

April, 1969

THE ROOFING SPEC

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NATIONAL CONFERENCE ON ROOFING TECHNOLOGY

Sponsored by:

National Roofing Contractors' Association
National Bureau of Standards

April 29—30, 1969

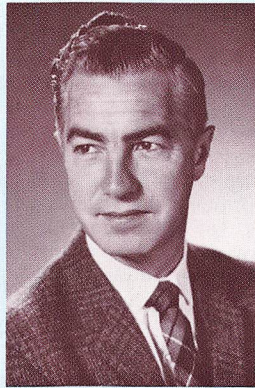
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GAITHERSBURG, MARYLAND



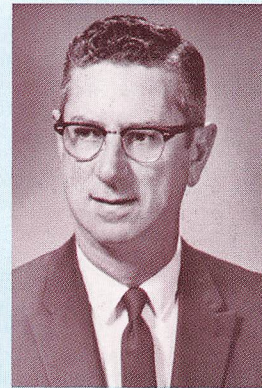
You've all seen the program . . . you know the quality is absolutely TOP NOTCH! This is a FIRST for the roofing industry . . . plan to be part of this exciting new development.

Please do note that our rooms are held at the Sheraton Silver Springs — only until April 10th then released on a first come — first served basis. If you don't have your reservation made for a room you might do well to call them and be sure you have what you need. Also — please do send in your registration form so we can properly take care of you.

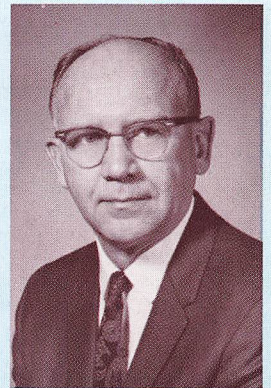
TAKE A QUICK LOOK AT SOME OF THE SPEAKERS YOU GET TO HEAR . . .



Maxwell Clifford Baker



William C. Cullen



Thomas H. Boone



Lewis W. Giles, Jr.



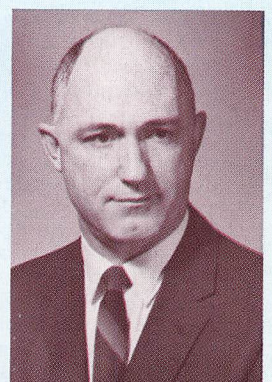
Nyal E. Nelson



John F. Stenson, Jr.



Kelsey Y. Saint, FCSI



Max Tryon

MAXWELL CLIFFORD BAKER, who was born in Newfoundland, graduated in Civil Engineering from McGill University in Montreal in 1943. After two years with the Royal Canadian Air Force as a navigator, he became a lecturer in Engineering at McGill University, and in 1950 obtained a degree in Architecture. Experience during this time included surveying in Newfoundland and the North West Territories, and supervision of building construction. In 1950, he joined the firm of Abra, Balharrie and Shore, Architects in Ottawa, and served as an architectural designer and engineering consultant.

During his service with this firm, Mr. Baker was loaned to the Royal Canadian Air Force as an architectural consultant on the planning of major services buildings. In 1954, he joined the sales engineering staff of Atlas Asbestos Company Ltd. in Montreal to work on product development and materials testing. In 1959, Mr. Baker became the partner responsible for specification writing and construction supervision in the architectural firm of Dawson & Baker in Montreal.

Mr. Baker has been with the Division of Building Research in Ottawa for eight years and is the Head of the Design Section, which provides technical assistance to building designers in relation to walls, roofs and other building elements. Built-up roofing has been one of Mr. Baker's particular interests since joining the Division.

WILLIAM C. CULLEN is Chief of the Materials Durability and Analysis Section of the National Bureau of Standards Building Research Division. He was educated at Canisius College, Buffalo, New York where he received a B.S. degree in Chemistry in 1948. He did graduate work at the University of Maryland, as well as at the National Bureau of Standards and Department of Agriculture graduate schools. Mr. Cullen has been associated with the Building Research Division of the National Bureau of Standards since 1948. He has served in various capacities from a laboratory bench chemist to manager of program areas involving the chemistry, performance and deterioration of building materials and systems. More specifically, he has served as project leader on a number of programs relating to the test method development for predicting the performance of roofing and waterproofing systems.

In 1965, Mr. Cullen was elected a Department of Commerce Science and Technology Fellow and during this assignment served on the staff of the Director of the U. S. Weather Bureau studying the impact of weather on the construction industry.

In October 1968, he received the Silver Medal Award of the Department of Commerce for meritorious federal service in advancing the technology of roofing.

Mr. Cullen has been a member of ASTM since 1956 and from 1962 to 1968 served as Chairman of Committee D-8 on Bituminous and Other Organic Materials for Roofing, Waterproofing and Related Building or Industrial Uses. He is a consulting member of the Research Committee of the Asphalt Roofing Manufacturers Association and an Advisory member of the Technical and Research Committee of the National Roofing Contractors Association. He is also a member of the Editorial Advisory Board of American Institute of Architects' Roof Design Magazine.

THOMAS H. BOONE, project leader, Materials Durability and Analysis Section, Building Research Division of the National Bureau of Standards has been engaged in research and development on building materials since 1945. He was educated at Duke University and George Washington University with graduate study at the National Bureau of Standards Graduate School.

Mr. Boone has been a member of ASTM since 1952 and is presently chairman of Committee F-6 on Resilient Floor Coverings. He is also chairman of USASI Committee A108 on Installation of Ceramic Tile. Mr. Boone is now investigating the physical properties for predicting the performance of roofing and is serving on a Government Task Group for standardizing design criteria for built-up roofings.

LEWIS W. GILES, JR. is Head of the Building Standards Branch in the Post Office Department, Bureau of Research and Engineering. He is a graduate of the University of Illinois, a member of the American Institute of Architects and the Construction Specifications Institute, and a Registered Architect. He conducted a private architectural practice before entering Government service with the Navy Bureau of Yards and Docks in 1959, in the Architectural Specifications Section. He served as roofing specialist with the Navy and was primarily responsible for the current Navy roofing specification "7 YK."

Mr. Giles has been with the Post Office for a year, and he is currently developing roofing criteria and specifications for the Post Office.

MR. NYAL E. NELSON is Chief of the Specifications & Estimating Branch in Engineering Division, Military Construction Directorate, Office, Chief of Engineers, Washington, D. C.

Mr. Nelson's close association with the Corps of Engineers dates back to June 1942, when he received a commission as a Second Lieutenant in the Corps of Engineers, after having spent the preceding four years in Engineering School at the State College of Washington. He served four years on active military duty in the Corps of Engineers during World War II, beginning as a Platoon Leader and ending as Battalion Commander of the 170th Engineer Combat Battalion.

After World War II, Mr. Nelson spent two years in the private sector of the construction industry. However, in 1948 he returned to the Corps of Engineers as a Civil Engineer involved in the design of McNary Dam for the U. S. Army Engineer District at Walla Walla, Washington. From the Walla Walla District he transferred to the Alaska District Design Branch, located in Seattle, Washington. In 1960 Mr. Nelson moved to Anchorage, Alaska, where he served as the Assistant Chief of Engineering Division for the U. S. Army Engineer District Alaska until he moved to the Office, Chief of Engineers in 1965.

PRESIDENT KELSEY Y. SAINT, FCSI, is a partner of the architectural firm of Meyer, Ayers and Saint of Baltimore, Maryland. He was educated at the Massachusetts Institute of Technology and in 1935 received a Bachelor of Fine Arts degree from Yale University. He is a specialist in the format of technical building

standards and specifications. Saint is a registered architect in Maryland, the District of Columbia, West Virginia and Colorado.

Saint was a charter member of the Baltimore CSI Chapter when it was founded in 1959. He served as its President from 1960-62. He played an important role in the development and acceptance of the 16-division CSI Uniform System. He served as Institute Secretary from 1964-67; in May of 1967 he was made a Fellow of the Institute. Saint assumed Institute Presidency on July 1, 1968.

Originally a native of Washington, Saint has been a Baltimore resident since 1950. He is a member of AIA and is a Lay Reader in the Episcopal Church.

JOHN F. STENSON, JR., Systems Engineer, Argonaut Realty Division of General Motors Corporation has been associated with the Architect-Engineer and Field Supervision aspects of construction, his entire career at G.M. dating back to 1953. He is a graduate of the U.S. Army sponsored Engineering Program at the University of Illinois.

After serving in the Infantry and Transportation Corp (World War II), he immediately went to work as a Field Engineer for an Underground Utilities Contractor and later a General Contractor. Switching to Administrative work, experience was gained as Administrative Assistant, Property Officer and Contract Analyst - U.S. Finance Office 6th Army. Mr. Stenson also was in the employment of the City of Detroit, Traffic Engineering Department.

Joining General Motors as Field Superintendent, he has since been assigned to many various activities, including: Liaison Engineering Specification and Estimating Department - Tax Analyst, Fire Protection and Insurance, Roofing Consultant, and most recently (1965), Systems Engineer.

MAX TRYON, a senior chemist of the Materials Durability and Analysis Section, Building Research Division of the National Bureau of Standards, has been involved in research on properties and development of analytical methods for synthetic and natural rubbers at the bureau since 1943. More recently he assisted in the initiation of a program for the establishment of a standard polyethylene sample for use by the polymer industry to calibrate molecular weight apparatus. He is presently engaged in a study of the thermal properties of asphalt and other organic building materials.

Mr. Tryon received his B.Sc. degree in Organic Chemistry from the University of Maryland in 1943 and since has studied at the Northern Polytechnic Institute in London, at the Univ. of Maryland Graduate School and at the National Bureau of Standards Graduate School. He has published numerous papers and contributed to several books such as "Standard Methods of Chemical Analysis" edited by Dr. F. J. Welcher and "Handbook of Analytical Chemistry" edited by Dr. Louis Meites. He is a Fellow of the Washington Academy of Science; a Member of the New York Academy of Science; and a Member of the American Chemical Society and the following divisions: Rubber Division, Polymers Division, Organic Coatings and Plastics Chemistry Division, and the Petroleum Chemistry Division.



GOOD'S GRUMBINGS

Good isn't grumbling too much this month. At least I don't think so — don't know how the other folks around the office feel about it.

The San Francisco convention was g-r-e-a-t! I like large numbers — but more than this I like to see folks participating. To me the real joy of this last convention was the tremendous participation. I've never seen the exhibit hall so jammed with people. All meetings were well attended and all reports I received indicated that the people in the meetings were coming away with valuable information. Probably the biggest surprise of the whole convention was to see members jammed in and standing for the member meeting held at 4:30 P.M. — on the last day! Thanks for your response!

We were thrown just a little at the size of the turnout. The Welcome Party on Sunday evening gave us quick notice of what to expect from there on and I think we adjusted pretty well. (That really was a mob scene Sunday, wasn't it?)

Now — I'm trying to look ahead and be sure to get your programs operating and your services coming to you. Here's what I see forthcoming —

April 29-30 will bring our first **Conference on Roofing Technology**. The program is the finest I've ever seen for an in-depth review of roofing technology.

