

January, 1969

THE ROOFING SPEC

1515 NORTH HARLEM AVENUE / OAK PARK, ILLINOIS 60302 / 383-9513



GOOD'S GRUMBLINGS

Here are some items that are of interest. We do have on file more complete write ups on each item. If, for any reason, you want more information please just drop us a note or a card and we'll see that the write-up is sent to you promptly.

Picketing In Two Circumstances Deemed Unlawful: NLRB trial examiner decides that picketing by Electricians at Texas construction site both before and after reserved gates were established constituted secondary boycott — before, because employees of subcontractor with whom union had dispute were not working during time of picketing, and, after, because union picketed at entrance set aside for exclusive use of neutral employers.

Contract Stretched To Five Years: Roofers in Youngstown-Warren, Ohio, become third area trade agreeing in mid-term to extend duration of contract bargained in 1967 from three to five years. Economic adjustments under lengthened agreement will provide increases totaling \$3 hourly over five years, compared to original 90 cents over 36 months. Five area trades now have long-term contractors with common expiration date.

Negro Apprentices Record Sharp Rise: Number of Negroes participating in registered apprenticeship programs jumped from 4,200 at end of 1966 to 8,100 as of mid-1968, Labor Department estimates. Wirtz attributes improvement to Outreach programs and "deliberate efforts"

of labor-management committees to meet equal opportunity pledges.

Community Participation Agreed To in Boston: Some 200 residents of area to be rehabilitated in Boston will receive construction work and training opportunities under multi-faceted program worked out by unions, contractors, government, and other groups to meet community participation requirement of Model Cities Act. On-job and supplemental training costs will be covered by Labor Department contract providing \$238,208.

Illegality of Product Boycott Re-affirmed: After taking second look at case at direction of Sixth Circuit Court of Appeals, NLRB affirms finding that Asbestos Workers in Hamilton, Ohio conducted unlawful secondary boycott by refusing to install pre-cut insulation jacketing at jobsite. Work of manufacturing jacketing was not reserved to union members by bargaining agreement, Board says, nor was it work "regularly or traditionally" performed by them.

Garvin Seeks Support of Construction Customers: Consultant John C. Garvin enlarges his campaign for restructuring collective bargaining in construction industry with appeal for backing of industrial owners, private power companies, banks, and insurance companies. Garvin tells Houston, Tex., meeting of industrial owners and contractors "it is not an exaggeration to say that wages in this industry are completely out of control."

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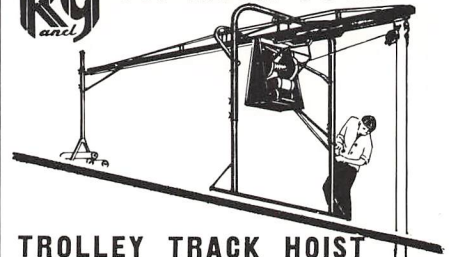


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CONVENTION '69

The next few pages make this issue "somethin' special". Here is the full story on your coming convention — be sure to read it carefully. If, by any chance, you haven't yet made your reservations please do so right now. Advance registration and hotel room reservation are completed on one simple form. Send it in today.

On the cover you'll see plenty of pictures. Some are from previous conventions to serve as a reminder of the usual goings on with setting up exhibits . . . registration . . . etc. Many are faces that you will see on the various program panels. You'll see them all in San Francisco!

Roofing Contractors must constantly cope with a wide variety of problems if they are to achieve smooth, profitable operations. Not the least of these problems are the technical questions of specifications, details, blow-offs, and the performance of both new and old materials. HOWEVER, "technical competency does not a successful roofing contractor make." The successful roofing contractor must *also* deal effectively with the more slippery problems of labor relations, busi-

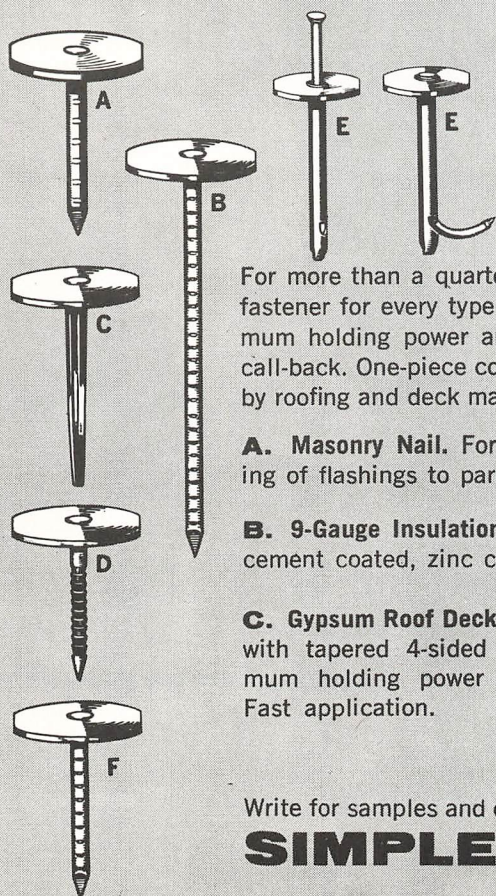
ness communications, cost accounting and finance, and overall management competency. The 1969 Convention and Trade Show of the National Roofing Contractors Association will attack *all* the problems of the roofing contractor. The Convention dates are February 23-27, 1969 and the hotels are the Fairmont and the Mark Hopkins. The Grand Ballroom of the Fairmont is set for its maximum capacity of 107 exhibit booths and NRCA has sold out the hall — the largest exhibit of roofing industry materials and equipment ever assembled anywhere! Meetings will be held in both of the plush hotels, high atop Nob Hill in colorful, cosmopolitan San Francisco.

