals to Simplify and Streamline the Payment of Employment Taxes for Domestic Workers Before the Subcommittee on Social Security and the Subcommittee on Human Resources of the Committee on Ways and Means House of Representatives 103d Cong., 1st Sess. Mar. 4, 1993

Hearing on Rewarding Performance in Compensation Act: Hearing Before the Subcommittee on Workforce Protections of the Committee on Education and the Workforce House of Representatives. 106th Cong., 1st Sess. 1999


Hearings on H.R. 6790, To Permit the Performance of Essential Labor on Naval Contracts Without Regard to Laws and Contracts Limiting Hours of Employment, to Limit the Profits on Naval Contracts, and for Other Purposes. In Hearings Before the Committee on Naval Affairs of the House of Representatives on Sundry Legislation Affecting the Naval Establishment 1942. 77th Cong., 2d Sess. 1942

1275
Bibliography


Investigation of the National Recovery Administration: Hearings Before the Committee on Finance United States Senate. 74th Cong., 1st Sess. Mar. 7-13, 1935

Investigation of the National Recovery Administration: Hearings Before the Committee on Finance United States Senate. Part 5. 74th Cong., 1st Sess. Apr. 5-12, 1935


Method of Directing the Work of Government Employees: Hearings Before the Committee
Bibliography

8, 2004
Oversight of the Fair Labor Standards Act: Hearing of the Committee on Labor and Human Resources United States Senate. 104th Cong., 2d Sess. 1996
Pay Increases for Certain Civilian Employees and Members of the Uniformed Services: Message from the President of the United States. H. Doc. No. 170. 89th Cong., 1st Sess. May 12, 1965
Post Office Appropriations Bill, 1913: Hearings Before the Committee on Post Offices and Post Roads, United States Senate. 62d Cong., 2d Sess. 1912
Post Office Department Annual Reports for the Fiscal Year Ended June 30, 1913: Report of the...Postmaster General. 1913
Post Office Department Annual Reports for the Fiscal Year Ended June 30, 1914: Report of the... Postmaster General. 1914

1278
Bibliography

No. 422. 66th Cong., 3d Sess. 1921


Proposed Amendment to the National Labor Relations Act: Hearings Before the Committee on Labor of the House of Representatives. 76th Cong., 1st Sess. July 26, 1939


Report of the Committee [on Education and Labor] of the Senate upon the Relations of Labor and Capital, and Testimony Taken by the Committee. Vol. 1. 1885


Report of the Select Committee on Immigration and Naturalization, and Testimony Taken by the Committee on Immigration of the Senate and Select Committee on Immigration and Naturalization of the House of Representatives Under Concurrent Resolution of March 12, 1890. H. Rep. No. 3472. 51st Cong., 2d Sess. 1891

Salary and Wage Administration in the Federal Service: Hearings Before the Committee on Civil Service United States Senate on S. 807. 79th Cong., 1st Sess. Apr. 25-May 2, 1945


1279
Bibliography


The Sales Incentive Compensation Act: Hearing Before the Subcommittee on Workforce Protections of the Committee on Education and the Workforce House of Representatives. Serial No. 107-17; 107th Cong., 1st Sess., June 7, 2001

Second Annual Report of the United States Civil Service Commission: January 16, 1884 to January 16, 1885. 2d ed. 1885

Secretary [of Labor]. Memorandum on the Eight-Hour Working Day: For the Members of the National War Labor Board. July 20, 1918


Six-Hour Day—Five-Day Week: Hearings Before the Committee on Labor House of Representatives on H.R. 14105. 72nd Cong., 2d Sess. Jan. 18-30, 1933

Sixth Report of the United States Civil Service Commission: July 1, 1888 to June 30, 1889. 1889

Stenographic Transcript of Hearings Before the Subcommittee No. 1, (Civil Service) of the Committee on Post Office and Civil Service United States Senate on S. 354. Mar. 7, 1951


Synopsis of the Decisions of the Treasury Department on the Construction of the Tariff, Navigation, and Other Laws for the Year Ended December 31, 1890. 1891

Temporary Additional Compensation for Civilian Employees for the Duration of the War: Hearing Before the Committee on the Civil Service House of Representatives on H. R. 7071 and H. R. 7144. 77th Cong., 2d Sess. June 2-11, 1942

Temporary Additional Compensation for Civilian Employees for the Duration of the War: Hearing Before a Subcommittee of the Committee on the Civil Service House of Representatives on H.R. 1860. 78th Cong., 1st Sess. Feb. 24-26, 1943


Thirty-Hour Week Bill. H. Rep. No. 124. 73d Cong., 1st Sess. 1933

Thirty-Hour Week Bill: Hearings Before the Committee on Labor House of Representatives on S. 158 and H. R. 4557. 73d Cong., 1st Sess. Apr. 25 to May 5, 1933

Thirty-Hour Week Bill: Hearings Before the Committee on Labor House of Representa-
Bibliography

tives on H.R. 7202, H.R. 4116, and H.R. 8492. 73d Cong., 2d Sess. Feb. 8-23, 1934
Thirty-Hour Work Week: Hearings Before a Subcommittee of the Committee on the
Judiciary United States Senate on S. 5267. 72d Cong., 2d Sess. Jan. 5-19, 1933
Thirty-Hour Work Week: Hearings Before a Subcommittee of the Committee on the
1935
Threatened Strike of Railway Employees: Hearing Before the Committee on Interstate
To Amend the Fair Labor Standards Act: Hearings Before the General Subcommittee on
Labor on the Committee on Education and Labor House of Representatives on H.R.
To Amend the Fair Labor Standards Act of 1938: Hearings Before the General Subcom-
mittee on Labor of the Committee on Education and Labor House of Representatives
To Clarify the Application of Contract-Labor Provisions of the Immigration Laws to In-
To Establish a National Health Program: Hearings Before a Subcommittee of the Com-
mittee on Education and Labor of the United States Senate on S. 1620. 76th Cong.,
1st Sess. 1939
To Expedite Naval Shipbuilding: Hearings Before the Committee on Naval Affairs United
States Senate on H. R. 9822. 76th Cong., 3d Sess. May 31-June 7, 1940
To Prohibit the Importation of Foreign Contract Labor into the United States, Etc. H.
To Regulate and Improve Civil Service of United States. S. Rep. No. 576. 47th Cong.,
1st Sess. May 15, 1882
To Regulate the Textile Industry: Hearings Before the Subcommittee of the Committee on
Labor House of Representatives. Pt. 3. 75th Cong. 1st Sess. 1937
To Rehabilitate and Stabilize Labor Conditions in the Textile Industry of the United
States: Hearings Before a Subcommittee of the Committee on Labor House of Repre-
sentatives on H.R. 9072. 74th Cong., 2d Sess. 1936
To Revise the Overtime Compensation Requirements of the Fair Labor Standards Act of
1938: Hearings Before the Subcommittee on Labor Standards of the House Com-
mmittee on Education and Labor. 96th Cong., 1st Sess. 1980
Twenty-Fourth Annual Report of the Secretary of Labor for the Fiscal Year Ended June
30, 1936. 1936
Twenty-Seventh Annual Report of the Secretary of Labor for the Fiscal Year Ended June
30, 1939. 1939

1281
Bibliography

Twenty-Eighth Annual Report of the Secretary of Labor for the Fiscal Year Ended June 30, 1940. 1940


War Overtime Pay Act of 1942: Hearings Before a Subcommittee of the Committee on Civil Service United States Senate on S. 2666 and S. 2674. 77th Cong., 2d Sess. Sept. 22-23, 1942


Works Progress Administration. Government Aid During the Depression to Professional, Technical and Other Service Workers. N.d. (1936)

United States State

1282
Bibliography


California Legislature—Fortieth Session, 1913: Final Calendar Legislative Business

Secretary of State. Amendments to Constitution and Proposed Statutes with Arguments Respecting the Same To Be Submitted to the Electors of the State of California at the General Election on Tuesday, November 3, 1914. 1914

Annual Report of the Attorney General of the State of New York For the Year Ending December 31, 1912. 1913

New York State DOL. Annual Report of the Industrial Commissioner For the Twelve Months Ended on December 31, 1933. 1934

Annual Report of the Industrial Commissioner For the Twelve Months Ended December 31, 1936. 1937


Annual Report of the Industrial Commissioner For the Twelve Months Ended December 31, 1938. 1939

State of Oregon. Secretary of State. Proposed Constitutional Amendments and Measures with Arguments Respecting the Same to Be Submitted to the Electors of the State of Oregon at the General Election Tuesday, November 3, 1914. N..d. (1914)

[Oregon.] Secretary of State. Abstract of Votes: Cast in the Several Counties of the State of Oregon at the General Election held on the Third Day of November, A.D. 1914. Dec. 3, 1914

Secretary of State, State of Washington, A Pamphlet Containing a Copy of All Measures “Proposed by Initiative Petition,” Proposed to the People by the Legislature,” and “Amendment to the Constitution Proposed by the Legislature”: To Be Submitted to the Legal Voters of the State of Washington for Their Approval or Rejection at the General Election to be held on Tuesday, Nov. 3, 1914. N.d.


Treaties

1283
Bibliography

Treaty of Versailles. June 28, 1919
International Labor Organization. Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week. Nov 28, 1919
_____. Forty-Hour Week Convention, 1935 (C47)
_____. Reduction of Hours of Work (Public Works) Convention, 1936

Legislation

Canada


Czechoslovakia

Gesetz vom 19. Dezember 1918 über die achtstündige Arbeitszeit. Sammlung der Gesetze und Verordnungen des Čechoslovakischen Staates, Nr. 91 (1918)

European Union


France

Code du Travail. 2003
Loi du 23 avril 1919 sur la journée de huit heures. JORF 76:4266 (Apr. 25, 1919)

Germany

Anordnung über die Regelung der Arbeitszeit gewerblicher Arbeiter vom 23. November 1918. RGB I:1334
Arbeitszeitordnung vom 30. April 1938. RGB I:447
Aufruf des Rates der Volksbeauftragten an das deutsche Volk. Nov. 12, 1918. RGB I: 1303

1284
Bibliography

Bekanntmachung der neuen Fassung der Arbeitszeitverordnung vom 14. April 1927. RGB I:110
Gesetz, betreffend die Beschlagnahme des Arbeits- oder Dienstlohnes. June 21, 1869. 
BGB des Norddeutschen Bundes 242
Gesetz betreffend die Invaliditäts- und Altersversicherung vom 22. Juni 1889. RGB 97
Gesetz betreffend die Krankenversicherung der Arbeiter vom 15. Juni 1883. RGB 73
Gewerbe Ordnung für das Deutsche Reich. July 7, 1900. RGB 871
Handelsgesetzbuch. May 10, 1897. RGB 219
Unfallversicherungsgesetz vom 6. Juli 1884. RGB 69
Verordnung über die Arbeitszeit vom 21. Dezember 1923. RGB I:1249
Verordnung über die neue Fassung der Arbeitszeitordnung vom 26. Juli 1934. RGB I: 803
Verordnung über die Regelung der Arbeitszeit der Angestellten während der Zeit der 
wirtschaftlichen Demobilmachung vom 18. März 1919. RGB. I:315
Versicherungsgesetz für Angestellte vom 20. Dezember 1911. RGB 989

Netherlands

Wet van 23 November 1995, houdende bepalingen inzake de arbeids- en rusttijden 

Sweden

at 1787 (1919).

United Kingdom

6 Geo. 4, ch. 16 (1825)
1 & 2 Will. 4, ch. 37 (1831)
38 & 39 Vict., ch. 90, at 1016 (1875)

United States

Federal

Act of Aug. 19, 1841, 5 Stat. 440
Act of Dec. 21, 1861, 12 Stat 329
Act of July 16, 1862, ch. 184, 12 Stat. 587
Act of June 6, 1866, ch. 106, 14 Stat. 56
Act of Mar. 2, 1867, ch. 176, 14 Stat. 517
Act of June 25, 1868, ch. 72, 15 Stat. 77
Act of May 18, 1872, ch. 172, 17 Stat. 122
Bibliography

Act of Mar. 3, 1873, ch. 234, 17 Stat. 566
Act of May 6, 1882, ch. 126, 22 Stat. 58
Act of Jan. 16, 1883, ch. 27, 22 Stat. 403
Act of Mar. 3, 1883, ch. 128, 22 Stat 531
Act of June 26, 1884, ch. 126, 23 Stat. 60
Act of Feb. 26, 1885, ch. 164, 23 Stat. 332
An Act to Limit the Hours that Letter-Carriers in Cities Shall Be Employed per Day, ch. 308, 25 Stat 157 (1888)
Act of June 27, 1890, ch. 634, 26 Stat. 182
Act of Mar. 3, 1893, ch. 211, 27 Stat 675
Act of Jan. 12, 1895, ch. 23, 28 Stat. 601
Act of July 1, 1898, ch. 541, 30 Stat. 544
Act of June 2, 1900, ch. 613, 31 Stat 252
Act of June 25, 1910, ch. 434, 36 Stat. 865
Act of Aug. 24, 1912, ch. 389, 37 Stat 539
Act of Mar. 17, 1932, ch. 85, Pub. L. No. 61, 47 Stat. 67
Emergency Relief and Construction Act of 1932, ch. 520, Pub. L. No. 302, 47 Stat 709
Act of Mar. 28, 1934, ch. 102, Pub. L. No. 522, 48 Stat 509
Code of the Laws of the United States of America (1934 ed.)