NRCA Trouble Shooting Chart — should be in your hands. If not let us know at once.

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NRCA Safety Project — a special report for management — plus necessary forms — plus appropriate posters — will be in your hands within a couple of months.

NRCA Urethane Report — will be in your hands within a couple of months. The report is an outgrowth of our meeting last November. We will have a summary of materials and equipment — plus some timely comments by contractors who have been in this type of business for some time. I know every member will be glad to have this one in his file.

NRCA Roofing Manual — we'll all see draft copies at the coming Technical Conference. A special subcommittee is at work on the specifications section. I don't want to try to predict a final publication date. Our approach on the project has been consistent in that we are much more concerned with quality and ample time for comment for all sources than we are with meeting deadlines.

NRCA Voluntary Safety Standards — As you may remember, I am Chairman of the subcommittee of the United States of America Standards Institute and must develop voluntary safety standards for the roofing industry. As time permits — I must make progress with this project. Legislation, in some form, seems a certainty. Federal safety regulations can best be met by having our own voluntary standards developed and in practice before regulations are drawn. (See Legislative Report.)

Additionally — Superintendents Conferences for next year — a **convention** for next year — and some positive steps in the area of **manpower recruitment and training** — are all projects that must and will receive proper attention.

Just in case you were worrying about it — we will be plenty busy at NRCA.

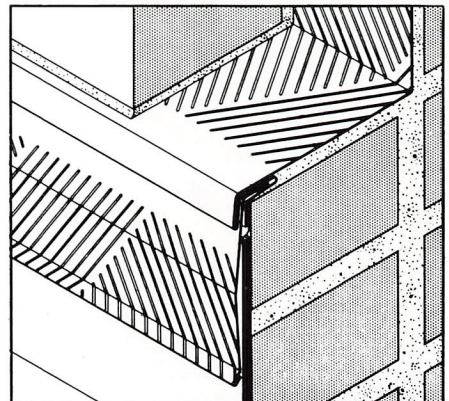
Here are the Officers and Directors elected in San Francisco. They will, of course, take office on June 1, 1969.

OFFICERS & DIRECTORS for 1968 and 1969

- President Henry Alcock
M. W. Powell Company, Chicago, Ill.
 - Vice-President James Bowling
Joseph S. Bowling Company, Inc.
Louisville, Ky.
 - Vice-President James King
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Portland, Ore.
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- (continued page 21)

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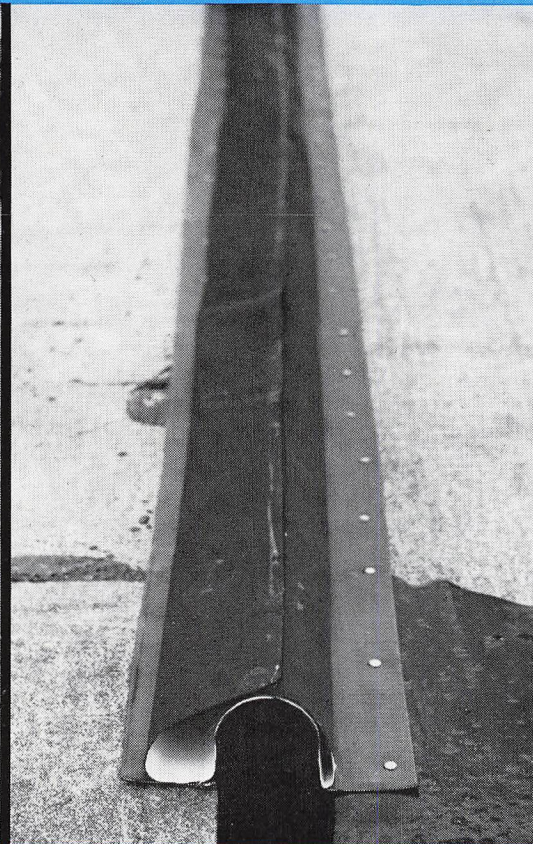
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'69 CONVENTION



Everything can't always be the BIGGEST AND THE BEST — but this one really was! We know it may sound trite, but the facts are that the 82nd was the biggest . . . over 1700 people attending. We also know that the programs were excellent and the comment was great. Starting with the opening luncheon, which was a sell-out, right on through to the Annual Banquet, which was our largest ever with 800 folks enjoying the festivities, all sessions had excellent attendance and solid program to offer. Naturally, we at the NRCA office are biased so it seemed like a good idea to let you read a convention report prepared by an "outside source". This report came to us by way of H. J. Bygott, Jr., Administrator of the Industry Advancement Program of the Roofing & Sheet Metal Contractors Association of Philadelphia and Vicinity. The report was prepared by T. A. Armstrong, the Assistant Administrator. Thanks — Harry and Tom . . .

NATIONAL ROOFING CONTRACTORS ASSOCIATION CONVENTION

FAIRMONT — MARK HOPKINS HOTELS
SAN FRANCISCO, CALIFORNIA
FEBRUARY 24, 25, 26, 1969

The 82nd Annual Convention of the National Roofing Contractors Association was held in San Francisco, February 23rd to 26th, 1969. The convention sessions were held in both the Fairmont and the Mark Hopkins Hotels.

Sunday, February 23, 1969 6:30 P.M.

A welcome reception was given Sunday Evening by the California Roofing Contractors Association in the Gold Room at the Fairmont Hotel.

Monday, February 24, 1969 1:00 P.M.

The convention was formally called to order by President Edward D. Weyand at a luncheon in the Mark Hopkins Hotel. The keynote address was given by Dr. S. I. Hayakawa of San Francisco State College. Dr. Kayakawa detailed the social unrest of the young generation relating these national problems to the local troubles at San Francisco State College. The address was both enlightening and of real current interest.

Seminars on Labor Relations were held following the luncheon. Three concurrent seminars were given and repeated in order that those attending could hear at least two views during the afternoon. Sessions covered contract negotiations and future management and labor relations.

Monday, February 24, 1969 3:00 P.M.

Labor Relations: Ben Hutchinson — Chairman, Clyde Scott, Clarence Carr, Tom Gunning, James Lucas.

Clyde Scott was the initial speaker on the labor panel. It was decided by the Board that the International Representatives would not be invited. Mr. Scott thought the Union should have been invited. He stated that personalities are important in the choice of a negotiating committee. They must be fair minded but tough.

Clarence Carr noted that cost figures are extremely important in negotiations.

A coffee break costs more than \$800 per year. Anticipate your increased costs fairly, and ensure that everything is in writing. An Arbitration Clause should be written into the Mechanical Equipment Section. Mr. Carr further stated that it would be wise to check on the fringe benefits and put larger increases in the last year of a contract; also attempt to get the contract to expire in an off time such as November or annually.

Tom Gunning continued the discussions. Mr. Gunning is an experienced negotiator from New England. He noted that the rate of annual increase is 6% nationally which amounts to \$.32 cents per hour, or an average wage of \$5.45 for roofing and \$5.95 for sheet metal. He stated that you should evaluate your bargaining position. Is it strong? Check the amount of work. Employers should meet early to list demands. Check the authority of the union's committee to bargain and close the contract. The chairman should be the spokesman. All demands and individual settlements should be immediately reduced to writing and initialled. Wages should be last, or tie in wages with unsettled items. Determine at the last meeting whether agreement is possible. Keep the members informed. Do not use the press unless required to offset errors being published by the union. Communications should be kept with all architects, engineers, contractors and customers. Mr. Gunning also noted that the most important things to think about and watch are: A Union Security Clause; No Strike Clause; Binding Arbitration; Non-Discriminatory Clause and Non-Jurisdictional Dispute Clauses.

Ben Hutchinson was the next panelist to give his views. He said there should be no work stoppage at the conclusion of a contract in order that negotiations can continue. A future possible step toward unity would be the regional bargaining idea proposed by John Garvin. It would set up bargaining on the basis of the 12 Federal Reserve Regions. He noted further that the fundamental basis for union negotiations is the power base from which the group operates. Contractor solidarity and the backing of all contractors in the area would help to be prepared for negotiations.

James Lucas was the final speaker. He remarked that constant communication is required up to and throughout contract negotiations.

Non-member contractors were asked to give their power of attorney in some areas in order to obtain the solidarity of a strong bargaining position during negotiations. This is a good point to try to achieve.

CONVENTION REPORT—continued

Monday, February 24, 1969 4:15 P.M.

Where Do We Go From
Here With Labor?

John Banister discussed joint negotiations in the Bay area. He noted that they have a 5 to 1 apprentice ratio. A Pilot Program has been instituted in which non-union journeymen are given the opportunity to apply and work on union projects to become full journeymen. This program is partially funded by federal funds. A Multi-Trade Minority Employees Association is active in the Bay area.

Fred Christen discussed the concept of delegating bargaining powers and authority to a regional or outside central committee. This idea needs further work especially in its power to negotiate and settle a contract.

James Lucas discussed John Garvin's plan in detail. The plan to combine bargaining into a regional area is not fully accepted because of the problems it entails.

Dick Reynolds discussed the lack of a representative labor force, and active recruitment to get the required manpower. Three classifications are used in Detroit: Journeyman, Apprentice and Probationary Apprentice. Apprenticeship training covers 2 nights a week, 40 weeks a year and includes Red Cross First Aid Training, Power Equipment and all other related subjects.

The subject of the non-union shop and the open shop was discussed in some detail. A successful non-union contractor from Georgia outlined the operation of his company and its benefits which includes hospitalization, profit sharing, a pension fund, paid vacations, etc. with a present rate of \$2.25 for roofing and \$3.15 in sheet metal work. He noted that management interest is required in a high degree. His company makes individual job analyses. In addition, Operation and Procedure Manuals are both used, and Wage and Hour provisions are constantly checked.

A. L. Van der Boom discussed governmental wage and hour rules and the need to know what these requirements are. A knowledge of labor law is necessary. Payment of bonuses is subject to a percentage of overtime over the bonus to be paid. Piece work also requires careful analysis of overtime provisions.

Tuesday, February 25, 1969 7:30 A.M.

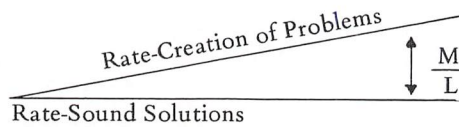
A presentation was held called "The Roofing Contractor on Trial". Robert E. Linck from the Warren-Ehret-Linck Company played an important role as defense attorney during the lively presentation.

Concurrent seminars began immediately after this early session.

Tuesday, February 25, 1969 9:30 A.M.

Mr. Paul Beaver, Penn State University, discussed "The Role of the Roofing Manager".

PROBLEM



Professor Beaver stated the problem shown here and its basic solution.

It costs too much to do business. ML=Management Lag. Anything which can be done to close the gap will create more effective management.

Direction of the activity of others is leadership. Management is the development of people and not the direction of things.

He went on to stress those things we must be willing to believe and to accept.

These Basic Concepts are truly basic . . .