As counterpoint to the meeting sessions and exhibit hall, NRCA will stage its traditional social festivities including the Welcome Party Sunday evening, the Officers' reception Tuesday evening, and the gala Annual Banquet to conclude the convention in the wee hours of Wednesday night.

The speakers are first rate, the exhibit hall jammed, the parties and dining superb, and the setting charming. We're sure you'll never forget NRCA's 82nd!

On Thursday the 27th of February, 150 lucky roofing contractors and their wives will board planes for the NRCA reconvened convention meetings in Hawaii. The subject this year will be "The Roofing Industry and the Urban Crisis!" — a most timely and crucial subject as we enter 1969. Study groups will be formed and they will dig into materials on the subject in an effort to establish an industry outlook and goals to cope with the problems of our cities today. The sessions should prove to be most interesting and the setting — Honolulu and Maui — more than sufficient to please both men and women alike.

After the completion of the Reconvened Convention sessions on March 6, an optional Post Convention Extension Tour will depart for the Islands of Hawaii and Kauai for a six day bout of pure relaxation. Most of the tours and other activities during both programs will be on an optional basis so that every roofing contractor will be able to customize his own Hawaiian stay. There's plenty to do if you'd like or you can just sit around in the sun if you'd rather. The Extension tour will return to the mainland on March 12th with many memories, relaxed roofers, and brown bodies. Don't miss it — you'll have the time of your life! **222**



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GENERAL CONVENTION PROGRAM

(All meeting rooms in the Fairmont unless otherwise noted)

SUNDAY, February 23, 1969

Registration – Main Lobby
 10:00 A.M. to 1:00 P.M.
 Registration area open for advance registration only
 1:00 P.M. to 5:00 P.M.
 Registration area open
 9:00 A.M. to Noon
 Executive Committee Meeting – Empire Room
 Noon
 Cocktails and Luncheon – Officers, Directors and Past Presidents – California Room.
 P.M.
 Board of Directors Meeting – Hunt Room
 6:30 P.M. to 7:30 P.M.
 Welcome Party – Gold Room

MONDAY, February 24, 1969

8:00 A.M.
 Past Presidents Breakfast – Pavilion Room
 8:30 A.M.
 New Members Breakfast – Vanderbilt Room
 9:00 A.M.
 Registration Area Opens
 9:00 A.M. to 1:00 P.M.
 Educational Exhibits Open – Grand Ballroom
 1:00 P.M.
 Invocation – Luncheon – Peacock Court (Mark Hopkins)
 2:00 P.M.
 82nd Annual Convention called to order – President Edward D. Weyand
 3:00 P.M. to 4:15 P.M.
 Labor Relations (3 concurrent sessions)
 I Labor Contract Negotiation – Crystal Room Ben Hutchison - Clarence Carr - Clyde Scott - Tom Gunning
 II Retaining and/or Regaining An Open Shop – Fountain Room John Trimmer (ABC) - Samuel Maize
 III Where Do We Go From Here With Labor? – French Room A. G. VanderBoom - Fred Christian - Richard Reynolds - John Banister
 4:15 P.M. to 5:30 P.M.
 Repeat of Above

TUESDAY, February 25, 1969

7:30 A.M.
 Member Meeting – Dramatic Presentation “The Roofing Contractor on Trial” – Venetian Room
 9:00 A.M. to 10:30 A.M.
 Effective Management (3 concurrent sessions)
 I The Role of The Roofing Manager” – French Room Dr. Paul Beaver – The Pennsylvania State University
 II “Who Said What?” – Crystal Room – Dr. Peter Schoederbeck – University of Iowa
 III “Finance and Profit” – Fountain Room – Professor Dick of University of Nebraska
 11:00 A.M. to 12:30 P.M.
 Repeat of Above
 1:00 P.M. to 5:00 P.M.
 Educational Exhibits Open
 * Professors available for individual consultation or small group discussion consultation. Special rooms to be announced.
 6:30 P.M. to 7:30 P.M.
 Reception hosted by the Officers and their wives – Gold Room