1286
Bibliography

Act of July 2, 1940, ch. 508, Pub. L. No. 703, 54 Stat 712
Act Establishing Overtime Rates for Compensation of Employees in the Field Services of the War Department, ch. 903, Pub. L. No. 873, 54 Stat 1205 (1940)
Act Authorizing Overtime Rates of Compensation for Certain Per Annum Employees of the Field Services of the War Department, the Panama Canal, the Navy Department, and the Coast Guard, ch. 168, Pub. L. No. 100, 55 Stat 241 (1941)
Joint Resolution Extending for Two Months the Period for which Overtime Rates May Be Paid, ch. 577, Pub. L. No. 728, 56 Stat 765 (Oct. 2, 1942)
Act to Provide for the Payment of Overtime Compensation to Government Employees, ch. 93, Pub. L. No. 49, 57 Stat 75 (1943)
Bibliography

Act to Provide Certain Employment Benefits for Employees of the Federal Government,
Department of Transportation and Related Agencies Appropriations Act, 1984, Pub. L.
    1427
Technical and Miscellaneous Civil Service Amendments Act of 1992, Pub. L. No. 102-
    378, 106 Stat. 1346
    1012 (2001)

State

1912 Ariz. Sess. Laws ch. 78, at 415
    Code § 717, at 149 (1913)
Ariz. Rev. Stat., Civil Code, § 3099 at 1039 (1913)
1935 Ark. Acts 150, at 424
1905 Cal. Stat. ch. DV, at 666
1909 Cal. Stat. ch. 181 at 279
1913 Cal. Stat. ch. 186 at 331
1913 Cal. Stat. ch. 352, at 713
1943 Cal. Stat. ch. 1041, at 2976
1949 Cal. Stat. ch. 208, at 438
1955 Cal. Stat. ch. 1787, at 3296
1971 Cal. Stat. ch. 111, at 147
1893 Colo. Sess. Laws ch. 113, at 305
1937 Colo Sess Laws ch. 113, at 413
Idaho Rev. Code 1909, § 1464 at 661
1936-37 Ky Acts (Extraordinary Session) ch. 7, at 54
1938 Ky Acts ch. 50, at 298
1941 Maine Laws ch. 294, at 380
Mass Laws 1935, ch. 200, at 189
Minn. Stat. §§ 177.23.7(6), 177.253-254 (2003)
1913 Mo. Laws at 399
1917 Nev. Stat. ch. 14, at 14
1921 NM Laws ch. 180, at 386
1848 NY Laws ch. 40, at 54
1853 NY Laws ch. 641, at 1223
1870 NY Laws ch. 385, at 919
1890 NY Laws ch. 388, at 741
1901 NY Laws ch. 521, at 1281
1909 NY Laws ch. 36, in Labor Law, Consolidated Laws, ch. 31, at 2038 (1909)
1912 NY Laws ch. 332, at 661
1921 NY Laws ch. 50, at 132
1935 NY Laws ch. 33, at 388
1935 NY Laws ch. 468, at 1028
1936 NY Laws ch. 117, at 388
1937 NY Laws ch. 142, at 580
1944 NY Laws ch. 705, at 1512
1947 NY Laws ch. 270, at 664
1956 NY Laws ch. 512, at 1234
1956 NY Laws ch. 539, at 1263
1966 NY Laws ch. 548, at 1293
1967 NY Laws ch. 615, at 1422
NY Labor Law §§ 190-93, 198-c (McKinney 2002)
NY Civ. Serv. §§ 130 and 134.1 (Consol. 2003)
1915 NC Sess. Laws ch. 148, at 232
1933 NC Sess. Laws ch. 35, at 27
1937 NC Sess. Laws ch. 409, at 849
1937 Ohio Laws Senate Bill 287, at 539
Bibliography

1915 Okla. Sess. Laws ch. 148, at 196
1919 Okla. Sess. Laws ch. 163, at 235
1913 Or. Laws ch. 102, at 169
1913 Pa. Laws ch. 466, at 1024
1937 Pa. Laws No. 322, at 1547
1937 Pa. Laws No. 567, at 2766
1938 SC Acts No. 943, at 1883
1913 Tex. Gen. Laws ch. 67, at 127
1913 Tex. Gen. Laws ch. 175, at 421
1915 Tex. Gen. Laws ch. 56, at 105
1896 Utah Laws ch. 72, at 219
1912 Va. Acts ch. 248, at 557

Administrative Opinion Letters

US DOL, WHD

WH-363, Nov. 10, 1975
WH-376, Mar. 5, 1976
Nov. 23, 1999 (1999 WL 33210905)
Nov. 19, 2002 (2002 WL 32406601 FLB-WHOL)

Judicial Opinions

Canada

Halbrick v. Sutherland, 14 Manitoba Reports 418 (1981)

Germany


United Kingdom

Bound v. Lawrence, [1892] 1 Q.B. 226
Heydon's Case, 3 Co. Rep. 7a, 76 Eng. Rep. 637 (1584)
In re National Health Insurance Act, 1924, [1934] 2 KB 265

United States

Aaron v. United States, 56 Fed. Cl. 98 (2003)
Bibliography

Abshire v. County of Kern, 908 F.2d 483 (9th Cir. 1990), cert. denied, 498 US 1068 (1991)
Adams v. United States, 27 Fed. Cl. 5 (1992)
American Federation of Government Employees v. Horner, 821 F.2d 761 (DC Cir. 1987)
American Federation of Government Employees v. Office of Personnel Management, 821 F.2d 761 (DC Cir. 1987)
Ex parte Aird, 276 F. 954 (ED Pa. 1921)
Albertson's, Inc. v. United Food and Commercial Workers, 157 F.3d 758 (9th Cir. 1998)
In re All Star Feature Corp., 231 F. 251 (SDNY 1916)
Associated Press v NLRB, 301 US 103 (1937)
BA Properties, Inc. v. Government of the United States Virgin Islands, 299 F.3d 207 (3d Cir. 2002)
Backman v Bates, 279 AD 1115 (1952), aff'd, 305 NY 839 (1953)
Banker's Surety Co. of Cleveland, Ohio v. Maxwell, 222 F. 797 (4th Cir. 1915)
Bothell v. Phase Metrics, Inc., 299 F.3d 1120 (9th Cir. 2002)
Bristol v. Smith, 157 NY 158 (1899)
Brock v Claridge Hotel & Casino, 846 F.2d 180 (3d Cir. 1988)
Brooklyn Savings Bank v. O'Neil, 324 US 697 (1945)
In re Carolina Cooperage Co., 96 F. 950 (ED NC 1899)
Coffin v. Reynolds, 37 NY 640 (1868)
Commissioner of Internal Revenue v. Jacobson, 336 US 28 (1949)
Conant v. Van Schaick, 24 Barbour 87 (1857)
Cowart v. Ingalls Shipbuilding, Inc., 213 F.3d 261 (5th Cir. 2000)
Craig v. Far West Engineering Co., 265 F.2d 251 (9th Cir. 1959)
Dalheim v. KDFW-TV, 918 F.2d 1220 (5th Cir. 1990)
Devoe v. Atlanta Paper Co., 40 F.Supp. 284 (ND Ga 1941)
Doe v. United States, 372 F.3d 1347 (Fed. Cir. 2004)
Donovan v. Burger King Corp., 672 F.2d 221 (1st Cir. 1982)
Donovan v. Burger King Corp., 675 F.2d 516 (2d Cir. 1982)
In re Ellis, 124 F. 637 (CC SDNY 1903)
Bibliography

Fanelli v. United States Gypsum Co., 141 F.2d 216 (2d Cir. 1944)
In Re Farmers Insurance Exchange Claims Representatives’ Overtime Pay Litigation, 300 F.Supp.2d 1020 (D. Or. 2003) (Lexis)
Field & Slocomb v. Consolidated Mineral Water Co., 25 RI 319 (1903)
First Nat. Bk. of Wilkes Barre v. Barnum, 160 F. 245 (MD Pa 1908)
Fleming v. Montgomery Ward & Co., 114 F.2d 384 (7th Cir. 1940), cert. denied, 311 US 690 (1940)
Freeman v. National Broadcasting Co., 80 F.3d 78 (2d Cir. 1996)
Gamboa v. Rubin, 80 F.3d 1338, vacated on other grounds sub nom. Gamboa v. Chandler, 101 F.3d 90 (9th Cir. 1996)
Geller v. Federal Communications Comm’n, 610 F.2d 973 (DC Cir. 1979)
Godcharles v. Wigeman, 6 A. 354 (Pa 1886)
In re Greenberger, 203 F. 583 (NDNY 1913)
Ex parte Gouthro, 296 F. 506 (ED Mich 1924)
In re Ho King, 14 F. 724 (D Or 1883)
Holy Trinity Church v. United States, 143 US 547 (1892)
IHC Health Plans, Inc. v. Cmm’r, 375 F.3d 1188 (10th Cir. 2003)
Klem v. County of Santa Clara, 208 F.3d 1085 (9th Cir. 2000)
Kormes v. Murphy, 9 AD2d 1003 (1959)
In re Lawsam Electric Co., 300 F. 736 (SDNY 1924)
Local 777, Democratic Union Org. Comm. v. NLRB, 603 F.2d 862 (DC Cir. 1978)
Lowell Sun Co. v. Fleming, 36 F. Supp. 320 (D. Mass 1940), vacated on other grounds, 120 F.2d 223 (1st Cir. 1941), aff’d, sub nom. Holland v. Lowell Sun Co., 315 US 784 (1942)
Marshall v. Erin Food Services, Inc. d/b/a Burger King, 672 F.2d 229 (1st Cir. 1982)
Martin v. Cooper Electric Supply Co., 940 F.2d 896 (3d Cir. 1991)
Martin v. Henderson, 255 P.2d 416 (Cal 1953)
Martin v. Malcolm Pirnie, Inc., 949 F.2d 611 (2d Cir. 1991), cert. denied, 506 US 905

1292
Bibliography

(1992)
Martin v. United States, 10 Ct. Cl. 276 (1874)
McAllister v. Transamerica Occidental Life Ins. Co., 325 F.3d 997 (8th Cir. 2003)
McCandless v. United States ex rel. Rocker, 30 F.2d 652 (3d Cir. 1929)
Metropolitan Life Insurance Company v. New York State Labor Relations Board, 6 N.Y.S.2d 775 (Sup. Ct., Special Term, 1938)
Metropolitan Life Insurance Company v. New York State Labor Relations Board, 280 NY 194 (1939)
Mining Company v. Cullins, 104 US 176 (1881)
Moore v. Hannon Food Service, Inc., 317 F.3d 489 (5th Cir. 2003)
Mueller v. Reich, 54 F.3d 438 (7th Cir. 1995)
Murray v. Stuckey's Inc., 939 F.2d 614 (8th Cir. 1991)
National Employment Exchange v. Geraghty, 60 F.2d 918 (2d Cir., July 29, 1932)
NLRB v. Jones & Laughlin Steel Corp., 301 US 1 (1937)
National Treasury Employees Union v. Devine, 577 F. Supp. 738 (D DC 1983)
National Treasury Employees Union v. Devine, 733 F.2d 114 (DC Cir. 1984)
New Colonial Ice Co. v. Helvering, 292 US 435 (1934)
New York ex rel. Mizpah Lodge v. Burke, 228 NY 245 (1920)
New York ex rel. Watchtower Bible and Tract Society, Inc. v. Haring, 8 NY2d 350 (1960)
Packard Motor Co. v. NLRB, 330 US 485 (1947)
Paul v. Petroleum Equipment Tools, Co., 708 F.2d 168 (5th Cir. 1983)
People v. City of Buffalo, 11 NYS 314 (Sup. Ct., General Term, 5th Dept., 1890)
People v. Fernandez, 233 NYS2d 86 (City Ct of NY, Port Jervis, Orange Cty., 1962)
People v. Interborough Rapid Transit Co., 154 NYS 627 (Sup. Ct., App. Div. 1915)
People v. Myers, 11 NYS 217 (Sup. Ct., Spec. Term. NY County, Oct. 1890)
People ex rel. Cockcroft v. Miller, 187 A.D. 704 (Sup. Ct., App. Div., 1919)
People ex rel Tower v. State Tax Cmmn, 282 NY 407 (1940)
Phoenix Furniture Co. v. Put-in-Bay Hotel Co., 66 F. 683 (Cir. Ct. ND Ohio, 1895)
Piscione v. Ernst & Young, 171 F.3d 527 (7th Cir. 1999)
Poggas v. United States, 118 Ct. Cl. 385 (1951)
Post v. United States, 27 Ct. Cl. 244 (Mar. 7, 1892)
Reich v. John Alden Life Insurance Co., 126 F.3d 1 (1st Cir. 1997)
Bibliography

Reich v. Newspapers of New England, Inc., 44 F.3d 1060 (1st Cir. 1995)
Roney v. United States of America, 790 F. Supp. 23 (D DC 1992)
Rutlin v. Prime Succession, Inc., 220 F.3d 737 (6th Cir. 2000)
(DC Cir. 1989)
Simpson v. Cranston, 362 P2d 492 (Cal. 1961)
Strom v. Prince, 279 NYS 589 (Municipal Ct. NY, Borough of Manhattan, 1935)
Re Stryker, 158 NY 526 (1899)
Stryker v. Cassidy, 76 NY 50 (1879)
Teague v. Graves, 261 AD 652 (1941)
Tune v. Roselawn Florists, 1 WH Cases 784 (ND Tx. 1941)
Twenty Per Cent. Cases, 80 US (13 Wall.) 568 (1871)
United States v. Church of the Holy Trinity, 36 F. 303 (SDNY 1888)
United States v. Craig, 28 F. 798 (ED Mich. 1886)
United States ex rel. Deliannis v. Commissioners of Immigration at Port of New York, 298 F. 449 (2d Cir. 1924)
United States v. Gay, 95 F. 226 (7th Cir. 1899)
United States v. Laws, 163 US 258 (1896)
United States v. Martin, 94 US 400 (1877)
United States v. Post, 148 US 132 (1893)
United States v. Thompson, 41 F. 28 (CC SDNY 1889)
United States v. Townsley, 323 US 557 (1945)
Van Doren v. United States, 45 Ct. Cl. 476 (1910)
Wakefield v. Fargo, 90 NY 213 (1882)
Walling v. Yeakley, 140 F.2d 830 (10th Cir. 1944)
Webster v. Public School Employees of Washington, Inc., 247 F.3d 910 (9th Cir. 2001)
West Coast Hotel Co. v. Parrish, 300 US 379 (1937)
Wirtz v. Mississippi Publishers Corp., 364 F.2d 603 (5th Cir. 1966)