People think with *emotions, feelings and heart* and not with their heads.

We only take out of the management function that which we want to do, and the wanting is emotional and comes from the heart.

We must believe in the importance of *change*.

We must believe in the concept of *Associated Effort*.

We must believe in the concept that any business *is like a tree*. It grows from

the bottom up and it dies from the top down.

We must *believe* in the concept of *status*. People *should* know where they stand.

We must develop the *art of listening*. Listening opens the door to new ideas and increases the creative ability of the employee.

We should *not make promises we cannot keep*.

Tuesday, February 29, 1969 11:00 A.M.

Dr. Peter P. Schoderbek, University of Iowa, headed a seminar entitled "How's Your Communication Gap"? Businesses fail because of poor management practices, according to Dr. Schoderbek. A real perception should exist between employer and employee. The boss should know his people.

Formal training is required. Other training is acquired by observation, experience and imitation or repetition. Good managers have this ability to communicate. Dr. Schoderbek stated that job duties and job requirements should be made known to the employee. A good organization will overcome most of the obstacles in communications. A standard morale factor test shows the gap in communications between employer and employee. It consists of seven job characteristics which the individuals are asked to rate numerically in their order of importance. Results, published by Industrial Banker, demonstrate how differ-

(continued page 7)



CONVENTION REPORT--continued

ently the two echelons react, as averaged over a period of years.

Employers evaluate the benefits as follows:

1. Good wages.
2. Job security.
3. Advancement opportunity.
4. Good working conditions.
5. Help with personal problems.
6. Appreciation for good work.
7. Sense of belonging.

But the two rewards listed at the bottom by management were given primary importance by the employees. Employees also relegated management's No. 1 to fifth place on their scale of values.

Here is the way that workers grade the seven advantages:

1. Appreciation of good work.
2. Sense of belonging.
3. Advancement opportunity.
4. Job security.
5. Good wages.
6. Help with personal problems.
7. Good working conditions.

A third seminar on "Finance and Profit" was presented by Dr. William Dick of the University of Nebraska. Each of the professors were available after the seminars for individual consultation or group discussions.

Wednesday, Feb. 26, 1969 7:30 A.M.

At a special breakfast meeting, Pete Simmons reported on the operation of the inspection service used in Southern California.

Wednesday, Feb. 26, 1969 1:15 P.M.

After a luncheon, concurrent seminars were given on Technical Matters and the Evaluation of a New Product. This panel included James King, Chairman, Henry Alcock, R. E. Bubenzer, Erskine Franklin and Merritt Wolfe. The discussion centered on the merits of Urethane Foam installation.

Wednesday, Feb. 26, 1969 3:30 P.M.

A session on Wind and Fire Hazards and their Related Problems was presented. The panel included George Bodwell, Chairman, Joe Hall, Les Kautz and Bob Donahue of Underwriters Laboratories.

Mr. Donahue detailed the classifications and ratings as established by Underwriters Laboratories.

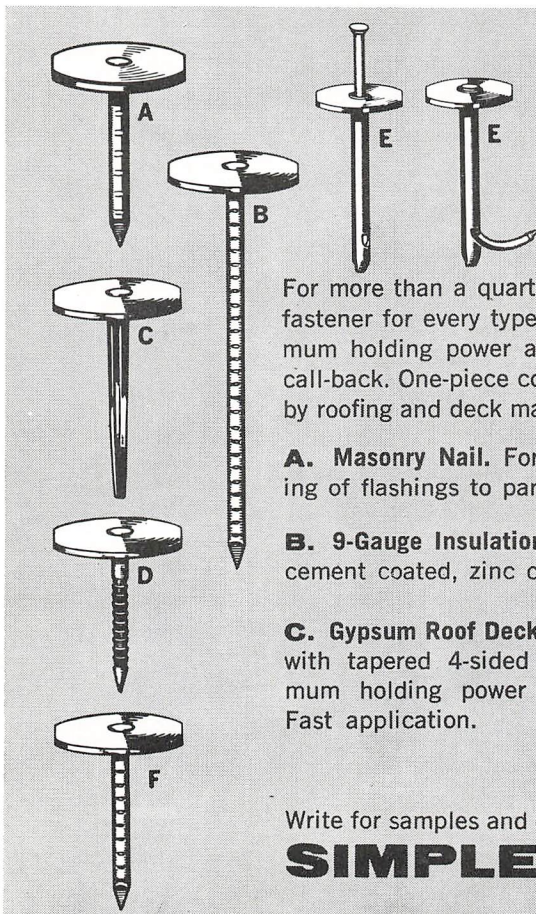
Mr. Les Kautz of Philip Carey Corporation explained some of the requirements of Factory Mutual, and the hazards encountered with cold applications.

Mr. Hall discussed the problem of casualty losses from the contractors'

point of view. He noted that good sound training and safety programs are as necessary as are maintenance programs for contractor equipment. Mr. Hall has experienced five hurricanes in his area of Texas. He advised all contractors that a complete insurance coverage program is a real necessity in the roofing business.

The convention business was completed with the election of new officers, President Henry E. Alcock, M. W. Powell Company; Vice Presidents James Bowling, Joseph L. Bowling Company, Inc. and James F. King, Fred Snyder Roofing & Sheet Metal Corp.; Secretary Treasurer, Robert Osterholt, South Side Roofing Co., Inc., and their presentation at the annual banquet on Wednesday evening.

This convention was the most successful of all NRCA meetings to date. More than 1,700 people were in attendance. Philadelphia area contractors present included Mr. & Mrs. George H. Duross, George H. Duross, Inc.; Mr. & Mrs. Robert E. Linck, Warren-Ehret-Linck Co. and a Director of NRCA; Mr. & Mrs. Frank P. Manfredonia, George H. Duross, Inc.; Mr. & Mrs. Mike Mandell, Keystone Roofing Co.; Mr. & Mrs. H. J. Bygott, Jr., and Mr. Thomas Armstrong, Roofing & Sheet Metal Contractors Association of Philadelphia.



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ON THE LABOR SCENE

Roofers in Louisville Gain \$2.10.

Contract negotiated with Louisville, Ky., roofing contractors gives union members increase of 70 cents annually, for a total of \$2.10 in three-year agreement. Of the total, \$2.05 goes into wage and five cents will be applied to establish pension fund beginning in July.

Pact Ties Roofers' Increase To Craft Average

Miami Roofers negotiate 28 month agreement calling for immediate increase of \$1.30 per hour, with future increments pegged to the average raise received by five other area crafts. If the five-trade average exceeds \$1.30, Roofers will receive excess; if it falls short, \$1.30 will stand — for the first boost only.

Average Hourly Wage

The average hourly wage of union building tradesmen, excluding fringes, rose to \$5.27 during the final three months of 1968, according to the Bureau of Labor Statistics' quarterly survey of seven key trades in 100 cities. Base rates, by trade, ranged from \$4.01 for Building Laborers to \$5.89 for Plumbers as of January 2, 1969.

The all-trades average rate rose 33.5 cents, or 7 percent during 1968. When fringe fund contributions are taken into account, the over the year gain is 44.3 cents, or 8.4 percent. The average base rate plus fringes was estimated at \$5.85 for all trades as of the start of the year, ranging from \$4.45 for Building Laborers to \$6.89 for Plumbers.

Study finds union leaders leery of rank-and-file's judgment

How do union leaders feel about the general decision-making capability of rank-and-file members and, in particular, their judgment on collective bargaining issues?

A recent study, "Leadership Attitudes Among Union Officials," suggests that the average union leader has his doubts about the overall decision-making capability of the rank-and-file. He "may in fact be fearful" that greater rank-and-file participation in collective bargaining decisions "may produce troublesome consequences, for example, poorly constructed bargaining objectives."

This is not to suggest that union officials do not advocate greater rank-and-file participation. Those queried for the study do. But the reason is that they see it producing more loyalty, higher morale and greater ease in getting the rank-and-file to accept leadership decisions. The implication seems to be that the union leaders would be willing to cope with the negative aspects of increased rank-and-file participation in order to gain its benefits.

Compared with the way union leaders rate *themselves*, they appraise the rank-and-file as inferior in developing new ideas, exercising initiative, having long-range perspective, being receptive to change, and in their degree of dedication. The union leaders interviewed rated the rank-and-file members only slightly more favorably with respect to their judgment, willingness to handle responsibility, dependability, alertness, self-confidence and aggressiveness.

One of the study's findings that was underscored by its authors is a tendency for upper and middle level business managers to rate the rank-and-file's capability somewhat higher than the average union leader does. Government administrators rated the rank-and-file considerably higher than the average union leader does.

The study appeared in "Industrial Relations," October, 1968. Copies can be obtained from the Institute of Industrial Relations, University of California, Berkeley, California. The single copy price is \$2.00.

Supreme Court affirms broader NLRB power

Employers are now confronted by still more authority in the hands of the National Labor Relations Board.

The development is rooted in a recent Supreme Court decision. It expressly em-

powers the NLRB to order a company to provide *fringe benefits* retroactively, if necessary, to remedy a fringe benefit injustice suffered by employees as the result of a company's unfair labor practice.

This means that an employer now faces the prospect of having the NLRB, instead of a regular arbitrator, interpret and enforce his labor agreement in a case in which he commits an unfair labor practice that deprives employees of fringe benefits.

As background, it must be kept in mind that the NLRB is not authorized to enforce a labor agreement except when unfair labor practices are involved. This is customarily the job of an arbitrator provided under grievance procedures in union contracts. The Board is authorized to order contract-oriented remedies in such cases by Section 10(c) of the National Labor Relations Act. The law, on its face, limits the Board to job reinstatement and back pay.

The Supreme Court, however, ruled in earlier cases that the NLRB was not limited to job reinstatement and back pay in unfair labor practice cases. But there has been a question whether the Board could order employees "made whole" with respect to fringe benefits. For example, the Ninth Circuit Court of Appeals, in an earlier ruling in the case just decided by the Supreme Court, had refused to enforce the Board's fringe-benefit restitution order. The Supreme Court reversed. (NLRB v. Joseph T. Strong, S. Ct., 1/15/69)

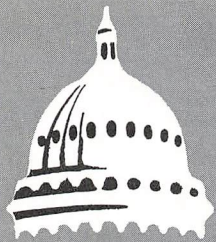
AFL-CIO Publications Go to 20 Million

AFL-CIO has a total of 376 union publications with a combined circulation of 20 million. Of the 376 periodicals, 111 are published by international or national unions, and 256 by state and city central bodies, individual local unions or groups of local unions. The remaining nine are official publications of AFL-CIO or its departments, and the official publication of the Canadian Labour Congress.

Consequences of Your Business

"You can no longer run your business simply by making and selling a product. You must consider the consequences of your business, what it does to human beings and for human beings."

— Dan Seymour, president,
J. Walter Thompson Co.



LEGISLATIVE STATUS REPORT

There is enclosed for you a handy-dandy "Letter Writing Guide". Please do make use of it. We know that you have heard the same theme many times — but it is true — you must take the time and make the effort to let your views be known to Congressmen. It's too late to complain — after the bill is passed — after the regulations are established. More and more government is a daily part of your business life. Let's recognize the fact and act accordingly.