WEDNESDAY, February 26, 1969

7:30 A.M.
 Special Optional Breakfast Meeting – Terrace Room
 “Inspection Service in Southern California” – Report by Pete Simmons
 9:00 A.M.
 Registration Area Opens
 9:00 A.M. to 12:00 P.M.
 Educational Exhibits Open
 12:00 P.M.
 Luncheon – Terrace Room
 1:15 P.M. to 3:00 P.M.
 “Look at The Technical Side” - evolution of a new product – Chairman, James King – Panel: Henry Alcock, R. E. Bubenzer, Ernie Ostic, Merritt Wolfe
 Case History – Urethane Foam job in Indiana
 3:15 P.M. to 4:30 P.M.
 “Wind and Fire Hazards – Related Problems” – Chairman, George Bodwell – Panel: Joe Hall, Les Kautz, Bob Donahue (UL), W. F. Maroni (FM)

WEDNESDAY – Continued

4:30 P.M.
 Member Meeting – Vanderbilt Room
 6:30 P.M. to 7:30 P.M.
 Cocktails – Grand Ballroom, Lobby, Lounge
 7:30 P.M.
 National Roofing Contractors Association Annual Banquet and Presentations – Grand Ballroom
 9:00 P.M.
 Presentations
 9:30 P.M.
 Show

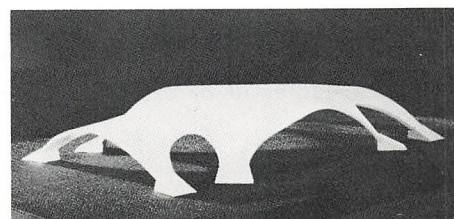
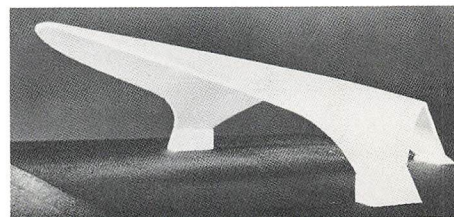
NRCA 1st ANNUAL FILM FESTIVAL*

We will utilize the Grand Ballroom Lounge adjacent to the exhibit hall and schedule showing of films. Unusual films will be shown Sunday afternoon and at the close of the regular program on Monday and Tuesday.

Examples:

Mobay Chemical Co. – Urethane Film
 Asphalt Roofing Manufacturers Association – “Two Faces of Nature”
 Associated Builders & Contractors – “Careers in Construction”
 Peter Drucker – “Effective Management Series”

BUCKLE SHELL?



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Peter P. Schoderbek is currently associate professor of management at the University of Iowa where he teaches and conducts research in the area of management systems. He has also served on the faculties of Michigan State University and the University of Michigan. He holds a Ph.D. from the University of Michigan, is a member of learned societies, and author of many published articles and books.

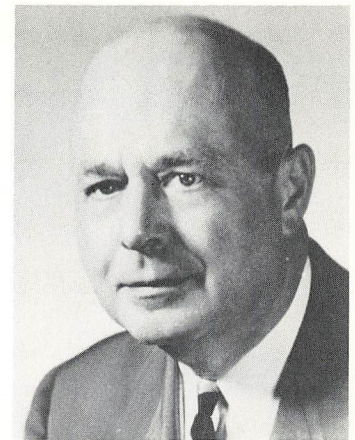
Professor Schoderbek has lectured extensively on management throughout the United States, and has appeared on numerous executive development programs.



William G. Dick, A.B., M.S., Ph.D. is currently with the University of Nebraska, College of Business Administration.

Dr. Dick is a graduate of Fletcher College and received a masters degree and a doctors degree from the University of Nebraska. He has experience in the field of Industrial Relations in the world of business. Additionally, he has consulted with both the Midwest Roofing Contractors Association and the National Roofing Contractors Association.

He has done consultation work with various government organizations and with such firms as Brunswick Corporation and American Stores.

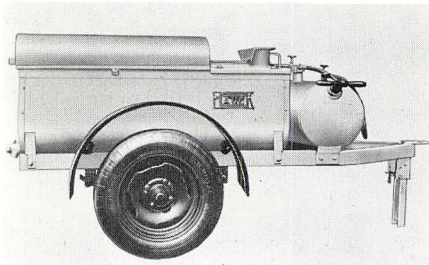


Paul S. Beaver, B.A., M.Ed., associate professor of management training, is Assistant Director of Continuing Education – Program Services, and head of Management Development Services at The Pennsylvania State University.