Administrative Adjudications

Aluminum Company of America, 9 NLRB 141 (1938)
American Locomotive Co., 92 NLRB 115 (1950)
Bell Aerospace, A Division of Textron Inc., 219 NLRB 384 (1975)
Bibliography

Bendix Aviation Corp., 32 NLRB 256 (1941)
Bendix Products Division of the Bendix Aviation Corp., 43 NLRB 912 (1942)
Chrysler Corporation and Society of Designing Engineers, 1 NLRB 164 (1936)
Citizen-News Co. v. Los Angeles Newspaper Guild, 21 NLRB 1112 (1940)
Eagle Grocery Co., 2 Decisions of the National Labor Relations Board 450 (1935)
Ford Motor Company (Chicago Branch) and United Office and Professional Workers of
America, C.I.O., 66 NLRB 1317 (1946)
Fruehauf Trailer Co. of Kansas, 25 NLRB 766 (1940)
International Harvester Co., 2 NLRB 310 (1936)
In the Matter of Overtime Compensation for Canal Zone Government Employees, 54 Comp Gen 371 (1974)

Arbitration Decisions

Award of the National War Labor Board in the Case of Marine Workers’ Affiliation of the Port of New York v. The Railroad Administration, Shipping Board, Navy Department, War Department, and Red Star Towing & Transportation Co., [Docket No.] 10 and 1036 (Feb. 25, 1919). In National War Labor Board: A History of Its Formation and Activities at 126, 127
New York Harbor Case 10 (Feb. 25, 1919). In US DOL, National War Labor Board. Report of the Secretary of the National War Labor Board to the Secretary of Labor for the Twelve Months Ending May 31, 1919, at 73. 1920

Newspapers, Periodicals, and Serials

American Federationist
American Socialist
Arkansas Gazette
Bulletin of the Public Affairs Information Service
Business Week
Chicago Tribune
Congressional Globe
Congressional Record
Daily Labor Report

1295
Bibliography

Daily Worker
Economist
Employment and Earnings
Editor & Publisher
Engineering News-Record
Evening Telegram (Salt Lake City)
Federal Register
Fortune
Government Standard
Guild Reporter
Journal of Commerce
Journal of the House of Representatives of the United States
International Herald Tribune
Labor Relations Reporter
Ledger
Literary Digest
Los Angeles Times
Monthly Report of the Federal Emergency Relief Administration
New Republic
New York Herald Tribune
New York Times
New-York Tribune
Newsweek
Office and Professional News
Official Bulletin
Official Journal of the European Communities
Official Opinions of the Attorneys-General of the United States
Official Register of the United States
Parliamentary Debates (House of Commons)
San Francisco Chronicle
Technical America
Time
Times (London)
United States News
UOPWA News
U.S. Law Week
U.S. News & World Report
Verhandlungen des Reichstages: Stenographische Berichte
Wage and Hour Reporter
Wall Street Journal
Washington Post

Documents on Websites
Bibliography


Altmeyer, Arthur. The Formative Years of Social Security. 1968


Bibliography

Barnard, Chester. *The Functions of the Executive.* 1968 (1938)
Bellush, Bernard. *The Failure of the NRA.* 1975
Benge, Eugene. *Cutting Clerical Costs.* 1931
Bischoff, Sabine. *Arbeitszeitrecht in der Weimarer Republik.* 1987
Bissell, Richard. *7½ Cents.* 1953
Blackwood, James, and Carol Kalish. “Long Hours and Premium Pay.” *EE* 10(2):iii-x (Aug. 1963)
Blumberg, Barbara. *The New Deal and the Unemployed: The View from New York City.* 1979
Bollens, Leo. *White Collar or Noose? The Occupation of Millions.* 1947
Boltanski, Luc. *Les Cadres: La Formation d'un groupe social.* 1982
Bibliography

Brooks, George. "Historical Background." In AFL-CIO. The Shorter Work Week 7-19. 1957


   ______. Wage and Hour Manual. 1943 ed.
   ______. Wage and Hour Manual. 1942 ed.


Cahill, Marion. Shorter Hours: A Study of the Movement Since the Civil War. 1932

   ______. U.S. Immigration Law and the Control of Labor: 1820-1924. 1984

California State Federation of Labor. Proceedings of the Thirteenth Annual Convention of the California State Federation of Labor Held at Germania Hall, San Diego, California October 7 to 12, 1912
   ______. Proceedings of the Fourteenth Annual Convention of the California State Federation of Labor Held at Old Armory Hall, Fresno, California October 6 to 11, 1913
   ______. Proceedings of the Fifteenth Annual Convention of the California State Federation of Labor Held at Moose Hall, Stockton, California October 5 to 9, 1914

Le Capitalisme monopoliste d'état: Traité marxiste d'économie politique. 1971

Cavaillé, J. La Journée de huit heures: le Loi du 23 avril 1919. 1919


Civil Service in Wartime. Leonard White ed. 1945


Cohen, Sanford. Labor Law. 1964

Commons, John, et al. History of Labour in the United States. 2 vols. 1918


Complete Presidential Press Conferences of Franklin D. Roosevelt. 25 vols. 1972


Bibliography

Corey, Lewis. *The Crisis of the Middle Class.* 1935
Corey. *The Decline of American Capitalism.* 1934
______. "When the Boss Works Late." *NB*, 29(5):17-19, 114-15 (May 1941)
______. *Soziologie der Angestellten.* 1962
Cullinan, Gerald. *The United States Postal Service.* 1973
Davies, Margery. *Woman’s Place Is at the Typewriter: Office Work and Office Workers 1870-1930.* 1982
de Vyver, Frank. "Regulation of Wages and Hours Prior to 1938." *LCP* 6(3):323-32 (Summer 1939)
"Determination of Length of Workday in Metal Mines." *MLR* 52(5):1254-55 (May 1941)
Downey, E. *Workmen’s Compensation.* 1924
Bibliography


Eichenhofer, Eberhard. “*Leitende Angestellte* als Begriff des Unternehmensrechts.” 1980


Eichenhofer, Eberhard. *"Leitende Angestellte" als Begriff des Unternehmensrechts.* 1980


Ehrlich, Eberhard. *"Leitende Angestellte" als Begriff des Unternehmensrechts.* 1980


The *Fair Labor Standards Act.* Ellen Kearns ed. 1999


FDR’s *Fireside Chats.* Russell Buhite and David Levy eds. 1993


______. *Proceedings 5th National Convention.* May 31-June 2, 1940

"Federal Eight-Hour Law and Executive Orders Pertaining Thereto." *MLR* 7:193-96 (1918)


Finch, M. *A Political Economy of Uruguay Since 1870.* 1981


______. *Without Blare of Trumpets: Walter Drew, the National Erectors’ Association, and the Open Shop Movement,* 1903-57. 1995


Bibliography


Fraser, Jill. White-Collar Sweatshop: The Deterioration of Work and Its Rewards in Corporate America. 2001

Freund, Ernst. Standards of American Legislation. 1965 (1917)


Galambos, Louis. Competition and Cooperation: The Emergence of a National Trade Association. 1966


Garson, Barbara. All the Livelong Day: The Meaning and Demeaning of Routine Work 1981 (1975)


Glasson, William. Federal Military Pensions in the United States. 1918


Goldthorpe, John, David Lockwood, Frank Bechhofer, Jennifer Platt. The Affluent Worker in the Class Structure. 1969


González Blanco, José P. Protection of Wages. 1959


Gottlieb, E. Overtime Compensation for Exempt Employees. AMA Research Study 40. 1960


Bibliography


Hanson, Elisha. "Official Propaganda and the New Deal." *AAPSS* 179:176-86 (May 1935)


Hemichel, Erhard. *Die leitenden Angestellten (dirigenti) im italienischen Arbeitsrecht*. 1999

Herring, E. Pendleton. *Public Administration and the Public Interest*. 1936


Hoos, Ida. *Automation in the Office*. 1961

"Hours and Earnings in Manufacturing Industries, 1932 to 1939." *MLR* 49(6):1466-69 (Dec. 1939)

Bibliography

Hourwich, Isaac. *Immigration and Labor: The Economic Aspects of European Immigration to the United States.* 1912


Howe, Louise. *Pink Collar Workers: Inside the World of Women's Work.* 1977

Hromadka, Wolfgang. *Das Recht der leitenden Angestellten im historisch-gesellschaftlichen Zusammenhang.* 1979


______. Report of the General Executive Board to the 24th Convention. May 27-June 8, 1940

Irish, Kerry. *Clarence C. Dill: The Life of a Western Politician.* 2000

Isserman, A. J. “How Wages Bill Will Function.” *GR,* Aug. 8, 1938 (8:2-3)


Jackson, Vincent. *Labour-Saving Office Appliances.* 1925


Kammerer, Gladys. *Impact of War on Federal Personnel Administration 1939-1945.* 1951


Klingender, F[rances]. *The Condition of Clerical Labour in Britain.* 1935

Knights of Labor. *Record of the Proceedings of the Seventh Regular Session of the General Assembly.* Held at Cincinnati, Ohio, Sept. 4-11, 1883
Bibliography


Kodeks zakonov o trude: C prilozeniem obzora kratkikh raz’yanenii i vazhneishikh rasporyazhenii po trudu (Prakticheskii Kommentarii). E. N. Danilova comp. 1923


**Labor and the Government: An Investigation of the Role of Government in Labor Relations.** Alfred Bernheim and Dorothy Van Doren eds. 1975 (1935)


**Labor Looks at the White Collar Worker: Proceedings of Conference on Problems of the White Collar Worker, Industrial Union Department, AFL-CIO.** Feb. 20, 1957


——-. *Manpower in Economic Growth: The American Record Since 1800.* 1964


Leffingwell, W. *Scientific Office Management.* 1917


Linder, Marc. *The Autocratically Flexible Workplace: A History of Overtime Regulation*
Bibliography

in the United States. 2002
_____ . Migrant Workers and Minimum Wages: Regulating the Exploitation of Agricultural Labor in the United States. 1992
Lockwood, David. The Blackcoated Worker: A Study in Class Consciousness. 2d ed. 1989 (1958)
Bibliography


Martindale-Hubbell Law Directory. 72d, 85th, and 94th eds. 1940, 1953, and 1962


McDonald, William. *Federal Relief Administration and the Arts.* 1969

McGovern, Mary. “Wages and Hours.” *IW* 19(3):90 (Mar. 1938)


Melman, Seymour. *Dynamic Factors in Industrial Productivity.* 1956


Miller, Scott. “Revitalizing the FLSA.” *HLEU* 19(1):1-124 (Fall 2001)


Millis, Harry, and Royal Montgomery. *Labor’s Progress and Some Basic Labor Problems.* 1938


_____.* White Collar: The American Middle Classes.* 1967 (1951)

Mink, Gwendolyn. *Old Labor and New Immigrants in American Political Development:*
Bibliography

Union, Party, and State, 1875-1920. 1986
Mitford, Jessica. The American Way of Death. 1963
Moore, Wilbert. Industrial Relations and the Social Order. Rev. ed. 1957 (1946)
Municipal Year Book 1943. Clarence Ridley and Orin Nolting eds. 1943
______. Unions of White Collar Employees. Studies in Personnel Policy, No. 51. 1943
______. "Democracy vs. All Inclusive Labor Movement." LN 5(3):23, 37 (May-June 1949)
______. Unionization of Professional Engineers and Chemists. 1946
Oppenheimer, Martin. White Collar Politics. 1985
"Overtime for Supervisors." Personnel 20(2):60-6 (Sept. 1943)
"Overtime Work by Salaried Employees." Personnel 14(2):90-93 (Nov. 1937)
Oxford English Dictionary. 1961 (1933)
Packard, Vance. The Status Seekers. 1959
The Papers of Walter Clark. 2 vols. Aubrey Brooks and Hugh Lefler eds. 1948-50
Bibliography


“The President’s Reemployment Agreement.” *MLR* 37:262-63 (1933).