Legislative news changes so rapidly that it is difficult to attempt to keep you up-to-date in this publication. It does take us about three weeks to go from copy to finished product in the mail to you. So do bear in mind that changes probably have taken place between the time of writing . . . and the time of reading.

Construction Site Picketing

H.R. 100 (Thompson, D-N.J.), S. 1371 (Williams, D-N.J.). This is the trade union-supported bill. It would amend Section 8(b)(4) of the National Labor Relations Act, so as to permit a building or construction union to direct a strike against all construction employers working on the site, if it has a lawful dispute with any employer at the site. At military facilities testing or producing weapons, missiles or space vehicles, written notice of intent to strike must be given at least 10 days in advance.

S. 1365 (Goodell, R-N.Y.). Would amend H.R. 100 — the AFL-CIO's Bill — in an attempt to confine its effect to employers who are primarily engaged in the construction industry. Additionally, it would prohibit strikes which interfere with or are in breach of an existing collective bargaining agreement for which a remedy is available under procedures set forth in that or another applicable agreement. Coerced product boycotts would be prohibited, as would picketing to force an employer to recognize or bargain with another labor organization which denies membership on the grounds of race, creed or color.

These bills, basically, would exempt Building Trade Union having a dispute at

a construction site from the present law prohibiting "secondary boycotts." In a secondary boycott, a union brings pressure to bear on some innocent third party. Its aim is to compel the third party to stop doing business with the primary employer with whom the union has a dispute in the hope this will induce the primary employer to give in to the union demands.

In the Denver Building and Construction Trades Case (341 U.S. 675), the Supreme Court ruled that contractors and subcontractors working on a construction project who are independent employers, and craft unions, who have a dispute with one employer at the site, must conduct their picketing so as to avoid enmeshing innocent employers and employees.

We feel that the net effect of H.R. 100 would be to allow Building Trade Unions to (1) strike every employer working on a construction project whenever there is a dispute with any construction employer at the project; (2) bring picketing pressure to bear upon every employer on a construction project whenever the employees of any one employer choose to be non-union or to affiliate with a non-AFL-CIO union; (3) picket the whole site of a construction project. (Thus, if a manufacturer is expanding his plant, and the electrical workers, for example, have a dispute with an electrical subcontractor, the whole plant site can be picketed.) Secondary boycotts are monopolistic and improper practices. They proliferate labor disputes and harm innocent third parties. The Goodell bill is inadequate in that it reverses the principle of the Denver Building Trades case, although some of its provisions, i.e. the prohibition of product boycotts, have much to commend them as goals in themselves. Especially at this time, construction industry labor does not need additional strength at the bargaining table. The threat of secondary boycott would be just such additional strength.

Hearings were scheduled for late March. Get your views to the House Education and Labor Committee (Select Subcommittee on Labor) promptly. Also let your Senator have the benefit of your thinking.

An additional bit of news on Construction Site picketing is not encouraging. The AFL-CIO Building & Construction Trades Department reported that it is encouraged by what it calls "reliable reports" that President Nixon favors situs picketing legislation and that it has begun an "intensive drive" for enactment. The Department, in the January issue of its monthly bulletin, said:

"Some of the foremost leaders of organized labor, in contact with President Nixon and his closest advisers in the pre-inauguration period, gained the definite impression that the new Chief Executive supports elimination of the inequitable restriction on economic activity by union engaged in the construction industry.

"If so, Mr. Nixon joins Harry S. Truman, Dwight D. Eisenhower, John F. Kennedy and Lyndon B. Johnson in the unbroken line of Presidents favoring amendment of Section 8(b)(4) of the National Labor Relations Act.

"This would change the unjust restriction on building trades union activity which stems from a decision rendered by the National Labor Relations Board in the Denver Trades Case 20 years ago, in April 1949."

Occupational Safety and Health Act of 1969

H.R. 3290 (Perkins, D-Ky.) is designed to set Federal safety and health standards for construction workers on government projects. H.R. 843 (Hathaway, D-Me.) . . . H.R. 3809 (O'Hara, D-Mich.) . . . H.R. 4294 (Perkins, D-Ky.) . . . all vary in degree, but all deal with health and safety. All bills put the Secretary of Labor in charge of industrial safety by empowering him to:

- . . . establish mandatory occupational safety and health standards for all businesses affecting commerce;
- . . . conduct "in-plant" inspections and issue orders to correct alleged violations;
- . . . close down the business if he thinks that an "imminent" danger, or one that could "reasonably be ex-

(continued page 12)

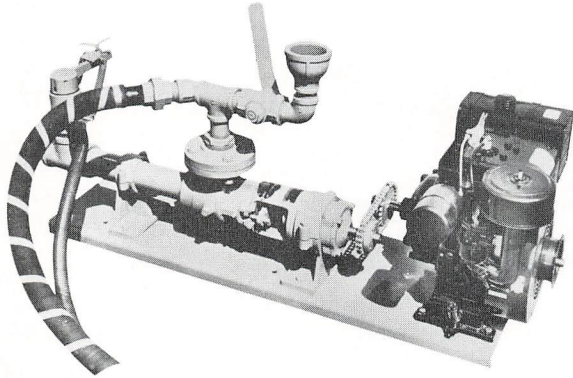
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“ROOFMASTER” HIGH PRODUCTION MODEL HELICAL – SPRAY PUMP ASSEMBLY

REQUIRES NO AIR COMPRESSOR

Designed primarily for medium high pressure airless spraying of non-fibrous asphalt coatings, asphalt primers or cut-backs, cement type white or colored coatings and vinyl coatings.

This HIGH PRODUCTION MODEL includes a Gasoline Engine and a Helical-Type Pump, with a Solvent Resistant Stator — and — a Pressure Relief Valve which permits return of materials to Vat when flow is cut off at Spray Nozzle.



This Unit can also be used in conjunction with any Pole Gun for simultaneous impregnation of materials with cut fiberglass roving. For this operation an air compressor with minimum capacity of 25 cfm is also required to operate the glass roving cutter.



PORTABLE AUTOMATIC CONTROL SYSTEM

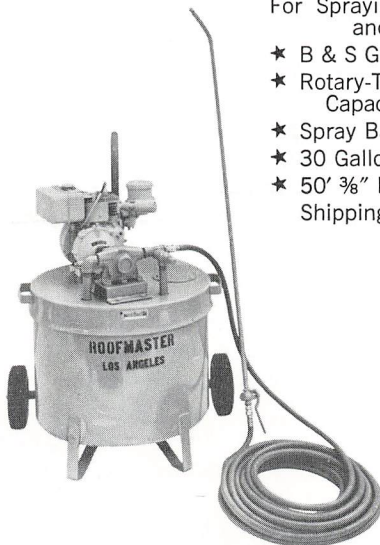
Now — a Portable — Automatic Control System — entirely detached from your Kettle. Will convert ANY L. P. G. Fired Kettle into a Thermostatically Controlled Unit.

All Mounted in Steel Box on two wheels — with Push Handle. Cut 1" hole in top plate of Kettle and insert Thermostat Tube. Hook up two hoses and you're in business. Complete Instructions with each unit.

PRI-MASTER – 30 PRIMER SPRAY PUMP OUTFIT

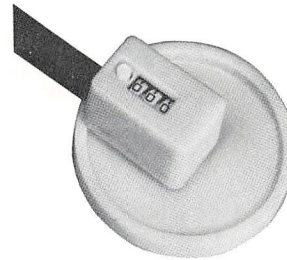
For Spraying Asphalt Primers and cut-backs.

- ★ B & S Gasoline Engine.
 - ★ Rotary-Type Pump, Capacity to 6 gpm.
 - ★ Spray Bar Complete.
 - ★ 30 Gallon Drum-Type Vat.
 - ★ 50' 3/8" Hose W/ftngs.
- Shipping Weight — 125#

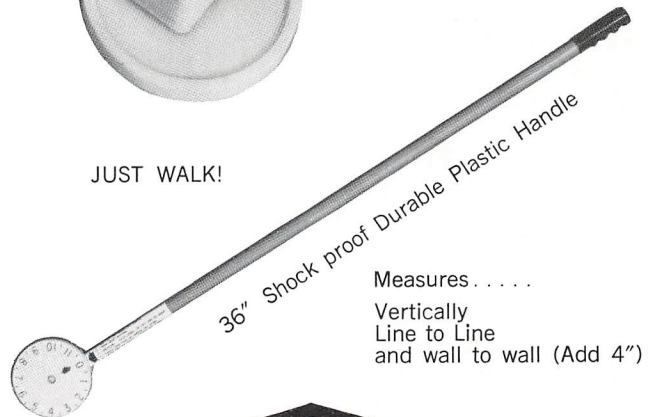


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- ★ Push Button Reset
- ★ Reads up to 1,000 Feet
- ★ One man operation



JUST WALK!



Measures

Vertically
Line to Line
and wall to wall (Add 4")

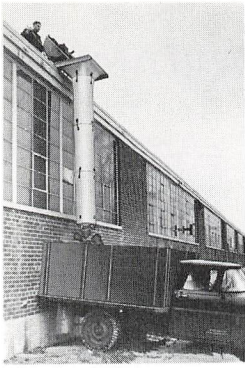


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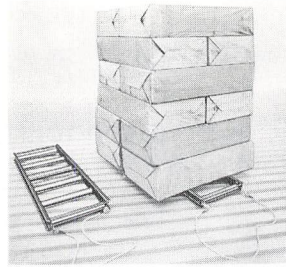
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- Made of lightweight unbreakable plastic.
- 30" diameter x 4' long.
- Each chute section couples to the next with a heavy-duty chain and latch.

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ROLL-A-CARRIER

Prevents damage to lightweight steel decks!

The concentration of weight is evenly spread over six ball bearing rollers, allowing ROLL-A-CARRIER to move heavy loads of insulation to point of application without damage to the lightweight steel deck. Measures: 60"x21" with 18"x2 1/2" rollers. Weight: 52 lbs.

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eliminates costly repairs and on the job delays

- A special compound made expressly for the lubrication of asphalt pumps.
- Improves performance and extends the life of asphalt pumps.
- Comes in a quick-load 14 1/2 oz. canister. (10 canisters to a case)

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ESTIMATORS SECTIONAL LADDER

- Fits easily into a car trunk.
- Each 4 ft. aluminum ladder section weighs only 5 1/2 lbs.
- No tools needed to erect. Ladder sections simply slide into place, holding firmly to each other. No wiggling.

David Levon 7 Georgia St., South Hackensack, N. J. 07606

LEGISLATION HEALTH & SAFETY ACT -- continued

- pected" to cause death or injury exists;
- cancel the contract of any Government contractor he believes to be violating the law, and to "blacklist" any prospective Government contractor thought to be guilty of a violation;
- preempt State jurisdiction over occupational safety and health law unless a State submits a work safety and health plan that "in his opinion" is as good as the Federal plan; and
- make grants to the States -- up to 90% of the cost -- to assist programs designed to improve State safety and health programs.