Mr. Beaver is a graduate of Bucknell University and received a masters degree from Penn State in 1941. He has been associated with Penn State since 1946.

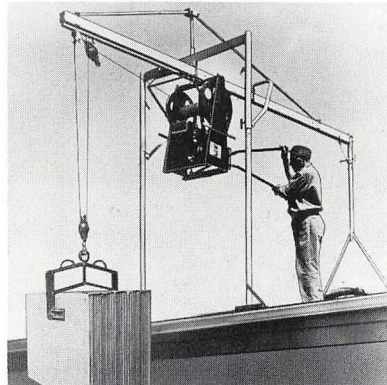
His special field is Industrial Human Relations and Communications and he has served the educational field in public schools, college, and industry since graduating from college.

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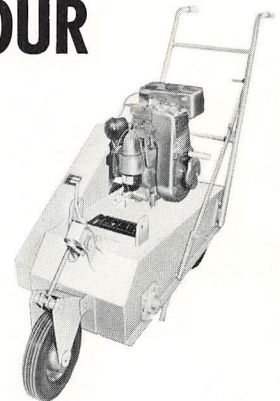
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ANATOMY OF A CONVENTION

Thursday, February 20, 1969

The NRCA staff leaves a skeleton crew in Oak Park and moves to the Fairmont Hotel in San Francisco. The meticulous checking and double-checking of convention arrangements begins.

Friday, February 21, 1969

A few exhibitors and NRCA Officers and Directors begin arriving today and the pace of the 82nd Annual Convention picks up.

Saturday, February 22, 1969

Most exhibitors and NRCA Officers and Directors arrive today and the drayage and decorating firm moves swarms of men into the Grand Ballroom of the Fairmont to set up the 107 booths in the hall and the over-flow booths just outside the hall. The exhibitors check to be sure

that their respective boxes and crates have all arrived and at least one exhibitor roundly curses a trucking firm which has lost, damaged, or misrouted part or all of his exhibit.

Sunday, February 23, 1969

Early in the morning the Fairmont's freight elevator begins its all-day shuttle between Sacramento Street and the Grand Ballroom. Sturdy wooden packing crates and plain brown boxes are moved to their appropriate booths and surrender their contents to busy exhibitors, electricians, and carpenters. The empty crates and boxes are ignominiously packed into the freight elevator for the return trip to the street. Meanwhile the Victorian elegance of the Fairmont and Mark Hopkins lobbies are witness to the arrival of hundreds of roofing contractors from all over the country. The registration area

opens in the Fairmont lobby and colorful badges begin to dominate the nameless crowd. The Executive Committee completes its morning meeting and joins the Board of Directors for luncheon and their semi-annual meeting. Some committee meetings are being held as the hotel staff prepares the Gold Room for the annual Welcome Party at 6:30 P.M.

Monday, February 24, 1969

As is so often the case, the old and the young are first to start off the day. The Past Presidents and the New Members join together at 8 A.M. and 9 A.M. for breakfast. The Past Presidents complete their business and pleasure in time to accompany the new members to the hurly-burly of the opening hours of the largest exhibit in roofing industry history. General business and roofing industry films are being shown in a room near the exhibit hall and contractors are watching them as a prologue to or a respite from the excitement of the exhibit hall. The staff of the Mark Hopkins begins preparing Peacock Court for the Opening Luncheon and final arrangements for the ladies' tour of San Francisco are checked. At the conclusion of the luncheon, the ladies begin boarding buses for an overview of this fascinating city. Their orientation will stand them in good stead during their free time during the remainder of the convention. Meanwhile the men will be digging into the knotty problems of Labor today. Three concurrent sessions are being held at the Fairmont on Contract Negotiations, Retaining and/or Regaining an Open Shop, and Where Do We Go From Here With Labor? The sessions will be repeated so that everyone will be able to attend two of them.

Tuesday, February 25, 1969

NRCA members arise early this morning to attend the Member Meeting and Breakfast at 7:30. After breakfast some regular NRCA business is completed and then the Roofing Contractor Goes on Trial. The "Trial" is enjoyed by everyone and is a fitting introduction to three concurrent sessions on Effective Management. The three professors make a mockery of the stereotypes of "Dull, dry, impractical professors." Dr. Paul Beaver has worked with NRCA on its Superintendents Conference at his home school, The Pennsylvania State University and has proved himself an exceedingly practical and

continued on page 18

For Our Ladies

MONDAY you will join the men for our opening lunch and keynote speaker. After the session at the Mark Hopkins, you will board buses for an "orientation tour" of the city. The buses will tour the excitement of San Francisco: Chinatown, Fisherman's Wharf, The Golden Gate, Mission Dolores, and much more. You'll know which spots you'll want to return to with your free time later. *TUESDAY* morning there's a leisurely brunch and fashion show planned for you at the Mark Hopkins. The Oriental Fashion Show could only be found in colorful, cosmopolitan San Francisco — where East meets West. You'll see ancient Oriental clothes as well as the latest in Oriental-inspired fashions. Each lady will receive a free gift as a pleasant reminder of the morning. *WEDNESDAY* morning there will be shopping tours leaving periodically from the Fairmont. San Francisco is a shopper's mecca with its fantastic array of imported and domestic merchandise. No serious shopper will want to miss this!