“The Problem of Defining a ‘Salaried Employee.’” *ILR* 37(6):764-87 (June 1938)


Public Papers and Addresses of Franklin D. Roosevelt: The Year of Crisis: 1933. Vol. 2. 1938


Public Papers and Addresses of Franklin D. Roosevelt: 1937 Volume: The Constitution Prevails. 1941

Public Papers and Addresses of Franklin D. Roosevelt: 1938: The Continuing Struggle for Liberalism. 1941

Public Papers and Addresses of Franklin D. Roosevelt: 1940 Volume: War—And Aid to Democracies. 1941

Public Papers and Addresses of Franklin D. Roosevelt: 1943 Volume: The Tide Turns. Samuel Rosenman ed. 1950


Railroad Wages and Labor Relations 1900-1946: An Historical Survey and Summary of Results. Harry Jones, Executive Committee of the Bureau of Information of the Eastern Railways, ed. 1947

1311
Bibliography


Raube, S. “Foreword.” In James Bambrick, Jr., Albert Blum, and Hermine Zagat, Unionization Among American Engineers 3-4. NICB Studies in Personnel Policy No. 155. 1956

Rauch, Basil. A History of the New Deal 1933-1938. 1944

“Regulation of Hours of Work in European Industry.” ILR 18(1-5): 58-74, 216-40, 375-405, 574-610 (July-Nov. 1928)


______. “The Trainmen’s Eight-Hour Day II.” PSQ 32(3):412-28 (Sept. 1917)


Roos, Charles. NRA Economic Planning. 1937

Roosevelt, Franklin D. Selected Speeches, Messages, Press Conferences, and Letters. Basil Rauch ed. 1957

Rosenfarb, Joseph. The National Labor Policy and How It Works. 1940


Saposs, David. The Labor Movement in Post-War France. 1931


Scherer, Marcel. “Rosemund Reveals Anti-Unity Bias,” BFAECT, 3(2):3 (Feb. 1937)

Schlesinger, Jr., Arthur. The Age of Roosevelt: The Coming of the New Deal. 1959

______. The Age of Roosevelt: The Politics of Upheaval. 1960

Schmidt, Folke. Tjänsteavtalet. 1959


Schuman, Tony. “Professionalization and the Social Goals of Architects: A History of the Federation of Architects, Engineers, Chemists, and Technicians.” In The Design Pro-
sessions and the Built Environment 12-41. Paul Knox ed. 1988


“Should the Clerical Worker Be Included in Government Wage and Hour Regulation?” IW 19(3):68-70, 90 (Mar. 1938)

Should the 40-Hour Week Be Suspended?” MI 15(3): 110-18 (Mar. 15, 1948)


Snyder, Carl. White-Collar Workers and the UAW . 1973

Socialist Party. Are the Workers of America Opposed to an Eight-Hour Law? N.d. (1915)


______. Government As Employer. 1972 (1948)

______. The Labor Movement in a Government Industry: A Study of Employee Organization in the Postal Service. 1924

Stahl, O. Glenn. Public Personnel Administration. 4th ed. 1956 (1936)


Stern, J. David. Memoirs of a Maverick Publisher. 1962


1313
Bibliography

Stevens, Rosemary. *In Sickness and in Wealth: American Hospitals in the Twentieth Century*. 1989


Stuart, Mai. “Robots in the Office.” *NR* 95:70-72 (May 25, 1938)


Teper, Lazare. “Hours of Labor.” In *JHUSHPS* 50(1) (1932)


Tindall, George. *The Emergence of the New South 1913-1945*. 1967


United Automobile Workers. *Proceedings of the 1941 Convention of the International Union, United Automobile Workers of America*. Aug. 4-16, 1941


United Office and Professional Workers of America. *A Summary of the Proceedings of the Third Constitutional Convention of the United Office and Professional Workers of America*. Aug. 31-Sept. 6, 1940


Unofficial Observer. *The New Dealers*. 1934


Walling, William. Progressivism—And After. 1914


Ware, Norman. The Industrial Worker 1840-1860: The Reaction of American Industrial Society to the Advance of the Industrial Revolution. 1974 (1924)

_____. The Labor Movement in the United States, 1860-1895: A Study in Democracy. 1929


Webster’s New Collegiate Dictionary. 1981

Webster’s Third New International Dictionary of the English Language Unabridged. 1993

Weeks, David. Overtime Pay for Exempt Employees. NICB Personnel Policy Study No. 208. 1967


_____. The Republican Era: A Study in Administrative History, 1869-1901. 1965 (1958)


Who’s Who in America. Vol. 34. 1966-67


Whyte, William. The Organization Man. 1956


Williams, Whiting. “Guarding the Good Will of White-Collar Workers,” FMM 102(12):117-8 (Dec. 1944)

Wilson, Woodrow. An Address to a Joint Session of Congress (Aug. 29, 1916). In The
Bibliography


Die wirtschaftliche und soziale Lage der Angestellten: Ergebnisse und Erkenntnisse aus der großen sozialen Erhebung des Gewerkschaftsbundes der Angestellten. Complete expanded ed. 1931

Witte, Eberhard (with the assistance of Rolf Bronner). Die leitenden Angestellten: Eine empirische Untersuchung. 1974

Witte, Edwin Witte. The Government in Labor Disputes. 1932

Wolman, Leo. “Labor under the NRA.” In America’s Recovery Program 89-103. Clair Wilcox et al. eds. 1934

“Working Hours in War Production Plants, February 1942.” MLR 54(5): 1061-65 (May 1942)

Woytinsky, W., and E. Woytinsky. World Population and Production: Trends and Outlook. 1953

Yoder, Dale. Labor Economics and Labor Problems. 2d ed. 1939 (1933)

Index

Accountants, 188, 766-67, 780
Ackerman, Carl, 633-36
Act to Expedite National Defense, 1066
Act to Expedite Naval Shipbuilding, 631
Actors, 160-61, 171-72
Adams, John, 164-67
Adamson Act, 129-31, 140
Addison, Francis, 612
Administrative assistants, 775, 894
Administrative Procedure Act, 833
Administrators, 52, 54-55
Advisory Panel on Federal Salary Systems, 1118
Agriculture: exclusion of from FLSA, 399-403
Air Traffic Control Association, 1130
Air traffic controllers, 1126-31
Alaska, 91
Alberta, 1221
Alexander, Magnus, 666
Alien Contract Labor Immigration Laws, 159-94
Allen, William, 272, 273-74, 278, 303
Alliance for Labor Action, 800-802
Alpine, John, 149
Aluminum Administrative Workers Union, Local 20661, AFL, 430-31
Aluminum Industry Code, 317-18
Amalgamated Association of Iron, Steel and Tin Workers, 304
Amalgamated Clothing Workers, 276, 296, 563, 588
American Association of Schools and Departments of Journalism, 636, 759
American Bankers Association, 330, 432, 609-20, 661, 767-68
American Communications Association, 645, 709
American Farm Bureau Federation, 462
American Federation of Full Fashioned Hosiery Workers, 291
American Federation of Government Employees (AFGE), 1050-51, 1063, 1080, 1083, 1087, 1100, 1115, 1120, 1122, 1124, 1126, 1129, 1131, 1134, 1141, 1143, 1151, 1153, 1155, 1167
American Federation of Labor (AFL), 116-26, 137, 140, 143, 149, 227-28, 259, 294, 301, 309, 311, 331, 335, 342, 344, 397, 411-12, 457, 472, 576-77, 704-705, 737, 761, 774, 867, 907, 1043, 1076, 1078
American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), xiv-xvi, xxxiii, 4-5, 48, 800, 807, 822, 831, 1133, 1140-43; opposition of to revision of overtime regulations in 2003-2004, 866-68, 878, 901, 902, 904-906, 913, 925, 930, 938, 946, 950, 953, 963, 973, 975, 977, 979, 991, 992, 994, 995; self-contradictory position of on overtime pay, 906-908
American Federation of Musicians, 191
American Federation of Radio Artists, 780
American Federation of Technical Engineers, 1124
American Health Care Association, 952
American Institute of Accountants, 766-67, 780
American Institute of Architects, 780
American Library Association, 780
American Management Association (AMA), xxx, 217, 414
American Newspaper Guild (ANG), 327-29, 417-18, 432, 434, 458, 470, 477, 478, 490, 515-16, 520, 577, 646-48, 709, 710-12, 758, 763-64, 766, 780
American Newspaper Publishers Association (ANPA), 320, 321, 324, 326, 417, 434, 519-20, 636-37, 714, 758-59, 764, 780, 922
American Paper and Pulp Association, 597
American Retail Federation (ARF), 515, 541, 546-47
American Window Glass Workers’ Association, 190
Amory, Robert, 274-75
Anderson, Paul, 325
Andrews, Robert, 5, 843-45, 903
Angly, Edward, 323
Architects, 203, 672, 780
*Are the Workers of America Opposed to an Eight-Hour Law?*, 121
Arkansas: women’s hours law, 218-21, 665
Artistic professional employees, 371, 487-88, 624, 691-93, 712-13
Assistant buyers, 547-52, 792
Assistant managers, 792, 820, 851-52, 956-57, 978
Assistants to executives, 682, 894
Associated Farmers of California, 480
Associated Industries of Massachusetts, 243
Associated Industries of Minneapolis, 743
Associated Industries of Missouri, 565
Association for the Improving the Condition of the Poor, 671
Association of General Merchandise Chains, 822
Association of Stock Exchange Firms, 619
Athletic trainers, 959-60
Auer v. Robbins, 966
Australia, 354
Automobile industry, 237-40
Automobile Manufacturing Industry Code, 298-302
Avery, Sewell, 559
Bahr, Henry, 591-93
Ball, Joseph, 759-60, 764-67, 773-74
Ball, Reuben, 416
Ballenger, Cass, 840, 848, 852, 854
Ballew, J. H., 543-45, 581-83, 592, 610, 615, 619, 621-23, 763
Bankhead, William, 477, 478-79, 488
Bankruptcy statutes, 204-205
Banks, 330-34, 608-20, 767
Banks, Nathaniel, 1004
Bard, Ralph, 1070
Barden, Graham, 466-69, 471-72, 476, 477, 478, 479, 481, 484, 489-501, 513, 630, 686, 983
Barker, Leavitt, 742-43
Barnard, Chester, 429
Barnes, George, 355-58
Baruch, Ismar, 1111-12
Bates, J. T., 1027
Batty, William, 276
Beall, John, 1149
Beck, James, 195-96
Becker, Craig, 977
Bell, W. B., 307, 308
Benedict, Jane, 667
Bennett, Jean, 110
Bentley, Charles, 99
Berger, Victor, 1035
Index

Bernstein, Leo, 555-56, 561, 562
Berrali, Joel, 331, 335-36, 339
Biden, Joseph, 932-34
Bingaman, Jeff, 934
Bird, Ronald, 940, 970-71, 981
Bison, Henry, Jr., 800
Black, Hugo, xxiv, 228-29, 233-36, 243, 249-50, 277, 312, 389, 392-93, 397, 401, 405-406, 411, 640, 683, 853, 923
Blair, Henry, 167-69, 176, 185, 195-98
Blakely, David, 174
Block, William, 759
Bodle, George, 648-52
Bollens, Leo, 726, 761-62
“Bona fide,” 395-97, 567-68
Bone, Homer, 241, 242
Bookkeepers, Accountants, and Stenographers Union, Local 12646, AFL, 293, 337-38, 346-47, 527, 723-24
Bourne, Jonathan, 1039
Bowers, Glenn, xxxv
Boyce, Charles, 596
Braverman, Harry, xl-xl
Bremer, Alexander, 191
Brennan, Peter, 1143-44
Brewer, David, 182
Bribosia, Joseph, 374
Bristow, Joseph, 1039-40
British Columbia, 1221-23
Brodhead, J. M., 1015
Brooklyn Savings Bank v. O’Neil, 916
Brouillet, A. W., 96
Brown, Donaldson, 300
Brown, H., 617
Brown, Henry, 161, 183
Bryan, Nathan, 1041
Bundesarbeitsgericht, 1247
Bureau of National Affairs (BNA), 420, 945
Burger, Warren, 59
Burger King Corp., 820, 821, 851, 978-80
Burlak, Ann, 290
Burleson, Albert, 1042-43
Burns, James, 1100
Burton, Phillip, 1145
Bush, George H. W., 827
Bush, George H. W. administration, 822, 1170
Bush, George W., 874, 935
Bush, George W. administration, xxiii, 3, 18, 714, 812-13, 873, 876, 937-38, 973, 995-96, 1053
Business Week, xxxiii
Butler, Thomas, 136
Byrd, Harry, 1090

Cadres, 1232-34
California, 91-109
California State Federation of Labor, 92, 94, 102, 109, 116, 117, 123
Calvin, William, 335
Campbell, Ben, 996
Campbell, James, 1115
Canada, 1221-28
Canfield, Robert, 597-600
Cantwell, Edward, 1038
Carey, W. Gibson, Jr., 480
Carlson, Frank, 1114
Carter, Jimmy, xv
Carter administration, 817, 820, 931
Case, Francis, 500
Catledge, Turner, 461
Cement Industry Code, 309-11
Chamber of Commerce of the United States, 29, 73, 229, 402-403, 411, 460, 472, 480, 482, 484, 500, 715, 737, 755, 762, 798-99, 821, 838, 852, 874, 901, 916, 929, 936, 940, 945, 1107
Chandler, E. Lawrence, 735-36
Chao, Elaine, 833, 874-75, 880, 906, 939, 945-46, 969, 970, 973, 990
Chapin, Roy, 237, 238-39
Chefs, 964-65, 993
Chemical Manufacturing Code, 306-309
Chemists, 672, 794
Index

Cheney, Roy, 394-95, 402, 426
Chene, Leo, 518
Chicago Association of Commerce and
Industry, 777
Chile, 368, 370
Chinese contract labor, 160-61
Ching, Cyrus, 424
Chrysler Corp., 36, 238, 733
Church of the Holy Trinity, 177
Church of the Holy Trinity v. United
States, 179-85, 187, 188-89, 192
Civil Works Administration, 674
Clapper, Raymond, 463
Clark, Bennet, 240
Clark, Champ, 135
Clark, Nicholas, 839-41, 855
Clark, Walter, 146-49, 151
Classification Act of 1923, 631, 683,
686, 1049, 1094, 1106, 1108
Clear, Albert, 619-20
Clerical Administrative and Fiscal Ser­vice (CAF), 602-603, 686-87, 1049,
1058, 1066, 1106
Clerical workers, 260, 261, 266, 268,
280, 282, 283, 287, 288, 293, 296,
306, 310, 313, 315, 317-18, 337,
343, 430, 436, 452-53, 485-86, 583-
86, 591-93, 648, 658, 672, 687-88,
1041
Clerks, 672, 1000
Cleveland, Grover, 194, 199
Cleveland employers, 746-47
Clinton, Bill, xv, 834
Clinton, Hillary, 4, 937
Clinton administration, 830-31, 834,
869-74, 881-82, 960
Clothing Manufacturers Association
(CMA), 588-91
Coat and Suit Industry Code, 281-90
Cochrane, Hall, 595-96
Code du Travail, 1233
Codes of fair competition, 254-347,
397, 398, 403, 428, 756; exclusion
of administrative employees from,
262-66; number of with exclusions
of white-collar workers, 260-61
Cohen, Benjamin, 390, 392
Cohn, Sidney, 645
Coil, Maggie, 838-39
Cole, Cornelius, 1006, 1007
Coleman, Gail, 963
Coleman, James, 878
Coley, H. J., 1063-64
Collier, Harold, 794
Commercial and Financial Chronicle,
108
Commissioner of Internal Revenue, 509-
10
Committee for Industrial Organization
(CIO), 410, 434, 440
Commonwealth Club of California, 95
Communications Workers of America,
54, 778
Communist Party of Germany, 1241
Communist Party USA, 456, 528, 566,
727
Computer occupations, 782, 804-806,
823-30, 912, 993
 Concurrent duties, 956
Confédération Française de l'Encadre­ment-Confédération Générale des
Cadres (CFE-CGC), 1234-35
Confederation of British Industry, 1254-
55
Confidential employees, 369-70, 371-
74, 377-79
Congress, 24, 26-27, 43, 52-53, 55-56,
128-29, 132-37, 160-72, 175-76,
185-86, 191-200, 224-53, 345, 385-
87, 392-403, 438-504, 632, 677,
686-87, 733-51, 759-68, 773, 788-
90, 794-95, 812, 823-30, 834-48,
852-55, 926-41, 969-96, 999-1000,
1002-10, 1014-16, 1018-20, 1023-
27, 1032-45, 1047, 1053-1138,
1143-52, 1170-72, 1180-82
Congress of Industrial Organizations
(CIO), 457, 458, 472, 476, 481, 578-
Index