Safety and health are of prime importance to roofing contractors. This is for moral as well as economic reasons. However, the safety record of the construction industry is improving by means of voluntary effort. NRCA has a fine safety program coming out for members. NRCA is participating with the United States of America Standards Institute to develop

roofing and construction industry voluntary safety standards. It would be unwise to grant almost unlimited powers to the Secretary of Labor to set standards, supervise enforcement, and judge compliance or the lack of it.

These bills are referred to the House Education and Labor Committee (Select Subcommittee on Labor) and the Senate Labor and Public Welfare Committee (Labor Subcommittee). Why not write the full committees or at least those members who happen to be from your area? Let them know how you feel.

Joint Administration of Industry Funds

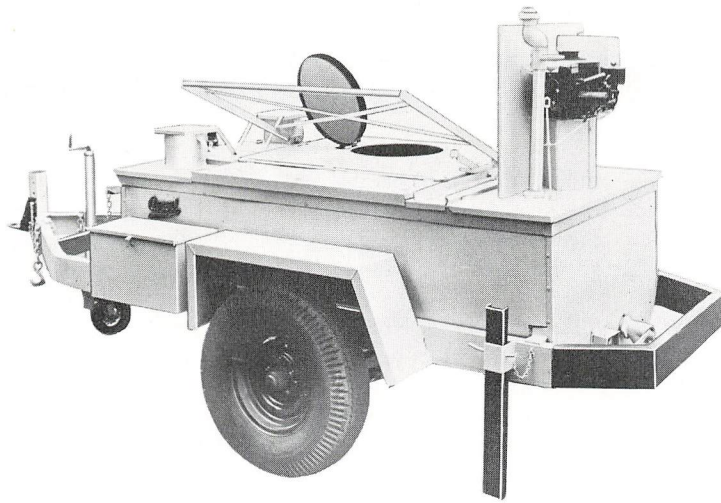
H.R. 860 (Perkins, D-Ky.). This is the same bill that was before Congress last year. It provides participation by the various unions in the joint administration of industry funds. Reports are that it will be given a "hard and fast push". Contact the House Education and Labor Committee and the Senate Labor and Public Works Committee and let them know your views.

NOTE: We know that we are asking a lot of your time. We know that it's tough to sit down and write letters on all these pieces of legislation. However, we also know that individual letters from small businessmen are still extremely effective in determining the final outcome for legislation of the type we have reported. For your own sake -- for the sake of your business -- use the letter writing guide enclosed -- follow these pieces of legislation -- make your views known. Be an action man!

Make Your Contributions to Social Change Known

"In the court of public opinion, where your business and ours must constantly wage its battles, success will be won not by the tortoise-shell approach to social change, and not by letting good works speak for themselves -- but by doing good works, by accepting responsibilities seldom before assumed, and by letting your friends and neighbors know of your contributions to social change."

-- Roger M. Blough, chairman, United States Steel Corp.

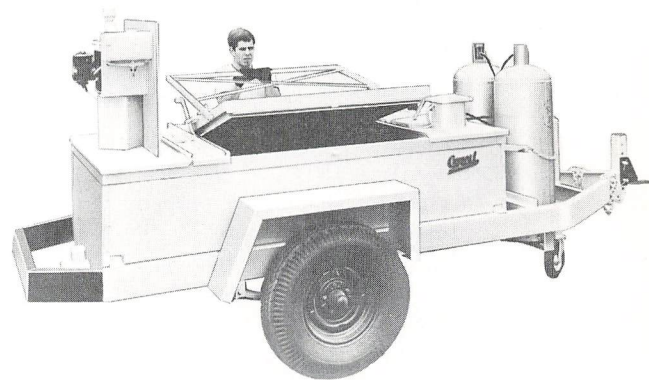


A NEW CONCEPT IN ROOFERS KETTLES

KETTLEMASTER-4000

... delivers to the roof 4,000 lbs. of "Hot" per hour*

- Patented exclusive LP-Gas ECONO-MISER torches (the only torch that introduces combustion - air from four different sources for total combustion). "Kettlemaster" also available with oil fired outfit.
- A new, special pumping system (pump is submerged in kettle; needs no preheating . . . No belts or right angle drives; lowest in maintenance . . . special throttle control keeps pump and engine at idle speed between draw-offs; prolongs engine and pump life and saves fuel).
- Engine is kept way from kettle heat by being mounted at rear and high off of kettle (this will prolong the life of engine).
- The specially designed cover has a safety loading hatch (for easy splash-proof loading of asphalt and minimum heat loss).
- The top platform has a complete gasket seal that prevents leakage and dripage from condensation.
- Patented "Heat-Riser" (shortens melting time).
- Rugged heavy-duty 750 x 16 truck tires (8 ply).
- Rear bumper (for full width protection).
- Double safety towing chains (rust protected).
- 8-way adjustable towing hitch.
- Jack type drop leg with a full swivel caster (the easiest way to keep kettle level).
- Lockable, weather tight tool box.
- A new important breakthrough in Heating-Tube-Unit design that sharply reduces melting time, cuts down on fuel consumption, increases output per hour, and lessens the danger of flashing.



Break-a-way Cover—Never Sticks

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all new Roofers
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Care and Maintenance of Hoisting Equipment

Prepared for the NRCA
ROOFING SUPERINTENDENTS
CONFERENCE
1968-1969

by
P. M. Timmins
Blackwell Burner Company

- A. HAND BEAMS:
Wood or metal — check wood for cracks and rot, check metal for cracks and excessive rust. Be sure to have sufficient ballast — 1½ times the amount of load you expect to pull.
- B. GROUND HOIST & SWING BEAM COMBINATION
1. Check rope or cable for cuts fraying — check brake lever and clutch lever for operation.
 2. Line up hoist so that rope or cable pull is 90° from drum, so that it winds up properly.
 3. Make sure you have enough weight to Hold Down Planks and that the weight is placed so that it won't fall off. This is most important.
 4. Check brake tension and ability of brake to operate freely.
- C. MONORAIL HOIST
1. Make Sure all pins are properly installed.
 2. Check brake lever for free operation. Inspect brake rope.
 3. Inspect cables for frayed, worn ends and cuts.
 4. Check Monorail Track for clear, unobstructed groove.
 4. When using Beam or Monorails be sure load is properly secured — use ready made Buckets for gravel
Felt Hoisting forks for felt
Insulation fork for insulation
Hot carrier for hot asphalt
 6. Make certain that correct weight has been added to platform in rear. It should be 1½ times the load you expect to pull.
- D. BUCKET TYPE ELEVATORS
1. Keep link chain clean — brush down — do not oil. Oiling encourages accumulation of grit and assists wear. Lubricate sprockets — check all bolts for tightness.
 2. When sending up rolls be careful to center them on the bucket. Place them on every other bucket so as not to overload the unit.
 3. When working gravel use Hopper feed for maximum effectiveness.
- E. CONVEYORS — BELT
1. When setting up conveyor make sure it sits level — this insures good belt performance.
 2. Check Belt alignment and tension — a tight belt will last longer. If belt is out of alignment it can be adjusted by tightening one of the take up bearings on the wing pulley at bottom of conveyor.
 3. A regular check should be made to be sure that all of the rollers roll freely.
 4. Use Hopper or machine only when loading gravel — remove hopper when raising felt or insulation.
 5. Check drive chain tightness — too loose or too tight — the chain will break and wear drive pulley.
 6. Support top end of conveyor frame at roof or use telescoping supports.
 7. When lowering conveyor let it down slowly into the boom support cradle. Tie boom down before taking it out on road. This keeps it from bowing if bump or dip is taken too fast.
 8. Check hydraulic oil — keep oil level up and tank clean.
 9. Check all hose and pipe connections before starting new job.
 10. Check all bolts and nuts at least every 3 months — including wheel bolts.
 11. When towing — use caution turning corners and maintain slow even speed.
- F. LADDER PLATFORM HOIST
1. Handle and store ladder to prevent twisting and damage to the rails. You often see a pickup loaded with equipment and what's on the bottom of the load, ladder section for a platform hoist. Always load ladder sections last — or at least place them so they are not at the bottom of a truckload full of equipment.
 2. Stand Power Pack up to keep oil in the crank case and gasoline in the tank. If you don't, engine will generally foul up due to oil seeping through to spark plug area.
 3. Set up ladder so its plumb is on firm ground. Soft ground will cause ladder to tilt and possibly tip over when load is being raised.
 4. Check belt and brake rope regularly.
 5. Check guide wheels and do not oil them. Oil collects grit that may sieze the wheels and give you problems. Wash out wheels with kerosene regularly to remove any dirt.
 6. Oil all bearings daily when in use.
 7. Keep all bolts on platform tight.
 8. Bring platform down smoothly, don't jerk — use brake to bring to a smooth stop. If you let the platform down full speed and it slams into the stop, the drum will continue to turn and the cable will tangle on the next hoisting cycle. Kinks will develop in the cable and greatly reduce the life of the cable.
 9. Do not overload Platform or hopper — distribute load evenly so material does not fall off platform on way up.
- G. PREVENTIVE MAINTENANCE
1. Read the instructions.
 2. New men must be instructed in basic operating procedures that fit into your operation.
 3. You decide on the most advantageous use of new equipment — how it is to be set up and used with other equipment and advise your men of this. Do not *assume* that a man knows how to operate a hoist. If he is to operate a hoist see that he has a set of instructions, then you check him out to be sure he is operating the unit properly.
 4. More hoist breakdowns are caused as a result of poor handling of the equipment than for any other reason. Throwing the beam off the roof when the job is finished, putting the hoist at the bottom of the truck and

(continued page 15)

**CARE & MAINTENANCE OF
HOISTING EQUIPMENT—continued**

throwing other equipment in on top of it when going to or from a job. This equipment cannot help but get bent up and out of alignment when handled in this manner. Then the next time on the job it doesn't work as it should or at all — is it any wonder.

5. Spare parts for each hoist should go to each job with the hoist. Spare drive belts, sheaves, cable and clutch plates are of little value to you if you need a part and it's forty miles away in your stockroom — or worse, it is 1500 miles away in the manufacturer's stockroom.

It is imperative to high job production to keep spare parts for each hoist available at the job site. This coupled with regular scheduled maintenance checks of your hoisting equipment will pay high dividends by cutting downtime to a minimum and giving you top equipment efficiency on the job.

6. Keep your equipment clean.

A regular schedule for maintenance of hoisting equipment should be set up immediately if you do not already do so. The very fact that you set a schedule that is to be maintained is half the battle. In a very short time it becomes a part of the regular routine.

Believe it, preventive maintenance is one of the major keys to high production on the job — and is every bit as important as any phase of work scheduling or planning.

Defective or unoperating equipment on the job can knock the finest job plan for a loop and turn what should have been a profitable job into a loser.