IMPORTANT NOTE:

San Francisco is *not* in Southern California! Rain is likely and the average maximum temperature is 58°, the average minimum is 47°. You'll want to dress fairly warmly with lightweight wool suits and dresses suggested. To be on the safe side you should pack a warm coat and some rain gear if you plan to really explore the city first hand.

LADIES CONVENTION PROGRAM

Sunday, February 23, 1969

Ladies Hospitality Suite — Noon to 5 P.M. — Garden Room
NRCA Welcome Party — 6:30 P.M. to 7:30 P.M. — Gold Room

Monday, February, 24, 1969

Ladies Hospitality Open in the morning — Garden Room
1 P.M. — Opening Luncheon (with the men) and Keynote address
3 P.M. — Tour of San Francisco

Tuesday, February 25, 1969

Ladies Hospitality Open all day — Garden Room
Brunch and Fashion Show at the Mark Hopkins
6:30 P.M. to 7:30 P.M. — Reception hosted by Officers and wives.

Wednesday, February 26, 1969

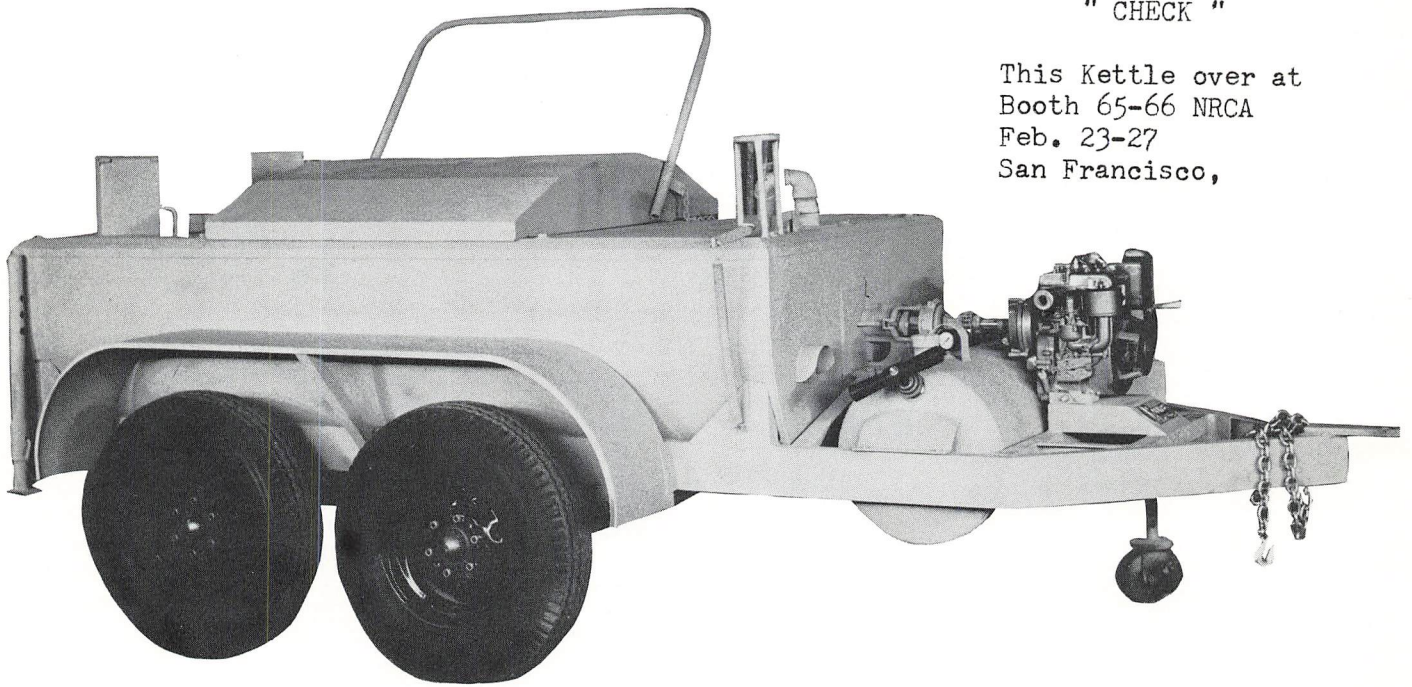
Ladies Hospitality Open in the morning — Garden Room. Ladies from the San Francisco Visitors Bureau will be on hand to answer questions — help make lunch reservations, etc.
Shopping tours will leave periodically.
6:30 P.M. to 7:30 P.M. — Cocktails and music
7:30 P.M. — NRCA Annual Banquet