80, 629, 705, 714, 726-27, 737, 867
Congressional Joint Commission on Re-
classification of Salaries, 52, 1047
Congressional Review Act, 928, 941
Connecticut Manufacturers Association,
595
Connery, Lawrence, 701-702
Connery, William, 224, 229-31, 242,
248-50, 392-93, 406
Conness, John, 1003, 1006
Connole, Anthony, 800
Constantine, Earl, 291-92
Cook, Walter, 293
Cooperative Food Distributors of Amer-
ica, 542
Copelof, Maxwell, 285-86
Corcoran, Thomas, 390, 392
Corey, Lewis, 669
Corning Glass Works, 774
Corporate insolvency statutes, 205-207
Corset and Brassiere Industry Code,
197-98
Cotiguala, Jac, 904, 905
Cotton Textile Code, 270-80
Cotton-Textile Institute, 402
Council of Europe, 1235
Council of European Professional and
Managerial Staff, 1202, 1231
Council of National Wholesale Associa-
tions (CNWA), 515, 517, 522, 541-
42, 548
Council on Wage and Price Stability
(COWPS), 810-12, 818
Cowdrick, Edward, 425, 715-16
Cox, Archibald, 760
Cox, Edward Eugene, 448, 449, 459,
462-63, 468, 472, 473, 475, 476,
488, 491, 501, 544, 582, 623
Cox, Samuel, 185, 1018
Coyle, Hugh, 173-74
Craig, David, 547
Crain, William, 1024-26
Creative-artistic employees, 549
Crisis of the Middle Class, 669
Crisp, R. G., 1095
Croll, June, 276
Cummins, Amos, 1032-33
Curran, Joseph, 702, 705
Current Population Survey (CPS), 17-18
Czechoslovakia, 370, 1228
Dahlberg, Earle, 457-58
Daily Newspaper Publishing Business
Code, 318-30
Darrow, George, 517
Daschle, Tom, 944
Däubler, Wolfgang, 1247
Davis, George, 402-403
Davis, James C., 1117
Davis, James J., 671
Davis, Thomas, 1176-77, 1180-82
Davison, K. C., 311
de Bruin, Walter, 754
Denmark, 369,
Dent, John, 789, 794, 1133-34, 1136-
37, 1143-45, 1149
Departments of Labor, Health and Hu-
man Services, and Education, and
Related Agencies Appropriations
Act, 2004, 926-28
Departments of Labor, Health and Hu-
man Services, and Education and
Related Agencies Appropriations
Act, 2005, 995
Dependent Pension Act of 1890, 194-
201
Design Supervisor’s Association, 1096
Devine, David, 1161, 1166
Dewey, Thomas, 751
Dill, Clarence, 234, 235
Dingell, John, 1101
Dirigenti, 1249
Domestic workers, 834
Dominick, Peter, 1146-47, 1149
Donovan, Raymond, 820
Donovan v. Burger King Corp., 852
Douglas, Paul, 669-70
Downey, Sheridan, 1094, 1097
Index

Dreiband, Eric, 878
Drew, Walter, 146
Dubinsky, David, 282, 283-84, 286, 289
Duercenberger, David, 823-24
Duncan, James, 120

Duties test, 433, 612, 639, 681, 709, 718, 762, 767, 773, 782, 867, 870-71, 878, 882, 885-98, 890, 948-49, 956-65

Dyson, Dave, 1223-25

Easley, Ralph, 530
Eastman, Michael, 945
Eccles, Marriner, 1108
Echaveste, Maria, 28, 85, 833, 870, 871-72

Economic Policy Institute (EPI), 4, 908-13, 927, 944, 978, 989, 992-93

Edgerton, John, 523
Edison Electric Institute, 640
Edmunds, George, 1003
Edwards, Alba, 675, 1000-1001

Eight-hour day: actual, 126-51; basic, 126-51; for laborers and mechanics of federal government, 132-33, 1044-45

Eight-hour law of 1868, 1002-1016

Eisenbrey, Ross, 944, 958, 968, 978-80, 989-90, 992-93

Electrical Manufacturing Code, 302-303

Elisburg, Donald, 818
Ellender, Allen, 763

Emergency Committee for Preserving the Fair Labor Standards Act, 467

Emergency Relief and Construction Act, 225-26

Emergency Relief Appropriation Act of 1935, 226

Emery, James, 230-31, 403

Employers and Workmen Act, 1875, xxxiv

Employment Policy Foundation (EPF), 940

Engels, Albert, 533-34

Engels, Friedrich, xli

*Engineering News-Record*, 710

Engineers, 45-47, 82-83, 189, 246, 511-12, 570-71, 672-73, 710, 733-36, 780, 794

Equal Pay Act, 803-804

Erlenborn, John, 1135-36, 1144-45

Eubanks, Sam, 758, 763-66

Eurocadres, 1202-1203, 1231

European Commission, 1229-31, 1255

European Committee of Social Rights, 1235

European Confederation of Executives and Managerial Staff/Confédération Européenne des Cadres, 1231

European Social Charter, 1235-36

European Union, 1229-31, 1254

Evarts, William, 185, 1008

Executive employees, 44, 55-56, 225-26, 252, 269, 428-33, 558-61, 579-80, 611-12, 659-65, 755-57, 774-75, 782, 887-90, 923, 956-58, 1156; in retail and service industries, 788-93

Executive secretaries, 682-83

“Exempt(ion)”, xxi-xxvi, 695

*Factory Management and Maintenance*, 725

Fair Labor Standards Act (FLSA), xiii, 13-17, 31, 33, 131-32, 193, 731, 750-51, 769, 788-90, 973, 974, 1053, 1057, 1060, 1067, 1072, 1073, 1075, 1081, 1082, 1083, 1086-87, 1088, 1089, 1090, 1093, 1096, 1098, 1099, 1100, 1101, 1102, 1107, 1113, 1120, 1176, 1180, 1189, 1192-95, 1201, 1203, 1204-1208, 1246, 1248; abortive amendments of in 1939-40, 438-504; application of to federal employees, 1132-72; legislative history of, 385-437; “suffer or permit to work” standard under, 1153

Fair Labor Standards Act Reform Coali-
<table>
<thead>
<tr>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>tion, 918, 924</td>
</tr>
<tr>
<td>Faircloth, Lauch, 961</td>
</tr>
<tr>
<td>Family Time Flexibility Act, 908</td>
</tr>
<tr>
<td>Farmers’ and Fruit Growers’ Federation, 104, 107</td>
</tr>
<tr>
<td>Farmers’ Protective League, 102</td>
</tr>
<tr>
<td>Farmworkers, xiii, 26</td>
</tr>
<tr>
<td>Farquhar, John, 199</td>
</tr>
<tr>
<td>Fawell, Harris, 842-43, 846</td>
</tr>
<tr>
<td>Federal Aviation Administration (FAA), 1127</td>
</tr>
<tr>
<td>Federal Emergency Relief Administration (FERA), 673-74</td>
</tr>
<tr>
<td>Federal Employees Pay Act of 1945 (FEPA), 1103-1104, 1106, 1107, 1108, 1110, 1112, 1114, 1115, 1117-18, 1120, 1176</td>
</tr>
<tr>
<td>Federal Employees Pay Comparability Act of 1990 (FEPCA), 1170-71</td>
</tr>
<tr>
<td>Federal Insurance Contribution Act, 834</td>
</tr>
<tr>
<td>Federal Managers Association (FMA), 1180-82</td>
</tr>
<tr>
<td>Federal Salary Reform Act of 1962, 1119, 1121, 1122</td>
</tr>
<tr>
<td>Federalist Society, 27-28, 85, 877</td>
</tr>
<tr>
<td>Federation of Westinghouse Independent Salaried Unions, 726</td>
</tr>
<tr>
<td>Feinstein, Barbara, 934</td>
</tr>
<tr>
<td>Fessenden, William, 1007</td>
</tr>
<tr>
<td>Field, Stephen, 182</td>
</tr>
<tr>
<td>Finland, 369</td>
</tr>
<tr>
<td>First National Bank of Chicago, 613-14, 617</td>
</tr>
<tr>
<td>Fisher, Charles, 1054-59, 1068, 1075-76, 1082, 1086-87</td>
</tr>
<tr>
<td>Fitzgerald, John, 1032-33</td>
</tr>
<tr>
<td>Fleeson, Doris, 321-23</td>
</tr>
<tr>
<td>Flemming, Arthur, 1073, 1081, 1082, 1086, 1087-88, 1094-95, 1097-99</td>
</tr>
<tr>
<td>Flexible Employment Compensation and Scheduling Coalition, 838</td>
</tr>
<tr>
<td>Foran, Martin, 162-63</td>
</tr>
<tr>
<td>Forbes Watson, John, 370</td>
</tr>
<tr>
<td>Ford, Henry, 149-51, 727</td>
</tr>
<tr>
<td>Ford Motor Co., 727-28</td>
</tr>
<tr>
<td>Foremen, 203-204, 757</td>
</tr>
<tr>
<td>Fortney, David, 971, 978</td>
</tr>
<tr>
<td>Forty-Hour Week Convention (1935), 375-79</td>
</tr>
<tr>
<td>Fox, R. B., 549-52</td>
</tr>
<tr>
<td>France, 369, 1231-36</td>
</tr>
<tr>
<td>Frankfurter, Felix, 138, 551</td>
</tr>
<tr>
<td>Fraser, John, 19, 782, 831, 959, 961, 963</td>
</tr>
<tr>
<td>Fraser, Samuel, 400-402</td>
</tr>
<tr>
<td>Fremon, Richard, 1140</td>
</tr>
<tr>
<td>Frist, Bill, 942</td>
</tr>
<tr>
<td>Fritsch, Conrad, 816-17</td>
</tr>
<tr>
<td>Functions of the Executive, 429</td>
</tr>
<tr>
<td>Funeral directors and embalmers, 960-63, 991, 993</td>
</tr>
<tr>
<td>Furuseth, Andrew, 123</td>
</tr>
<tr>
<td>Gall, John, 447, 448</td>
</tr>
<tr>
<td>Gallagher, Andrew, 120</td>
</tr>
<tr>
<td>Gallagher, Monica, 963</td>
</tr>
<tr>
<td>Garbo, Greta, 623</td>
</tr>
<tr>
<td>Garner, John Nance, 473-74, 476</td>
</tr>
<tr>
<td>Gearhart, Bertrand, 1102</td>
</tr>
<tr>
<td>General Aniline Employees’ Organization, 449-50</td>
</tr>
<tr>
<td>General Electric Corp., 244, 430, 511-12, 754</td>
</tr>
<tr>
<td>General Federation of Commercial and Office Employees, 371</td>
</tr>
<tr>
<td>General Motors Corp., 244, 245, 300, 623, 667, 768, 1105</td>
</tr>
<tr>
<td>General Schedule, 1106</td>
</tr>
</tbody>
</table>
Index

George, Walter, 1086
Germany, 369, 1236-48
Germer, Jacob, 120
Geyer, Lee, 499
Gill, Corrington, 673
Gitlow, Benjamin, 566
Glenn, Annabel, 331-32
Goldfinger, Nat, 807
Gompers, Samuel, 116-25, 135-36, 149, 175, 181, 355, 1036, 1037
Goodling, William, 829
Goodyear Tire and Rubber Co., 754, 774
Gorman, Francis, 278, 294-95
Grandfield, Charles, 1039-40
Grant, Ulysses, 1009-10, 1014
Green, Robert, 945
Green, William, 227-28, 276, 301, 302, 303, 314-17, 397, 412, 1070, 1082
Gregg, Judd, 909, 932, 969, 982-88, 994, 996
Gregory, Charles, 389-91
Griggs, John, 189-90
Griner, John, 1120, 1122, 1124, 1126, 1134, 1141, 1143
Guild of New York Newspaper Men and Women, 321, 326-27
Gwinn, Ralph, 733-35

Hagen, Harold, 1117
Hall, Ernest, 291-92
Hall, S. O., 584-86
Hallsworth, Joseph, 372
Hamilton, Lee, 1128
Hampton, Robert, 1146-47
Hand, Augustus, 34
Hand, Learned, 205
Hangen, H. C., 548-49
Hanson, Elisha, 321, 417-18, 434, 636-40, 646
Harding, Warren, 52
Harkin, Tom, 928, 929, 931-32, 934, 936-37, 942, 943-44, 973-77, 982, 985-88, 991, 993-96