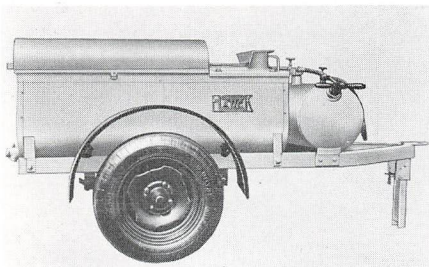
**H. HOISTING EQUIPMENT —
SAFETY**

1. Do not overload any hoist — this is most dangerous.
2. Be sure Hoist is set on firm base and has operating clearances — bracing as required against high winds or height.
3. Select position for hoist to permit safe loading and unloading and material storage.
4. Keep engines properly serviced — an engine that fails with the

load halfway up creates a dangerous condition.

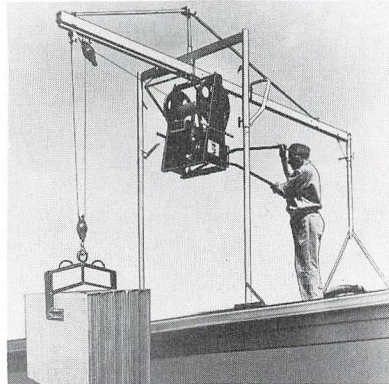
5. Brakes — A careful check prior to operation may save someone's life. Be sure all levers and linkage operate freely and are not damaged.
6. Do not jerk brake when materials are being lowered — it exerts tremendous force on the Hoisting frame and can dislodge the load.
7. Your men should always wear hard hats.
8. Be aware of high tension electric wires on or near your work area. Aluminum hats, aluminum ladders, steel hoist frames, steel cable — all conduct electricity.
9. Load platform carefully so material does not fall off.
10. When erecting equipment, inspect it as you erect. Be sure that cable is on all its sheaves.
11. Never walk or stand under a load nor allow anyone else to do so.
12. Do not use conveyor or bucket elevator as ladders. A slip going up or down on the belt of the conveyor could mean a fall from 20 to 30 feet and cost you your life.

HAUCK ONE SOURCE FOR ALL YOUR ROOFING EQUIPMENT



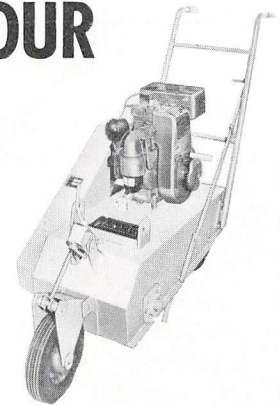
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- Trailer or skid mounted
- Internal or external pumps
- LP-Gas or oil fired



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HOISTING EQUIPMENT**

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- Monorail Hoists
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- Hoisting Wheels



**A complete line of
ON-DECK and TEAR-OFF
EQUIPMENT**


- Powered On-Deck Equipment
- Gravel Spreaders
- Hot Dispensers
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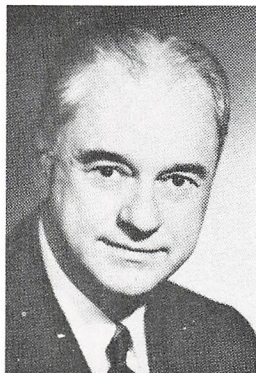
Expansion-Joint-Flash[®] U.S. PAT. 25733

BUSINESS ACTION NEEDED TO PUSH IDEAS AND ISSUES

by

ARCH N. BOOTH

Executive Vice President,
Chamber of Commerce
of the United States



How often do you read a report about some problem or proposition, express a random opinion about it, and then let the subject drop, in the belief that you have done all you can do about it?

If the report has been tedious, the reading a bore, do you get a special sense of satisfaction from having done the chore? And if your passing comment has been witty, do you perhaps feel in some vague way that you have made a contribution?

The next time you find yourself going through this routine—and it happens to us all—stop for a moment and consider a little more carefully what it means. Think of the difference between the Interested Man and the Action Man and decide which is preferred.

Every man-made thing you see on earth is the difference, really, between a thought and a deed; between wish and performance; between interest and action.

What kind of a world would we have if people only wrote, read and remarked? It wouldn't even be an Ivory Tower existence because the Tower would never get built. Our leaders would be sitting bare-foot by the wayside like Oriental philosophers, perhaps. We would be surrounded by nothing more than the works of nature.

It's true that an idea can move a mountain but that happens after somebody puts the idea in work clothes, hands it a shovel, and shows it what to do.

Karl Marx lived for 36 years after the publication of his Communist Manifesto in 1847, but he never saw his theory advance much beyond the pamphleteering stage. Lenin came along, gave a Marxian interpretation to the problems of the revolution then simmering in Russia, and stepped forth with an action program for the dictatorship of the proletariat, which became the Soviet State.

Marx thought of it; Lenin did it.

Christ did not leave Christianity to the gospel writers and teachers. He inspired missionaries to work among the people.

Written reports are highly important. There must

be a basis for any kind of informed and educated action. One who attacks a problem without studying it is like Don Quixote going after windmills.

But studying a problem without acting on it is wasting human talents. Knowledge and its application have always gone together. The ancient Romans worshipped Minerva as goddess of wisdom but she was primarily the patroness of handicrafts, including the professions and arts, and her temple was a meeting place for craftsmen.

Any report worth your studied attention is worth doing something about, if only to pass it along to someone else who may be in a better position to act than you are. Better a transmitter than a filer of reports, although merely re-routing them can become a lazy habit. It can lead to senseless clutters, like a chain-letter game.

As a businessman and a reader of reports, here is a way to be a Man of Action:

First, develop your own further ideas on the subject you are reading about, or add in your own experiences to the published information on the subject, and then go to special pains to get your material to the right action center.

If what you are concerned with is a public issue, and you belong to a local chamber or trade or professional association, that's your destination.

Send, or preferably take your information there, discuss it with the staff, and while you're about it, at least consider volunteering to do more. Ask yourself: If this isn't my problem, then whose is it?

Then, if you're ready for more, look around the chamber or association to see what kind of a "going" program is available for you to join. The effective Action Man knows that surest results come from teamwork.

The team on which you find yourself will, most likely, be working in league with the National Chamber in Washington. You will be backed up by a nation wide federation representing every community and all lines of trade in America. You will be contributing to a unified business effort.

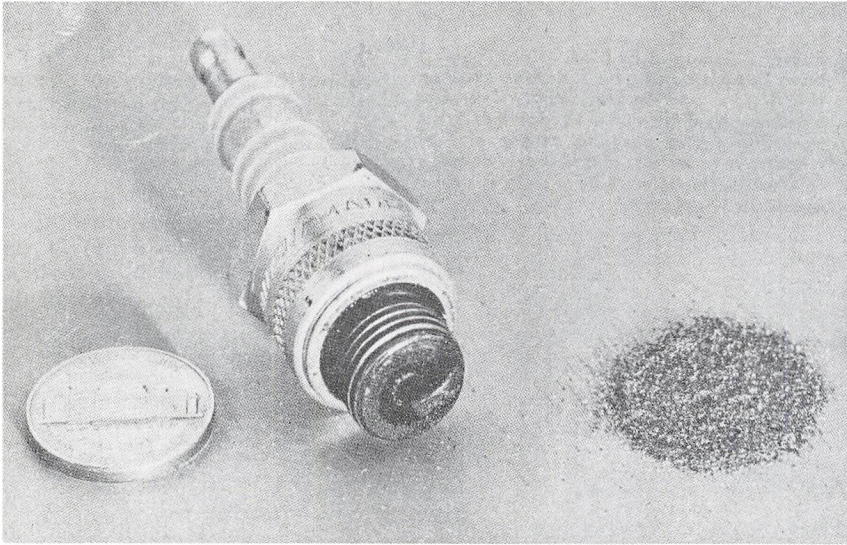
I hope you will keep this in mind in the days and weeks ahead as you read summaries and excerpts from a flood of reports coming out of Washington.

There will be a report on the State of the Union and a budget estimate from the outgoing Administration; task force reports prepared for the incoming Nixon Administration, and much else that will affect you and that you can do something about.

Go active!

Don't stop at being an Informed Man. Read reports with a purpose. Then volunteer. You can change your own life and the world for the better.

Blast-Cleaning Spark Plugs Can Ruin Engines



200 milligrams of abrasive blast-cleaning grit will fill a circle approximately the size of a nickel. This amount can easily remain within a Spark Plug after cleaning.

Abrasive Grit Wears Parts Rapidly

Cleaning spark plugs on an abrasive blast-cleaning machine has long been an accepted field practice. Many conscientious repairmen and engine owners blast-clean spark plugs frequently, simply as a matter of routine maintenance. They believe that blast-cleaning spark plugs is a way to salvage the plug, decrease repair costs and improve engine performance. Unfortunately, this is often false.

Investigation of engines, which wore out prematurely, led us toward the practice of cleaning spark plugs by blasting them with abrasive grit. We blast-cleaned the spark plugs on new engines, and after a few hours of operation, extreme wear had occurred on internal engine parts. The wear had been caused by abrasive grit, which remained within the plug after blast-cleaning. During operation the grit had fallen into the combustion chamber, then worked its way past the piston rings toward the crankcase.

To get an idea of the way in which spark plugs are being blast-cleaned in the field, we had two plugs cleaned at each of five local automotive service stations. We then washed them out in gasoline to remove any abrasive grit which remained after cleaning. All of the spark plugs contained enough grit to cause engine wear. The residue of grit in the 10 plugs ranged between 32 milligrams and 372 milligrams. To give you some idea of the quantities involved, 200 milligrams of grit

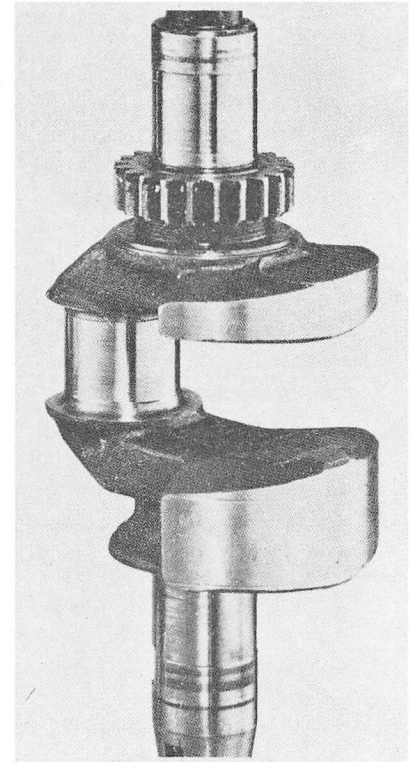
will fill a circle the size of a nickel.

When a plug has been cleaned by the abrasive blast-cleaning method, some of the abrasive grit remains tightly packed within the plug after the cleaning operation. Although instructions with spark plug cleaning machines call for solvent cleaning to remove oil deposits before blasting, contacts with local automotive service stations convinced us that few, if any, cleaning machine operators degrease the plugs. Further, simply blowing out the plugs with a forceful blast of air after blast-cleaning is not adequate to remove all of the tightly packed grit. In tests, spark plugs which contained even a small amount of grit caused considerable wear after a few hours of operation. The engines tested had the same internal appearance as many of the engines which have been returned to us with complaints of short engine life — scratched or scored cylinder bores, extreme amounts of smooth wear on crankshaft, crankpins and journals and very high ring wear. The grit which can be introduced into the engine as a result of improperly cleaned spark plugs may well account for cases of “unexpected wear” in which there is no evidence of abuse or neglect on the part of the operator.