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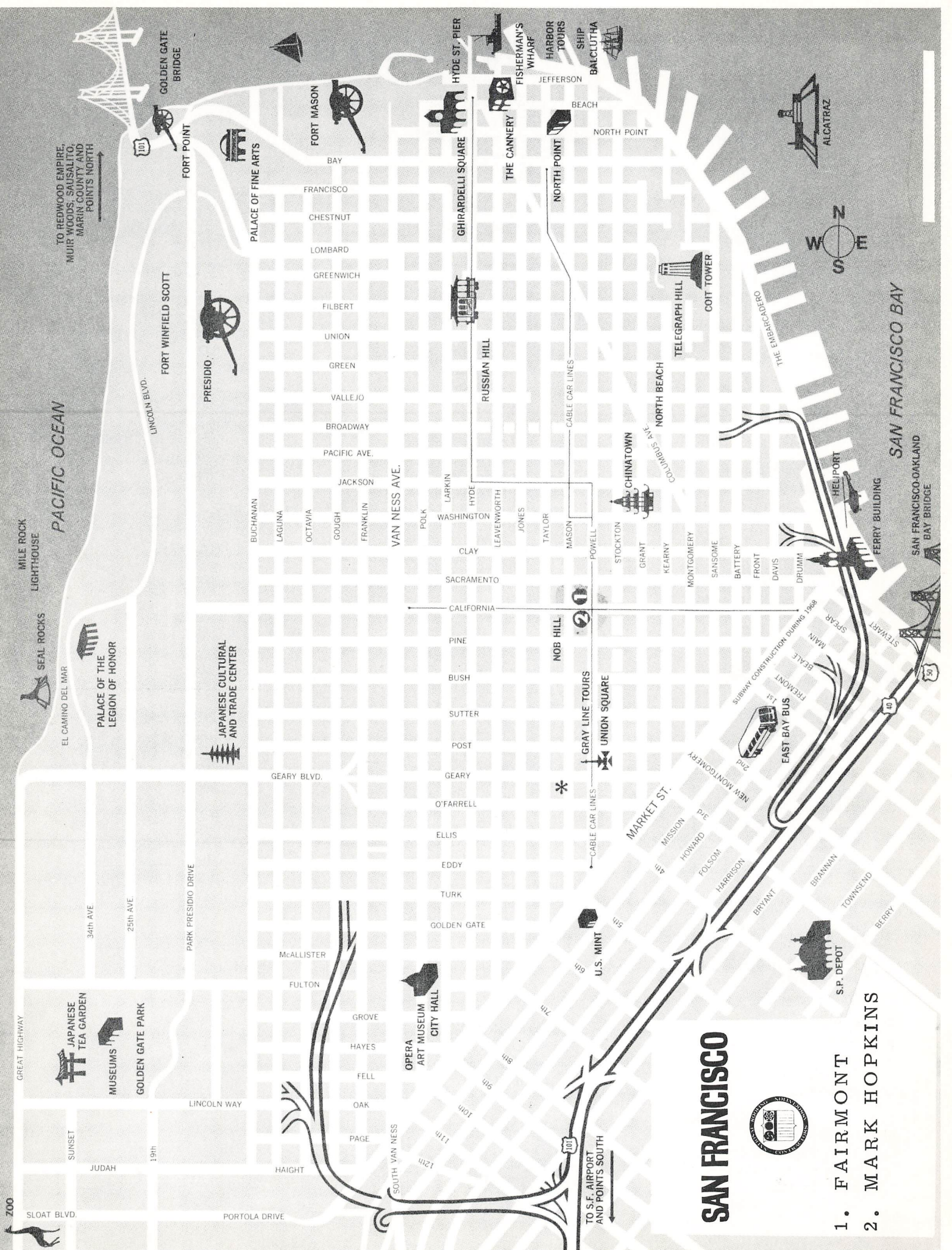
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