Harriman, Henry, 229
Harrington, John, 561-65
Harrington, Vincent, 499
Harrison, Benjamin, 194
Harrison, Marvin, 324
Hart, Philip, 804
Hartley, Fred, 444, 738, 757
Harvard Business Review, 82
Harvard Business School, 66, 82
Haslam, Reuben, 755-58, 766
Hatch, Orrin, 826-27, 982
Haywood, Alan, 727
Haywood, Dorothy, 56-57, 61-63, 67, 68, 74, 75, 76, 78, 81, 680
Healey, Arthur, 497, 500, 501
Hearst Corp., 637
Heating, Piping and Air-Conditioning Contractors National Association, 755
Heaton, E. B., 587
Heck, G. H., 96-98, 107
Heiser, Karen, 1180
Henderson, David, 1145-46
Henderson, Leon, 528
Herman, Alexis, 844
Herter, Christian, 1098
Hewitt, Fred, 294
High-salaried employees, 449-54, 699, 704, 738, 773, 838-42, 978
Hill, James, 1130
Hillman, Sidney, 276, 291, 296, 500, 588, 590
Hillquit, Morris, 116-17, 281, 342
Hinshaw, John, 733-35
Ho King, In re, 160, 178
Hoar, Ebenezer, 1009
Hoar, George, 186, 198
Hodgson, James, 1133, 1136
Hoffman, Clare, 498-99, 1060-61
Hoover, Herbert, 223, 225
Hosiery Industry Code, 291-94
Hours-averaging, 244-45, 259, 261, 270, 280, 281, 294-96, 299-300, 304, 305, 306, 309-11, 330-31, 333-
Index


Hours of Work (Commerce and Offices) Convention (1930), 363-75
Hours of Work (Industry) Convention (1919), 349-63, 1241
Howard, Earl, 283-86, 297
Hromadka, Wolfgang, 1238-39, 1242
Hudson Motor Car Co., 237
Hughes, Charles Evans, 130
Hushing, W. C., 474, 1077
Hutchings, Paul, 745-46
Hyman, Louis, 282

IBM Corp., 847-48
Ilg, Conrad, 360, 372
Illinois Manufacturers Association, 562-65, 573
Immigration and Nationality Act of 1952, 193
Indiana Manufacturers Association, 594-96, 662, 686
Ingalls, John, 196
Initiative process, 91-115
Inside sales workers, 842-48
Institute of American Poultry Industries, 587
Insull, Samuel, 640
International Alliance of Theatrical Stage Employees, 653
International Apple Association, 400
International Association of Machinists (IAM), 118, 294, 1079-80
International Brotherhood of Electrical Workers (IBEW), 303, 641, 643-44, 396-97
International Brotherhood of Teamsters, 800
International Federation of Technical Engineers, Architects, and Draftsmen’s Union, 569, 644, 724, 1080, 1100
International Harvester Co., 424
International Labor Organization (ILO), 348, 375-77, 379-82
International Ladies’ Garment Workers’ Union (ILGWU), 279, 281-84, 286, 288-89, 297, 341, 342, 545, 572, 573, 575, 606, 607, 755, 778
International Molders’ Union, 146
International Typographical Union, 100
Investment Bankers Code, 337-38
Iron and Steel Industry Code, 303-304
Isserman, Abraham, 418, 515-16, 520
Italy, 1248-50

Jackson, Henry, 1097-1101
Jackson, Louis, 796-98
Jackson, Robert, 393-94
James, Darwin, 1026
J. C. Penney, Co., 548-50
Job, The, 683
Job Evaluation and Pay Review Task Force, 1132, 1138-43
Johnson, Albert, 53
Johnson, Andrew, 1008
Johnson, Hiram, 100, 1062, 1063
Johnson, Lyndon, 1119
Johnson, W. D., 474
Johnston, Joseph, 1040
Johnston, Olin, 1108
Joint Commission on Postal Salaries, 1043-44
Jones, Willard, 613-14
Jouhaux, Léon, 358
Journal of Business, 676
Journalists. See Newspaper reporters
Jumpstart Our Business Strength (JOBS) Act, 942, 973, 988, 995, 996
Kantor, Harry, 785-87, 884, 953-54
Kantor Report, 883-84, 920
Kaplan, David, 309
Kaufman, Alan, 905
Keaveney, Charles, 302
Kelday, George, 424
Kennedy, Edward, 4, 823, 824, 826-27, 926, 984-85
Kennedy, John F., 1119
Kerry, John, 823, 824, 825, 828, 986, 994
Kilberg, William, 28, 835, 837-40, 852-53, 918
King, Peter, 926, 928
Kingery, W. H., 112-13
Kingsley, O. W., 92, 94
Kirk, Harry, 224-25
Klaman, Joseph, 553-56, 583-84
Klein, Arthur, 1090
Klein, Felix, 186
Knights of Labor, 161, 171, 1018
Knox, Frank, 1070
Knox, S., 134-35
Knudsen, William, 507-508
Koczak, Stephen, 1129-30
Kohl, Herbert, 985
Konkle, Alexander, 594
Kops, Waldemar, 297-98
Kovner, Joseph, 578-79
Kramer, Charles, 487-88
Krock, Arthur, 460, 471
Kushnick, William, 1076
Labor Advisory Board (LAB), 276, 295, 305-306, 308, 312, 313-14, 318, 325, 328, 331, 332, 335-36, 338, 342, 344, 345
Labor unions: white-collar membership of, 718-30, 867-69
Lacombe, Emile, 188
La Follette, Robert, 129
LaGuardia, Fiorello, 224
Landis, Gerald, 735
Lapham, Elbridge, 170
Law, Steven, 937-38
Lawyers, 82, 196, 198, 1172-76
Lazo, Hector, 543
Learned professional employees, 549
Lederer, David, 1140
Lederer, Emil, xxxi
Leffingwell, William, xxviii
Leitende Angestellte, 1236-48
Lenroot, Katharine, 395-96
Letter carriers: as white- or blue-collar workers, 1000, 1021-23, 1026, 1030, 1035-36; Civil Service exams for, 1021-23; eight-hour law for, 999, 1027-45; number of, 1017
Letter-Carriers National Association, 1027
Levin, Carl, 934
Lewis, George, 1068
Lewis, John L., 410, 457, 473-74, 476, 494, 630, 705, 714, 1064
Lewis, Sinclair, 683
Librarians, 780
Lieberman, Elias, 279, 283, 297-98
Lien laws, 202-204
Lipnic, Victoria, 939
Lippmann, Walter, 129
Lischinsky, Solomon, 563-65, 590-91, 596, 605
Little Wagner Act, 213
Loner, Augustine, 241
Long, Huey, 240-42
Lonnquist, Judith, 804
Lorber, Lawrence, 929-30
Los Angeles Times, 101-105
Loud, Eugene, 1032, 1042
LPA, HR Policy Association, 72-73, 87, 837, 838, 853-55, 914-16, 940
Lucas, Wingate, 736
Lum, B. O., 703, 705
Lummus Co., 571
Lundquist, Clarence, 791-93
Index

Luxemburg, 368
Lyons, Kenneth, 1130

Maas, Melvin, 1068, 1070-71
Macauley, Alvan, 238
MacDonald, J. Randall, 847-48
Machinery and Allied Products Code, 311-12
Machinery and Allied Products Institute, 593-94
MacKinnon, George, 739-44
Macy, John, Jr., 1124
Macy, V. Everit, 151
Mahon, George, 1089-90
Maldon, John, 304
Managerial employees, 252, 269, 369-70, 372-73, 377-79; unionization of in Europe, 1202-1203
Manasco, Carter, 1087
Manderscheid, Marie, 558-61
Manitoba, 1223-25
Manual labor, xxxiv-xl, 183-84, 187-88, 189-90, 196-201, 218, 719-20, 950-51, 1000, 1008, 1020, 1041
Manual of Newspaper Job Classifications, 712-13
Mapes, Clarel, 588, 642-43
Marathon Paper Mills, 597
Marjoribanks, D. S., 357, 358
Martin, Alfred, 1010-13
Martin, Frank, 636
Marx, Karl, 341
Mason, Lucy, 277, 280-81
Mason, Walter, 761
Massachusetts, 221
Matkov, Salzman, 877
Matter, Henry, 545-46
Maximum workday, 248 n.132, 277, 352, 357, 358
Maxwell, Alexander, 640-42
Mayer, Louis B., 662
McAdoo, William, 139-40, 1019
McCann, Irving, 745-49
McComb, William, 737, 747-49, 752, 760, 780-81, 783
McConnell, Samuel, 738-39
McCormack, John, 501
McCutchen, Tammy, xxiii, 27-28, 876-78, 880, 900, 902, 905, 927, 929, 938, 941, 945, 969, 970, 975-80, 990, 992
McDonald's Corp., 833
McGillivary, Gregory 904
McKeough, Raymond, 498
McKinley, E. I., 219
McMahon, Thomas, 276, 290
McMahon, W. H., 744
McMillan, Edward, 421
McNulty, George, 533
McReynolds, William, 1073
Mead, James, 1081, 1085, 1086
Mealy, John, 797
Means-testing, 578-79, 704
Meany, George, 1133
Mechanization, 720-24
Men's Clothing Industry Code, 196
Merchants and Manufacturers Association, 101-103
Merrill, Lewis, 493, 565-69, 661, 708, 722-24
Metropolitan Life Insurance Co., 213-14, 346 n.445
Mid-Continent Oil and Gas Association, 588, 642-43
Miller, George, 906, 926, 927, 932, 970, 988
Miller, George P., 1099
Miller, John, 449
Miller, William, 1014
Mills, C. Wright, xxxiii, 66, 676, 868
Minimum Wage Study Commission, 15, 81-82, 812-18, 840, 881
Minnesota employers, 483
Minton, Sherman, 460
Mitchell, Homer, 623-29, 648, 650-54
Modern Industry, 415
Monroney, Mike, 1125
Montgomery Ward & Co., 558-61

1327
Index

Monthly Labor Review, xxvii, 1001
Moran, Robert, 803, 804
Morgan, John, 168-69
Morgan, Lewis & Bockius, 916
Morrill, Edmund, 199-200
Morrill, Justin, 1007, 1016
Morrison, James, 1120, 1123
Mortgage loan officers, 991, 993
Morton, Oliver, 1006
Motion picture industry, 488, 623-29, 648-55
Motion Picture Producers and Distributors of America (MPPDA), 623, 648, 650
Mullen, James, 98, 99
Murchison, Claudius, 402
Murkowski, Lisa, 986
Murphy, Austin, 827-29
Murphy, Betty, 806-808
Murray, Donald, 1096
Murray, Philip, 726, 1064, 1070-71
Musical Mutual Protective Union, 186, 190-91
Musicians, 172-76, 186, 190-93
National Advisory Committee for Aeronautics, 1067
National Archives, 538, 753
National Association of Broadcasters, 780
National Association of Chain Drug Stores, 955
National Association of Convenience Stores (NACS), 878-79, 920-22, 965
National Association of Government Employees, 1130
National Association of Hosiery Manufacturers, 416
National Association of Letter Carriers, 1029, 1032, 1038, 1043
National Association of Mortgage Brokers, 991
National Association of Retail Grocers, 800
National Automobile Chamber of Commerce, 245, 300
National Commission on the Public Service, 1179
National Confederation of Employers' Organizations, 370
National Conference on Labor Legislation, 219-20, 456
National Consumers' League, 277
National Council of Chain Restaurants, 878
National Door Manufacturers Association, 584-86
National Emergency Relief Act of 1932, 225
National Employment Law Project, 956
National Employment Lawyers Association, 887, 952
National Federation of Federal Employees (NFFE), 1047, 1075, 1085, 1088, 1096, 1109, 1115, 1124, 1168
National Federation of Independent Businesses, 838, 936
National Federation of Post Office Clerks (NFPOC), 1034, 1036, 1038
National Federation of Postal Employees, 1043
National Federation of Salaried Unions, 761, 778
National Funeral Directors Association, 991
National Grocers Association, 953
National Industrial Conference, 354 n. 29
National Industrial Conference Board (NICB), 45, 141-43, 339, 509, 666, 730, 868-69, 1110

1328
National Industrial Recovery Act (NIRA), 243, 247, 255-66, 376, 1093
National Industrial Recovery Board, 292, 328-29
National Institute of Dry Cleaning, 800
National Labor Relations Act (NLRA), 635, 731, 762
National Labor Relations Board (NLRB), 430-31, 465, 476, 732-33, 1069
National Labor Standards Act, 391
National Lumber Manufacturers Association, 591
National Maritime Union, 702
National Mass Retailing Institute, 822
National Office Management Association, 1110
National Organization for Women, 804
National Restaurant Association, 936, 945, 964
National Retail Federation, 68, 919-20, 936, 957
National Society of Professional Engineers, 780
National Textile Act, 252-53
National Textile Workers Union, 276, 290
National Treasury Employees Union, 1166
National Union of Distributive and Allied Workers, 372
National War Labor Board (NWLB), 144-51
National Wholesale Grocers Association, 542, 667
National Woman's Party, 277
Nation's Business, 715
Naval appropriation bill (1917), 133-38
Needle Trade Workers Industrial Union, 282
Nelson, Eleanor, 1077, 1078
Nelson, Otto, 1034-39
Netherlands, 1251-52
New Republic, xxxi
New York Herald Tribune, 443
New York Newspaper Guild, 527
New York State: corporate insolvency laws, 205-207; Labor Law, 156-57, 209-10, 213-14; legislature, xxxv, 156; State Labor Relations Board, 213-14; tax laws, 694-96; wage payment laws, 207-12
Newfoundland, 1225-26
Newspaper Association of America (NAA), 922-24, 965
Newspaper reporters, 318-30, 393-94, 478, 634-40, 647, 692-93, 711-14, 896-98, 965
Nixon, Richard, 742, 1148-51
Nixon administration, 1133, 1135
Non-exempt work, 556-59, 565, 702, 706-707, 754, 776, 788, 792-93, 851, 889, 956-57, 990
Norris, George, 128
North American Van Lines, 56, 61-63, 74, 75, 81, 86
North Carolina, 218, 221
North-West Paper Company, 596
Norton, Mary, 412, 449, 454-59, 461-63, 465, 467, 469, 470, 472, 474, 476, 477, 480-81, 484, 489, 492, 495, 496, 501, 502, 503, 583, 630, 686, 689
Nova Scotia, 1226
Noyes, H., 599
Nursery school teachers, 972, 993
Nurses, 322-23, 972
Index