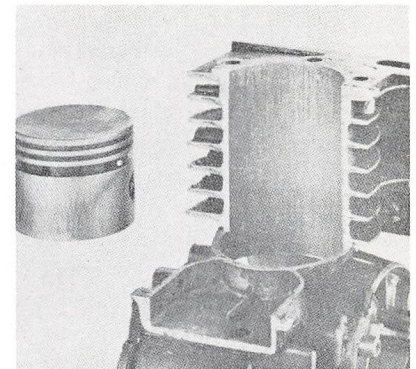
In view of our findings, we most urgently recommend that dirty spark plugs be cleaned only in solvents or by wire brushing or scraping, then re-gapping. If a dirty plug cannot be cleaned in this manner, it should be discarded and a new plug used.

reprinted with permission of the California Council News and the Painting and Decorating Contractors of America.

Briggs & Stratton Corporation will not approve the warranty repair or replacement of an engine which has been damaged by a residue of grit from blast-cleaning spark plugs.

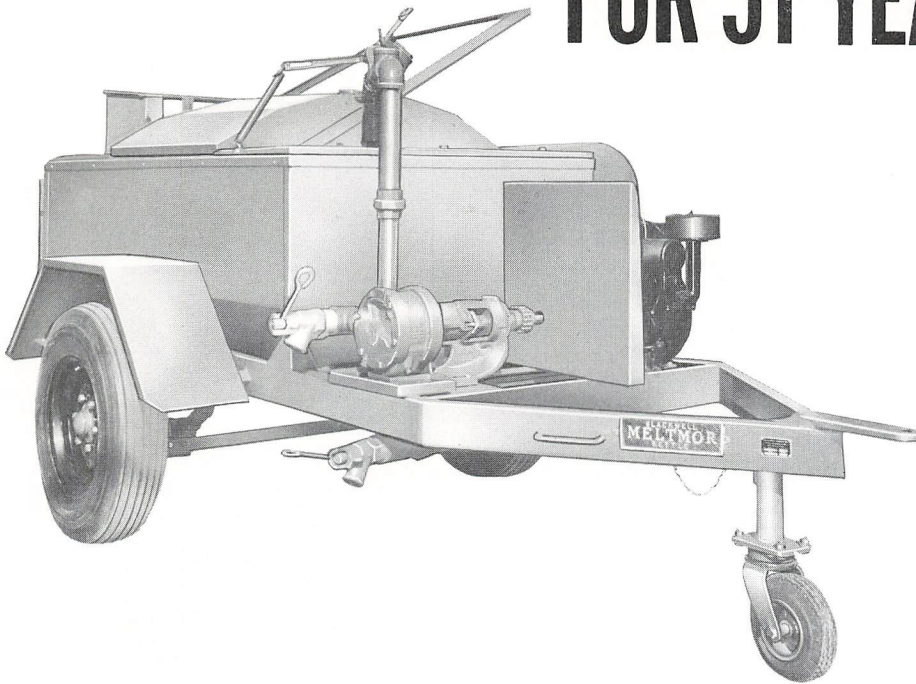


Abrasive grit from Spark Plug blast-cleaning machines caused extreme wear. Note how the worn journals on this shaft have a smooth, polished appearance.



Pistons damaged by blast-cleaning grit have deep scratches across the top ring lands, and on the skirt. Cylinder bores show greatest damage from scratching and pocking at top end of ring travel. Piston and bore damage is usually most severe on the sides opposite the valves.

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We have not only insured our future but also yours by paying attention to important details that are not found on any kettle except BLACKWELL. For example, our large lid handles and never-stick covers make it easy to load a Blackwell Kettle. This feature is obvious because you can see it, but then we have some "hidden insurance policies" such as extra gauge thickness on the front burner well plate, square—easy to clean return tubes, extra heavy wall thickness in the drain cock and many, many more features that insure long life and dependable service from your BLACKWELL Kettle.

We have also taken pains to have a reliable dealer organization that stocks parts and kettles. BLACKWELL dealers can give you prompt, efficient service.

We're continuing our insurance Policy and hope that you will take out insurance with us the next time you buy a kettle.

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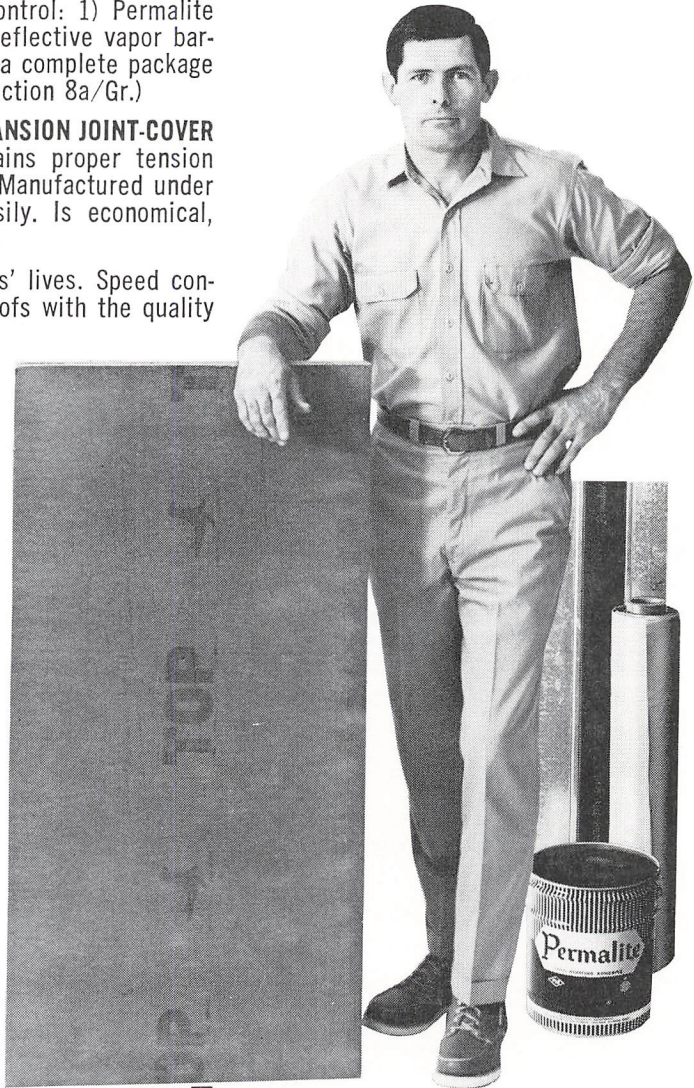
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N.R.C.A. MARCHES ON!

More and more roofing contractors all over the country are realizing the benefits of NRCA membership. The first quarter of 1969 saw the following contractors joining their friends and competitors in NRCA:

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Badger Sheet Metal Works
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Beidler Taylor Roofing Co.
Ashtabula, Ohio
J. O. Buaas & Sons
Austin, Texas
Bupreme Methods, Inc.
Cygnet, Ohio
Commercial Roofing & Sheet Metal Co.
Columbia, South Carolina
Elaborated Roofing Company
Oak Lawn, Illinois
Felheim Roofing Co., Inc.
Erie, Pennsylvania
Garey Roofing Co., Inc.
St. Joseph Michigan
Gooding, Simpson, & Mackes, Inc.
Ephrata, Pennsylvania
Hudson and Company, Inc.
St. Croix, US Virgin Islands
Roy O. Huffman Roof Co.
Riverside, California
L & L Roofing Co.
Reno, Nevada
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Erie, Pennsylvania
R. S. Roofing & Sheet Metal Co., Inc.
Nanuet, New York
Stark Ellis Co.
Anchorage, Alaska
John Sykes Co.
Atlantic City, New Jersey
Thor Roofing Company, Inc.
Medford, Massachusetts
Tirey Roofing Company
Suisun, California
Venditti Bros., Inc.
Schenectady, New York

Why don't you take this opportunity to call up that non-member you've been meaning to talk to. Ask him to join us. We'll be glad to send literature either to him or to you. Remember: you'll be helping NRCA and you'll be making a better competitor out of him.

GOOD'S GRUMBLINGS — continued from page 3

DIRECTORS

Bill Branson, Jr. W. H. Branson Co.
Houston, Texas
Lou DeRyckere . . . Wallace Candler, Inc.
Detroit, Michigan
James Dietz Economy Roofing &
Insul Co. — Davenport, Iowa
Edward Gibeau . Woodland Roofing Co.
Traverse City, Michigan
J. W. Kerr Brown and Kerr Inc.
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Pat Norton . . . Norton Sons Roofing Co.
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Victors Otlans Otlans Roofing Co.
Tacoma, Washington
William Rosenblatt Wooster S/M
& Roofing Co. — Akron, Ohio
George Stephenson Stephenson Roofing
Co. — St. Louis, Missouri
Gerard Therrien A. W. Therrien
Co., Inc.
Manchester, New Hampshire
A. S. Van der Boom The Ellis Co.
Sacramento, California
Warren Woodruff W. J. Woodruff
Roofing Contractors
Fon du Lac, Wisconsin

CONGRATULATIONS!

Revealing Facts about Pension Systems

Over \$90 billion is invested to back the private pensions of some 25 million Americans — roughly \$3,600 per potential pensioner. In the federal Social Security program, on the other hand, only \$23 billion backs the future pensions of more than 86 million workers — an average of only \$267 per person covered. Even that money has been “borrowed” by the Federal Government to pay for other government operations.