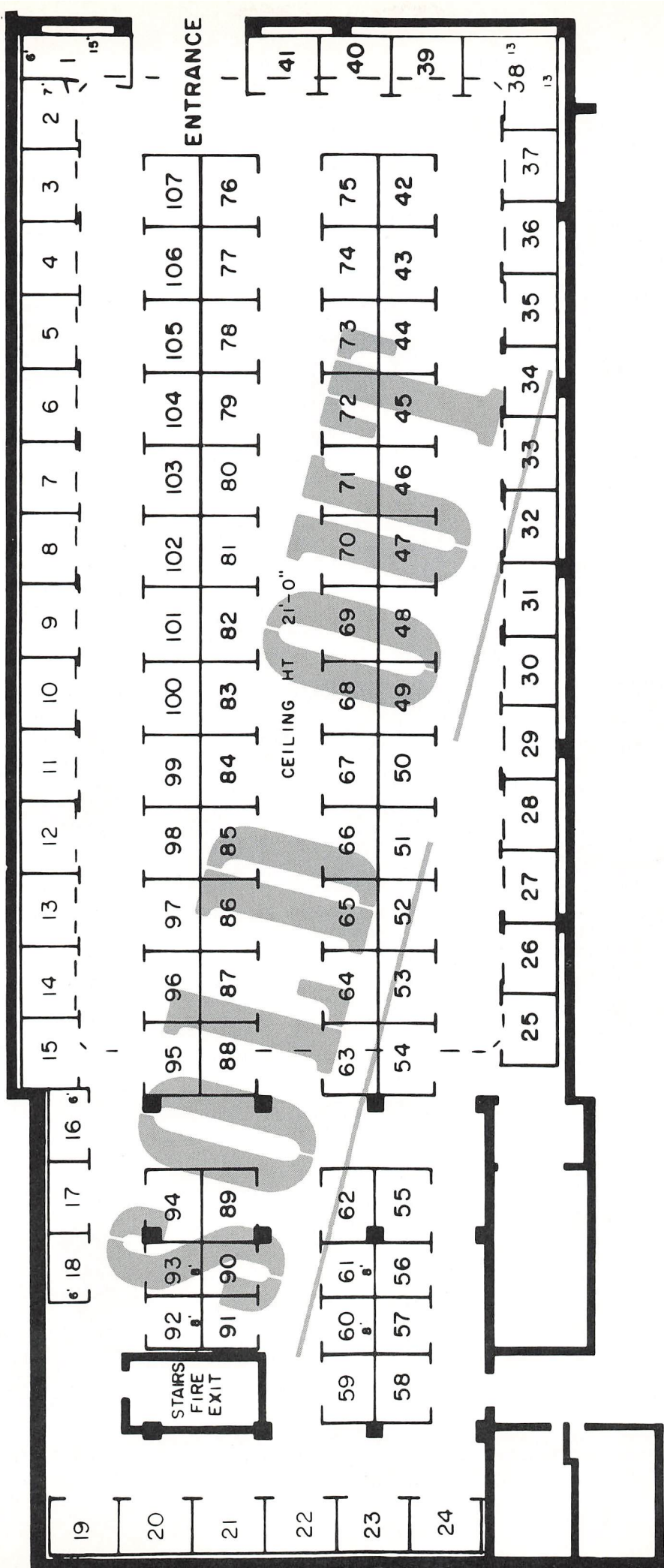
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POWER MASTER