Obey, David, xv, 926, 932, 935, 938, 993-95

*Occupational Outlook Handbook*, 51
Office Employees International Union, xxxix, 668, 725, 745, 774, 868
*Office Management*, 79
Office of Economic Stabilization, 510
Office of Management and Budget (OMB), 942, 1174

*Official Register of the United States*, 52-53
Ohio, 221
O’Leary, John, 311
Oliver, Philip, 1138-43
Olson, Kenneth, 636-37
O’Neill, John, 164-68
Ontario, 1226-27
Oregon, 109-11
Oswald, Rudy, 800, 1142
Otis, Harrison Gray, 101

Outside sales workers, 29 n.18, 842, 664 n.31

Overtime: annual, 352

Overtime Compensation Protection Act of 2003, 926

Overtime premium, 442; fictitious 360-day basis of for federal employees, 1058, 1066, 1068, 1073, 1078, 1081, 1082, 1084, 1085, 1089, 1090, 1097

Overtime regulation: coverage of, 442-43, 492-93, 658; employer opposition to, 505; purposes of in FLSA, 404-13; transformation of into wage increase, 1053

Owen, William, 174, 186
Owens, Chris, 904-906, 930
Owens, Joseph, 556-58

Owens, Major, 844-46, 848
Oxford Paper Company, 599

Packard, Vance, 78, 79
Packard Motor Car Co., 238
Padgett, Lemuel, 133-36
Padway, Joseph, 627-28
Paper and Pulp Industry Code, 304-306
Parker, Andrew, 324
Pasche, Victor, 417, 432, 577, 646-48, 711
Pastore, John, 1109, 1111-12, 1118
Pastors, 178-85
Patterson, Robert, 1070
Pay-docking, 898-900 *See also* Salary deductions
Pearson, Henry, 1018, 1027-28
Pelosi, Nancy, 944
Pelton, 654
Pendleton Act, 1020, 1021
Pennsylvania, 222
Pepper, Claude, 724, 763
Personal and clerical assistants, 240-42, 250, 310

*Personnel*, 414
Personnel Classification Board, 53, 686, 1049-50
Petri, Thomas, 841
Pharmacists, 955
Philadelphia Navy Yard, 1058, 1088, 1096
Physicians, 83
Pike, Frederick, 1004
Pittsburgh Plate Glass Co., 556-58, 772, 774
Platt, Ronald, 821
Plumb, Preston, 170, 176

*Pocket Guide to the Fair Labor Standards Act*, 81
Poole, Rufus, 436-37
Portal-to-Portal Act, 731
Posner, Richard, 69
Postal clerks, 1017 n.88, 1022, 1034, 1036, 1043
Pratt, Foster, 724, 1100
President’s Reemployment Agreement, 266-70, 319, 320, 321, 322
President’s Special Panel on Federal Salaries, 1119
Pressman, Lee, 418, 434
Primary duty, 852, 889-91, 957
Prince Edward Island, 1227
Prinz, Alexander, 283, 286
Professional and Scientific Service, 1049
Progressive Party, 769
Proposed Convention Concerning the Reduction of Hours of Work in Industry, 363
Proposed Draft Convention Concerning the Reduction of Hours of Work in Commerce and Offices, 363
Quebec, 1227
Quie, Albert, 1135-36, 1149
Radio broadcasters, 780
Radzely, Howard, 928, 929, 987-88
Ragon, Heartsill, 224-25
Railroad workers, 126-31
Railway mail clerks, 1025-26
Rainey, Henry, 224-25
Ralph, Joseph, 138
Ramel, Herbert, 762, 763
Ramspeck, Robert, 230-31, 444, 472, 475, 476, 484, 489, 497, 499, 501, 1072, 1076, 1089-90, 1109, 1111
Randolph, Jennings, 1085
Rankin, Jeannette, 138-40
Raskin, A. H., 868
Rauh, Joseph, 532-34
Rayburn, Sam, 473, 478-79
Rayon and Silk Dyeing and Printing Industry Code, 294-95
Reagan, Ronald, 820, 821
Reagan administration, 931, 1158-72
Real Estate Brokerage Industry Code, 338-40
Reconstruction Finance Corporation (RFC), 223-24, 226
Reduction of Hours of Work (Public Works) Convention, 379
Reduction of Hours of Work (Textiles) Convention, 363
Reed, David, 234-36
Regula, Ralph, 927, 936
Reich, Robert, 85
Reilly, Gerard, 396, 409-10, 1062-63
Reilly, Thomas, 1039
Reno, Janet, 1173-74
Report of the Minimum Wage Study Commission, 81-82
Republican Party, 200, 751, 769
Retail industries, 788-93
Reynolds, John, 201
Richberg, Donald, 319, 346
Rieve, Emil, 291
Robinson, Alfred, 989
Robinson, S. Warne, 813
Roeder, Kathy, 901
Rogers, Lindsay, 291-92, 325
Roosevelt, James, 788-89
Roosevelt, Theodore, 131, 190, 1038
Rosemund, C. L., 644, 1080-81
Index

Rosenberg, Julius, 566
Rowe, R. H., 552-53
R. R. Donnelly & Sons, 595
Rubber Tire Manufacturing Code, 314-17
Sabath, Adolph, 468, 479
St. Paul Committee on Industrial Relations, 743-44
Salaried employee, 365-68
Salary basis, 835, 898-99, 965-67, 977
Salary deductions, 965-67: for disciplinary reasons, 716-17; for partial-day absences, 835-36, 898-99; for personal reasons, 783-84; for state and local government employees, 835
Salary Stabilization Unit, 510, 512
Sales Incentive Compensation Act, 843
Samuel, Everett, 800
San Francisco Chronicle, 101, 102, 104, 106, 108
San Francisco Labor Council, 94, 95
Sanchez, Linda, 989
Sargent, Noel, 448, 603, 605, 606
Saskatchewan, 1227-28
Sayre, Morris, 768
Scharrenberg, Paul, 116, 117, 119
Schechter Poultry Corp. v. United States, 376
Scherer, Marcel, 565-66, 569-71, 667
Scherer, Paul, 569
Schloss, Clara, 796
Schneiderman, Rose, 281, 285-86, 297-98, 331, 332
Scholte, H. J., 374
Schroeder, Jack, 743
Schwellenbach, Lewis, 737
Screen Directors Guild, 652
Screen Office Employees Guild, 648
Screen Set Designers, 650
Screen Writers Guild, 648
Scientific Management, xxviii
Seventy-Sixth Congress, 444-504
Seyfarth Shaw, 923
Sherman, John, 164, 1005-1006, 1008
Shipping clerks, 288-89
Shishkin, Boris, 317, 576-77, 667
Shorter hours: purposes of, 1044-45
Shulman, Allison, 878-79
Siam, 352
Sifton, Paul, 422, 432
Sloan, Alfred, 237, 244-47, 312, 507-508, 640
Sloan, George, 273, 278
Smethurst, Raymond, 601-606, 766
Smit, Jr., G. J. A., 371, 373
Smith, Hoke, 1041
Smith, Howard, 465, 476, 1069-70
Smith, Karen, 971-73
Smith, William, 652-53
Smith, Wint, 735, 746
Social Security Act, 403
Socialist Party, 91, 92, 94, 102, 112-13, 115-25
Society of Designing Engineers, 733
South Carolina, 222
Southern Pine Industry Committee, 586
### Index

**Southern States Industrial Council (SSIC),** 419, 421, 457, 515, 522-23, 541, 543-44, 548, 581-86, 610, 615, 617, 618-19, 621-23, 624, 659, 667, 763

**Soviet Union,** 1066

**Special Conference Committee,** 34-35, 414-15, 424-25, 715

**Specter, Arlen,** 928, 935-38, 939, 943, 975-77, 986, 996

**Spencer, George,** 1016

**Springfield Armory,** 1087

**Staats, Elmer,** 1112

**Stabilization Act of 1942,** 509

**Standard Oil Company of Ohio,** 755, 778

**Starrett, William,** 224

**State hours laws,** 216-23

**State and local government employees,** 835, 912

**Steel and Metal Workers Industrial Union (SMWIU),** 304

**Stefano, Angelo,** 1096


**Stein Report,** 656-717, 781, 798, 801, 816, 894, 913

**Stengle, Charles,** 1050-51, 1063, 1080, 1083

**Stephens, Russell,** 45-46

**Stevens, Ted,** 937, 986, 1161

**Steward, Luther,** 1075, 1085, 1088, 1096, 1115

**Stewart, William,** 1006

**Stock exchange firms,** 334-37

**Stoetzel, E.,** 597

**Strauss, Eduard,** 172

**Strauss orchestra,** 172-75

**Supervisory employees,** 226, 252, 369-70, 371-72, 377-79, 396-97, 510, 732, 770, 889, 923, 993

**Surveyors,** 200-201

**Sweden,** 350-51, 354, 367, 1253-54

**Sweeney, John,** xv, 908

**Swope, Gerard,** 244-45

**Taft, Robert, Jr.,** 1137, 1146-47, 1149

**Taft-Hartley Act,** 724, 730-36, 750, 756-57, 762, 763, 766, 770

**Tarsney, Timothy,** 1015

**Tarver, Malcolm,** 499

**Tate, Jack,** 328-29

**Taylor, David,** 907

**Taylor, J. A.,** 118-19

**Taylorization,** 78, 84, 85, 1043

**Teachers,** 782, 794-95

**Team leaders,** 894, 949, 980-81, 989, 993

**Teamsters Union,** 962

**Technicians,** 806

**Tenney, Paul,** 796-97

**Teper, Lazare,** 545, 571-76, 797, 799

**Textile Workers Union,** 563

**Thibeault, Richard,** 957-58

**Thirty-hours bills,** 227-50, 389, 640

**Thomas, Albert,** 401, 448, 459

**Thomas, David,** 1127-29

**Thomas, Elbert,** 458, 703, 1090

**Thompson, Richard,** 1013

**Thyssen, August,** 768

**Timberlake, Joe,** 542

**Toulme, M. L.,** 542, 667

**Tracy, E. J.,** 335

**Treaty of Versailles,** 349-51, 364

**Triangle Waist Co.,** 156

**Tros, Frank,** 1252

**Truman, Harry,** xv, 750

**Truman administration,** 867

**Trumka, Richard,** 925

**Typographical Union,** 765

---

1333
Index

Udall, Morris, 1120, 1122, 1127, 1128, 1131
Underwear Institute, 394-95, 426
Unemployment, 227, 405-406, 486, 493, 648, 650-52, 669-76
Unemployment Insurance, xxxv, 215-16
Unemployment Insurance Statutory Committee on Remuneration Limit for Non-Manual Workers, xxxiv
Union of Aluminum Workers, AFL, 317
United Automobile Workers (UAW), 346, 727-29, 800, 802
United Electrical, Radio and Machine Workers of America (UE), 346, 737, 752, 754, 763
United Federal Workers of America, 1077, 1096
United Food and Commercial Workers International Union (UFCW), 839, 901
United Kingdom, 353-54, 367, 1050, 1254-56
United States, 352, 354, 376

United States v. Martin, 1010-13, 1019, 1033
United States v. Post, 1038
US Bureau of Engraving and Printing, 138-40, 1048
US Bureau of Labor Statistics, xxvii
US Bureau of the Budget, 1073-74, 1086, 1109-10, 1112, 1119, 1121
US Bureau of the Census, 1000
US Civil Service Commission, 583, 1020-23, 1052, 1073, 1081, 1092-93, 1097, 1108-12, 1115-16, 1119, 1121, 1124, 1132, 1145-47, 1149-50, 1152-58, 1161, 1191
US Commission on Industrial Relations, 116, 146
US Court of Claims, 1010-12, 1029-30, 1033
US Department of Justice (DOJ), 1172-76
US Department of the Navy, 1005, 1013, 1054-57, 1063, 1065, 1066, 1067, 1070, 1082, 1095
US Department of Transportation, 1127
US Department of War, 1066, 1067
US General Accounting Office (GAO), 15-16, 19, 68, 831, 848-52, 879, 881, 910, 979
US Government Printing Office, 1048, 1079
U.S. Independent Telephone Association, 754
US Office of Personnel Management (OPM), 1158-72, 1177-79
US Post Office: number of employees of, 1017
US Post Office Department, 1020-21, 1029-32, 1037, 1042
U.S. Rubber Co., 424, 623, 667
US Small Business Administration Office of Advocacy, 952, 967
U.S. Steel Corp., 430
US Supreme Court, 181-84, 189, 190, 192, 203-204, 310, 329, 376, 635, 916-17, 966, 1010, 1031, 1033
U.S. Wholesale Grocers’ Association, 418, 552-53
US Women’s Bureau, 48, 217, 482
United Textile Workers of America, 276
United Wholesale and Warehouse Employees, 556
Universal eight-hour initiatives, 91-125
Uruguay, 1256-57
Uvalier, Harry, 284-85

1334
Index

Vacations, 623, 667-69, 715
Van Keuren, Alexander, 1058
Vandell, Kathy, 816-17
Vandenberg, Arthur, 232-42, 312, 683
Vela, Xavier, 809
Victory, John, 1067-68
Vilas, William, 1019, 1025
Vinson, Carl, 1054-61, 1067-70
Virginia, 217
Volcker Commission, 1179-80
Vursell, Charles, 1099