Keep an Eye on Social Legislation

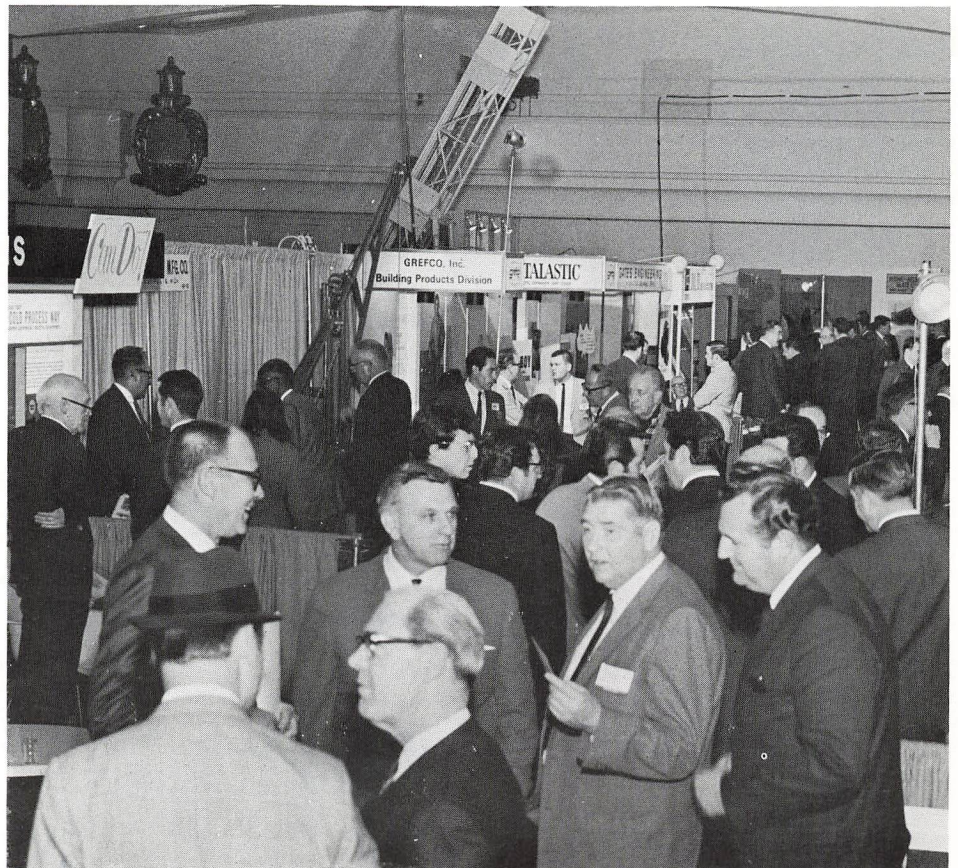
“Business is going to have to follow social legislation as closely as it does antitrust legislation and be prepared to speak or act when the time is right.”

— John P. Guttenberg, Jr.,
Xerox Corp., Rochester, N.Y.

On Helping Men Permanently

“You cannot help men permanently by doing for them what they could and should be doing for themselves.”

— Abraham Lincoln



A BUSY EXHIBIT FLOOR IN SAN FRANCISCO

The IDEA CORNER



Entries from the 1968 Idea Fair at the NRCA
Miami Beach Convention . . .

Instant Asphalt

From the time of the first hot roof application, all roofing contractors have been wishing for Instant Asphalt to get more production per day. We have found by using any one of the cold adhesives on the market to stick our insulation to the metal deck, we can get more production with less men, and by paying more for adhesive over asphalt, we make more profit. Therefore, all of our men speak of adhesive as "Instant Asphalt."

L. C. Leach,
Supt.-Estimator
Gadsden Heating &
Sheet Metal Company
Gadsden, Alabama

Hard Tear-Off Jobs

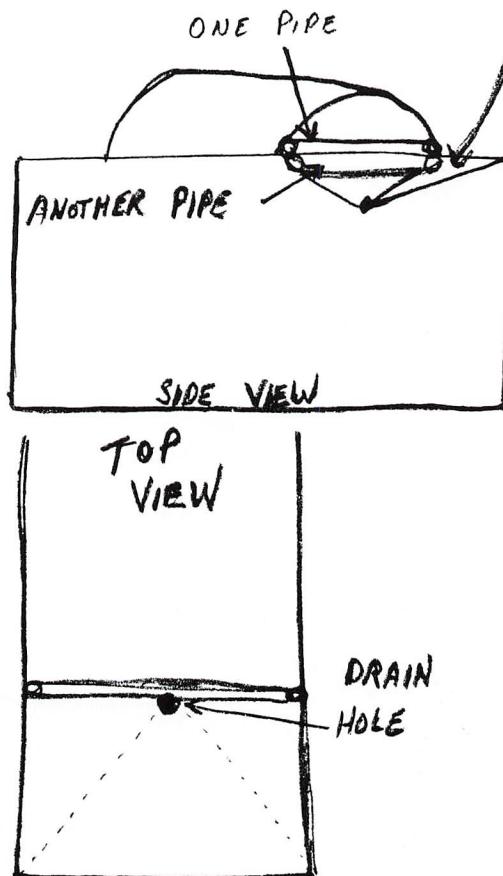
When you have those hard tear off jobs that are well-nailed to the deck, try using the heavy duty garden forks. We have found that they cut our tear off time in about half.

Martin Knigge
Knigge Roofing &
Sheet Metal, Inc.
Willmar, Minnesota

Hot Mop????

On alligator type kettle covers, weld one 1" or 1½" iron pipe on inside of rear cover and another pipe on inside of rear plate. When you close cover it forms a perfect squeegee to wring out hot mop, especially glass mops which have to be used again. The pipes also re-inforce cover and rear plate at the same time.

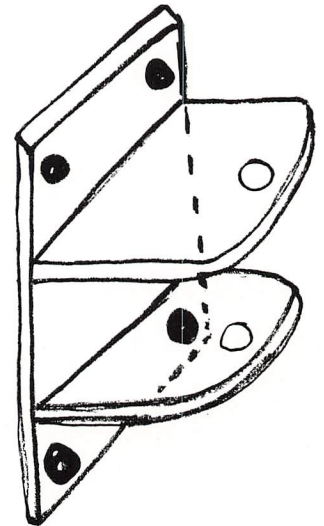
A good place to rest hot mop and still keep warm, is on top of rear plate (such as Aeroil kettle). Have your welder cut the rear plate and fabricate a new piece of drain toward front and center with a drain hole in the middle.



New Kettle Hitch for New Truck???

Instead of welding your new kettle hitch to the new truck, have your welder make a plate with four holes and weld the hitch to the plate. BOLT this plate to the truck. You only have to make this hitch once and it can be changed from unit to unit.

You can also bolt this to the front bumper to push the kettle into difficult or tight places.



Both from . . .

S. Lesniak
Rainbow Roofing Co.
Chicago, Illinois

WHITESTONE ROOFING MARBLE

and Colored Aggregates

COOLER IN SUMMER — WARMER IN WINTER

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(Holds Winter Heat In)

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Three-in-one

POWER MASTER

... does a variety of jobs, just change attachments



The Power Cart takes felt or insulation straight from the hoist.



55 gallon "Power-Hot-Lugger," tilted so that the last drop of "hot" is emptied.



Power Graveler holds 5 cu. ft. of gravel and spreads an even 26" wide pattern.

Put "Power" in your operation and watch your profits grow! Buy only one machine but get the value of three! ("Power-Cart"—"Power-Hot-Lugger"—"Power-Graveler")

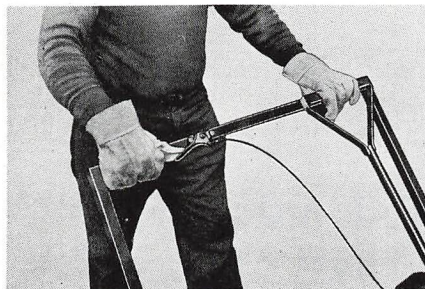
Powered on-deck equipment means a faster, more economical operation without fatiguing your operators. Gravel will be laid as fast at 4:00 pm as it was laid at 8:00 am. Workers like to use this machine! Finger-tip-controls...

adjustable gravel flow... easy to operate... changes easily from "Power-Cart" to "Power-Lugger" or to "Power-Graveler" in less than a minute.

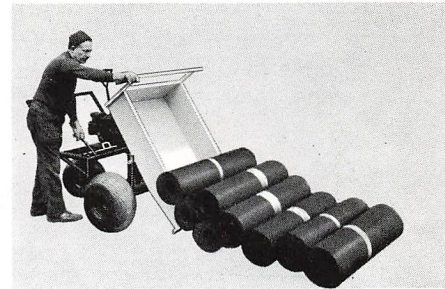
"Power-Cart" carries loads up to 650 lbs. of felt, insulation, or rubbish... "Power-Hot-Lugger" (regular or insulated) carries 55 gallons of "Hot"... "Power-Graveler," holding 5 cu. ft. of gravel, spreads a neat 26" wide pattern.



Extra big balloon tires protect roof by greater distribution of weight.



Dead Man Safety Feature, when operator lets go, machine comes automatically to a stop.



Waste No time unloading, Cart easily dumps load. Power Cart carries rubbish, gravel, felt and insulation.

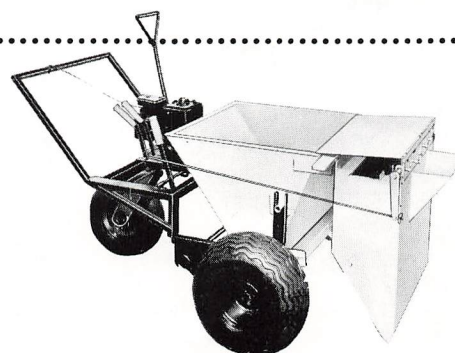
SPECIFICATIONS

	PM-600 Power Master	Power Master Attachments		
		Cart	Hot Lugger	Gravel Spreader
Horse Power	3			
Load Capacity		650 lbs.	55 gal.	5 cu. ft.
Dimensions	52"W x 62"L x 38"H	28"W x 46"L x 18"H	26"W x 50"L x 42"H	28"W x 26"L x 24"H
Weight	230 lbs.	67 lbs.	100 lbs.	74 lbs.

HOT DISPENSER Optional Attachment

Save time and manpower by spreading hot-stuff and gravel with *one fast machine!*

25 gallon Hot Dispenser is easily attached to front of "Power-Graveler." The application of both hot-stuff and gravel is metered with precision by easy to operate controls. Weight, 65 lbs.



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85¢ per \$1,000 of Protection

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Members and their salaried employees are eligible to enroll, as are wives of insured individuals and their dependent children, ages 20 days to

19 years, or 19 to 22 years of age if unmarried and a full-time student at an accredited college or university.

This Plan offers 24-hour, round-the-clock protection anywhere in the world. It includes, of course, coverage on commercial air flights so you need not take special insurance at the airport. A permanent total disability feature is also part of this policy.

Tear out and send in the convenient coupon below for the additional coverage you require. It's the opportunity of a lifetime, so don't delay!

YOU CAN HAVE \$100,000 OF THIS 24-HOUR ALL-RISK PROTECTION FOR ONLY \$85 PER YEAR! IT'S ALMOST TOO GOOD TO BE TRUE!



TEAR OUT AND MAIL THIS REQUEST TODAY!

Select the Amount You Need

Select the amount of insurance you need from this table:

AMOUNT OF INSURANCE	ANNUAL PREMIUM
\$ 5,000 (Minimum).....	\$ 4.25
10,000.....	8.50
25,000.....	21.25
50,000.....	42.50
75,000.....	63.75
100,000 (Maximum).....	85.00

Dependent wives may now be included up to \$50,000 maximum limit, children can be included up to \$10,000. Dependent coverage limits cannot exceed amount carried by insured husband.

Fred. S. James & Co., Administrator of NRCA Program Insurance
One North LaSalle Street
Chicago, Illinois 60602

Gentlemen:

Enclosed please find check for \$_____ to cover full annual premium for \$_____ (amount of insurance). It is understood that I will be charged a pro-rata amount from date coverage takes effect.

My birth date is _____

NAME _____

COMPANY _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____