Wage and Hour Administrator, xxiii, 74, 398, 399, 426, 427-28, 437, 520, 536, 540, 559, 677-78, 732, 764
Wage and Hour Division, xxxii, 18, 78, 86, 418, 422-23, 425, 427, 432-33, 436, 441, 449-54, 465, 469, 485-87, 494, 513-18, 521, 531-34, 539, 633, 656, 706, 710, 712-14, 716-17, 737, 769, 770, 775-76, 812, 865, 912
Wage payment laws, 207-12
Wagner, Robert, 263
Walker, Phillip, 587
Walker, Stephen, 178-79
Walsh, David, 240, 1061-62, 1064
Walsh, Frank, 146, 150
Walsh-Healey Public Contracts Act, 251-52, 389, 505, 1060, 1107
Walter, William, 798-99
War Labor Board, 512, 676
War Overtime Pay Act, 1085, 1091
Warren, Edward Walpole, 177
Washington, George, 430
Washington Post, 139-40, 975
Washington State 111-15
Watson, Morris, 494
Webb, Ulysses, 100
Weinberg, Nathan, 606-608
Weiss, Harry, 540, 568, 576, 748-49, 752, 760, 769-81, 887, 949, 951, 953
Weiss Report, 769-82, 887, 892, 894
West, James, 739-41

Western Federation of Miners, 91
Westinghouse Manufacturing Co., 570, 726
Wheeling Mold and Foundry Co., 145
White, Annie, 28
White, George, 228
White, Leonard, 429
White, Lloyd, 324-25
White Collar, 867
White-collar employees of New York State: regulation of overtime work and pay of, 1193-95
White-collar employees of the Federal Government, 999-1182; application of the FLSA to, 1132-72; definition of as administrative employees, 1153-54, 1155, 1157; definition of as executive employees, 1156; definition of as professional employees, 1154, 1158; and eligibility of lawyers for overtime pay, 1172-76; fictitious 360-day basis of overtime premium for, 1058, 1066, 1068, 1073, 1078, 1081, 1082, 1084, 1085, 1089, 1090, 1097; relationship of overtime salary ceiling for compared to that under the FLSA, 1183-84; salary ceiling for overtime for, 1073-91, 1110-18, 1122-26, 1128-31, 1135, 1153-54, 1159-70, 1176-81, 1183-87, 1189-90
White-collar employees of the State of California: regulation of overtime work and pay of, 1191-93
White-Collar Exemptions in the Modern Workplace, 852
White-collar industries, 330-40
White-collar overtime regulation in other countries, 1209-57; Canada, 1221-28; Czechoslovakia, 1228; European Union, 1229-31; France, 1231-36; Germany, 1236-48; Italy, 1248-50; Luxemburg, 1250-51; Netherlands, 1251-52; Soviet Union,
Index

1217-18; Spain, 1253; Sweden, 1253-54; United Kingdom, 1254-56; Uruguay, 1256-57

White-collar overtime regulations: employers' initial acquiescence in, 413-37; reduction by of number of protected workers, 699, 704, 780; revision of in 1940, 698-717; revision of in 1947-48, 769-81; revision of in 2003-2004, 880-996


White-collar workers, xxvi-xl; convergence of conditions of with those of blue-collar workers, 32-33, 77-87, 414-15, 486-87, 666-76, 719-24; exclusions of from NRA codes of fair competition, 260-66, 270-347; legal treatment of before the New Deal, 155-214; legal treatment of under pre-FLSA federal laws, 223-53; legal treatment of under pre-New Deal state hours laws, 216-23; legal treatment of under 30-hours bills, 234-47; legal treatment of under U.S. state law, 1204-1208; legislative history of exclusion of from FLSA, 385-437; number of, 6-12; number of excluded from the FLSA, 13-23; proportion of working and being paid for overtime, 808-809; purposes of exclusion of from FLSA, 24-43; under Alien Contract Labor Immigration Laws, 159-94; unemployment among, 33-39; and unions, 718-30, 867-69; volume of overtime worked by, 875

Whiteside, Arthur, 290, 331, 332, 335, 336, 337, 338

Wholesale distributive trades, 515, 707

Wholesale Dry Goods Institute, 545

Wickersham, George, 190

Wiggins, Archibald, 609-12, 614-16

Wiley, Alexander, 485-86

Williams, Aubrey, 529

Williams, Clay, 307-308

Williams, Cranston, 758

Williams, Harrison, 1136, 1146, 1147-50

Williams, Thomas, 101, 102, 106-107

Wilson, Charles E., 662, 768, 1105

Wilson, Henry, 1003, 1007, 1009

Wilson, William, 348

Wilson, Woodrow, 127-31, 137, 144, 148, 1042

Wimberly, Lawson, 643-44

Wirtz, Willard, xiii

Wissel, Rudolf, 1240

Wolman, Leo, 298, 332, 336

Wood, Reuben, 497

Woodruff, Roy, 462

Woodward, Ellen, 529, 531

Woolsey, Lynn, 840, 848

Work in America, 79

Workers Alliance of Greater New York, 528

Worker's Charter, 1253

Working Time Code, 1241-43

Working Time Directive, 1203, 1229, 1254

Working Time Law (Germany), 1243, 1247-48

Working Time Law (Netherlands), 1251

Work-sharing, 35-36, 404-407, 410, 411, 416, 651, 664-65, 740-41, 1044, 1101

Work-spreading. See work-sharing

Working foremen, 972

Workweek: length of, 407-409

Works Constitution Act, 1243, 1247

Works Progress Administration (WPA), 526-31, 673, 675

World War I, 126, 132-51

World War II, 132, 504-12; purpose of
Index

overtime pay during, 504-509
Worthington Pump and Machinery Corp., 145
Wright, Ralph, 1112
Wyzanski, Charles, Jr., 546-47, 551-52

Yarborough, Ralph, 1125
Young, Edgar, 1074-75
Young, Philip, 1115
Younger, Maud, 277
Yukon Territory, 1228

Zeitlin, Morris, 629-33, 669
Zimmer, Verne, 507
Zimmerman, Charles, 341
Zurn, Frank, 588-91
Postscript

On November 21, 2004, while the printers were in the process of printing this book, Lucia Stein Hatch, the daughter of Harold Stein—the person who contributed more to the text of the white-collar overtime regulations than anyone else—discovered in her garage in the course of moving to another house a file of her father’s papers. Although it was too late in the printing process to integrate this material into Chapters 9-13 and although they are in no way inconsistent with the analysis in those chapters, the light that two of these documents shed on the mindset of government officials in 1940 with respect to the overtime law is so brilliant that it would have been irresponsible not to insert their text into the book together with a brief commentary.

The author of the first document, titled “White Collar Workers Under the Fair Labor Standards Act” and dated January 30, 1940, is unknown, but a faint handwritten note in the upper right-hand corner indicated that it was addressed “To Stein.” The accompanying secretarial shorthand notes apparently reappeared as the following small typed note stapled to the document: “Harold: This is the memo that [Wage and Hour Division Associate General Counsel Rufus] Poole perverted for [Wage and Hour Administrator Philip] Fleming to take to the White House. J.R.”

The document is crucially important for: (1) underscoring the intensity of employers’ across-the-board opposition to any regulation of white-collar workers’ hours regardless of their salaries; and (2) focusing on the key definition of “administrative” employees, which, if separated from that of “executive” employees by the WHD, would accommodate employers’ demand for exclusion of white-collar workers, but which in the author’s view “would seem to be contrary to the intent of Congress” (although Stein and the WHD nevertheless issued such a definition).

White Collar Workers Under the Fair Labor Standards Act

I. Factors in favor of applying Act to white collar workers.

(a) Widespread unemployment in the white collar field. It should be noted that the problem of applying the Fair Labor Standards Act to white collar workers is purely a maximum hour and overtime problem since the minimum wage provisions do not have any real application in this field. White collar workers are largely unorganized. The application of the law to white collar employees tends to shorten hours, spread employment and relieve unemployment.

(b) The Act has been gratefully received by the large number of white collar workers who have either had their hours shortened or have received
Postscript

overtime compensation. These white collar workers are among the most vigorous supporters of the Act.

(c) Congress probably intended the Act to apply to white collar workers.

II. Factors against applying the Act to white collar workers.

(a) The application of the Act to white collar workers has engendered a great deal of opposition on the part of employers. This opposition will not be removed by exempting high salaried white collar workers alone.

(b) The Wage and Hour Division probably has the power to exempt white collar employees through a definition of the word “administrative” in Section 13(a)(1) although this would seem to be contrary to the intent of Congress.

III. The question to be weighed thus is: Do the advantages of applying the Act to white collar workers outweigh the irritations against the Act by employers who object to having the hours of work of their white collar workers regulated? The Wage and Hour Division feels that the answer is “Yes.”

The second document is a confidential memo that Stein wrote to his boss, Merle Vincent, the Director of the Hearings Branch of the WHD, on May 17, 1940, under the immediate impression of Nazi Germany’s overrunning of western Europe and President Roosevelt’s request to Congress the previous day of more than one billion dollars for rearmament. Stein’s memo also came two weeks after the defeat of the FLSA amendments in Congress and in the midst of the white-collar overtime regulation hearings that he held between April and July. Although Stein nowhere specifically mentioned white-collar workers, he stressed the enormous pressure that was being exerted to relax the FLSA’s “maximum hours requirements” (in reality, presumably, by raising the threshold triggering overtime pay) in general. Fearing an express statutory or de facto administrative abolition of the hours provision, Stein proposed that Roosevelt request that Congress drastically revise the Act to authorize the Wage and Hour Administrator “to set maximum hours for American industry according to the needs of the country.” The wartime political-economic strains underlying the proposal and the accompanying discussion strongly suggest that in formulating and recommending revisions to the white-collar overtime regulations during the following months Stein himself may have felt constrained to follow his own advice by implementing what he (incorrectly) regarded as an inevitable relaxation of the FLSA’s overtime provisions.
Anyone capable of reading the headlines in the newspapers is aware of the fact that there already exists a great demand for the relaxation of the maximum hours requirements imposed by our Act for war industries and related industries. It takes no prophet to foresee the lightning-like increase of that pressure to the point where it cannot be resisted. I am informed that at the President’s press conference today, he indicated off the record that he too is thinking along the same lines.

The requirements of Section 7 can be relaxed by Congress by the simple device of eliminating that Section from the Act or by eliminating it for a large segment of industry. This will leave us at the end of the war with an imperfect Act and with a long uphill fight to restore the maximum hours provisions at a time when they will be particularly necessary. Alternatively, the maximum hours provisions can be evaded by announcing a series of administrative interpretations. With the war crisis hanging over us, no court would think of imposing a more rigid limitation on hours than the one assumed as proper by the Administrator. As a single example, the Administrator might decide to adopt Mr. Andrews’ Birmingham Doctrine: in other words, to say that the requirements of the Act are fulfilled if overtime work is paid for at a rate of not less than 45 cents per hour. This action would destroy Section 7 permanently for all industries except those in which persons earn less than 45 cents an hour and even in those for such persons as earn that princely sum – 45 cents per hour. I for one look upon this solution as a necessarily permanent abrogation of Section 7.

There is, I think, a way out. Up till last Friday, Wage and Hour legislation for this session of Congress was dead. The President’s Message yesterday and the break through in France make it entirely possible to revive amendments to the Law – amendments but not entirely the same amendments. I suggest that with the present temper of Congress there should be little difficulty in amending the Act so as to allow longer hours in war industries. I think further that the President is in a peculiarly good position to ask that this legislation grant full discretionary power over hours to the Administrator of the Wage and Hour Division. Personalities count in these matters. How could anyone in Congress ask for better assurance of complete understanding of the needs of war industries than from the present Administrator – Philip B. Fleming, Colonel, Corps of Engineers, United States Army?

Postscript

Discretionary power over maximum hours imposes a work burden upon the Wage and Hour Division but it means that at the end of the war the Administrator, without recourse to Congress, will have the power and the duty to cut down working hours at a time when shorter hours will be a national necessity.

A war crisis means longer hours – it also means higher wages. I do not believe that any bloc in Congress could effectively object to a wide extension of wage coverage in the light of the present situation and particularly when coupled with a relaxation of hours.

The moral of the foregoing appears to me obvious. The session probably will last only about a month longer. Nevertheless, I feel that the President can go to Congress with a bill which embodies the procedural provisions, the Puerto Rican Exemption and the agricultural processing wage coverage of the original Norton Bill plus wage coverage for fish canneries, for intrastate factories that compete with interstate products, etc., provided that all these desirable provisions are tied on to a drastic revision of Section 7 empowering the Administrator to set maximum hours for American industry according to the needs of the country. I feel that the President can go to Congress with such a bill and get it through without substantial change.

I make no claim to being an expert on legislative matters. As an amateur I have felt free to speak with complete assurance. This memorandum is submitted to you for whatever it may be worth, since I know that if any of its suggestions find merit in your eyes, you will be in a position to pass them on in a form in which they will be of use.¹

Finally on the biographical level two other documents from Stein’s papers were of overriding interest. First, after having read Stein’s white-collar overtime report, Wage and Hour Administrator Elmer Andrews informed Stein in an undated handwritten letter: “The job is perfectly swell and I know how hard it must have been on you.” Second, on October 11, 1941, two weeks after he had resigned from the WHD, Stein wrote Fleming that on October 9 the latter had informed him that someone had accused Stein of being a Communist. After consultation with Secretary of Labor Perkins the matter had been referred to the FBI, which “cleared” Stein. In response to Perkins’ offer to make a statement for the file, which was being closed, Stein wrote: “I am not a Communist and I have never been a Communist either by membership in the party or by direct or indirect affiliation of any sort. I have in fact been actively opposed to attempts of Communist groups to gain control of various parts of our American life.”

¹Asked at his press conference earlier on May 17 whether there was “[a]ny prospect of suspending the 40-hour week,” Roosevelt had replied: “I do not know but we probably need some legislation.” Complete Presidential Press Conferences of Franklin D. Roosevelt 15:345 (1972).