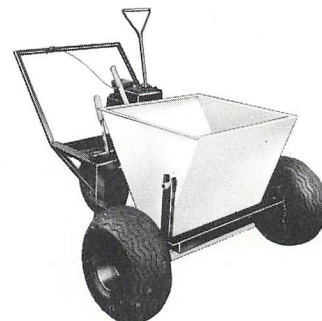
... does a variety of jobs, just change attachments



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.

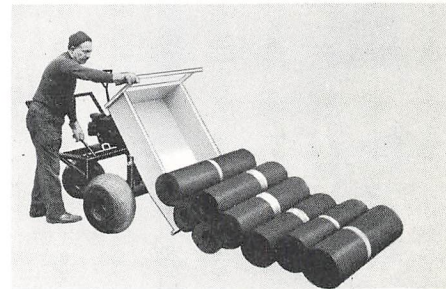
"Power-Cart" carries loads up to 650 lbs. of felt, insulation, or rubbish... "Power-Hot-Lugger" (regular or insulated) carries 55 gallons of "Hot"... "Power-Graveler," holding 5 cu. ft. of gravel, spreads a neat 26" wide pattern.



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.

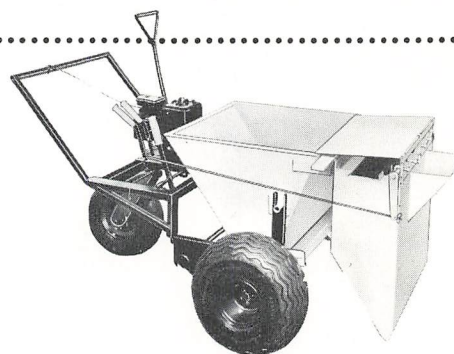
SPECIFICATIONS

	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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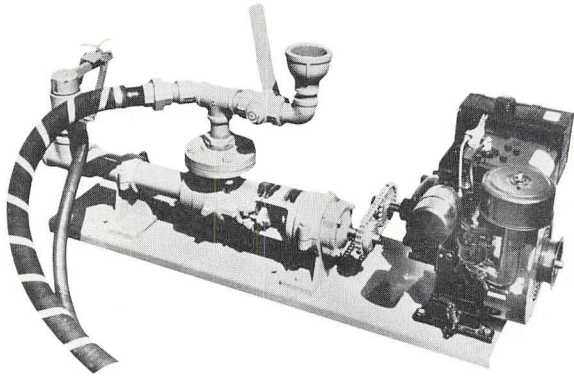
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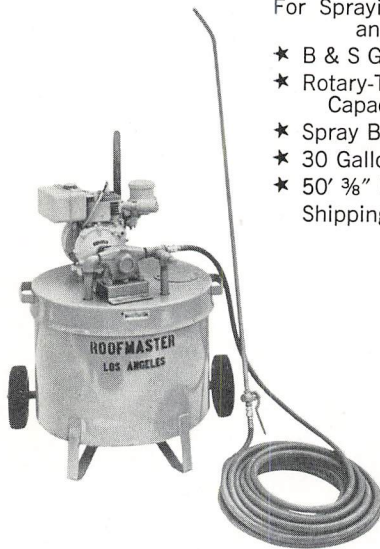
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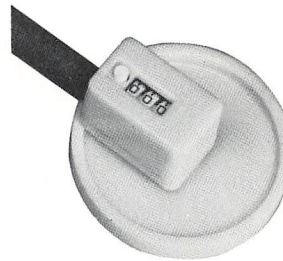
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BUCKLE-SHELL REVOLUTION?

"Not just yet" says its inventor, Professor J. L. Waling of Purdue. Waling stated in a recent interview with NRCA that he sees his invention as part of the *evolutionary* change in materials and techniques in the construction industry.

Buckle-Shell is a new type of weather-proof roof with built-in insulation. The invention is described as a sandwich — a doubly curved structure with a core of foamed plastic insulating material clad in skins of stress-carrying materials.

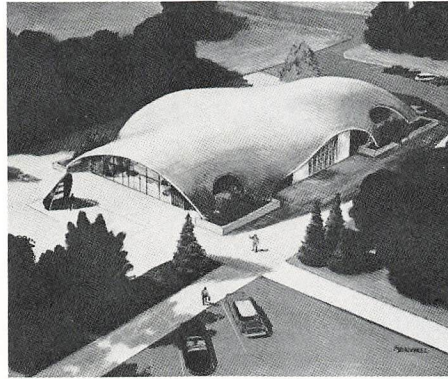
Buckle-Shell is founded on established engineering principles and has much of its heritage in thin-shell concrete construction. The similarity in shape of thin-shell concrete and Buckle-Shell is a result of the principle that doubly curved shells are more efficient load carriers than flat slabs or panels. Another principle is that a sandwich panel consisting of a lightweight core between two load-carrying skins is a relatively efficient structural form.

The goal of Buckle-Shell is economy through speed of erection and reduction of labor and equipment costs.

The Buckle-Shell roof is fabricated as a flat slab at the building site or in a manufacturing plant. The slab is formed by edgewise connection of foamed plastic board stock or in-place foaming. A skin of fiberglass-reinforced plastic or other stress-carrying material then is sprayed or bonded to the top side of the plastic core and finished in the desired color and texture.

The slab then is framed into a doubly curved shell by buckling it with jacks anchored against concrete pads which later serve as foundations to support and anchor the shell roof. The jacks force inward from the rim of the slab, causing the center of the slab to rise, or buckle upward, into place.

Jack points on the shell perimeter then



are anchored to the foundations. A stress-carrying skin is then sprayed or troweled on the under side of the foamed plastic core to complete the structural system.

By this method, Buckle-Shell roofs may be shaped from triangles, squares, circles or free-form, making possible multitudes of roof shapes. Combinations of segments would extend greatly the range of shapes. Struts or legs, integral parts of the process, would add headroom under smaller shells.

About a year and a half ago one of the Buckle-Shells, a slab 18 feet square and buckled inward by jacks at four corners, was moved to a local park, where it shelters several picnic tables.

This shell has a two-inch thick core, top and under-side stressed skins and a sand-finished topside. It has gone through one winter and is well into its second. It has withstood the punishment of clambering youngsters, baseball bats and rocks — more punishment than that of a normal roof — and is in good condition.

Waling believes there's virtually no limit to the size of Buckle-Shells, ranging from patio, pool or tennis court covers to domed arenas or airplane hangars.

Continued research in the School of

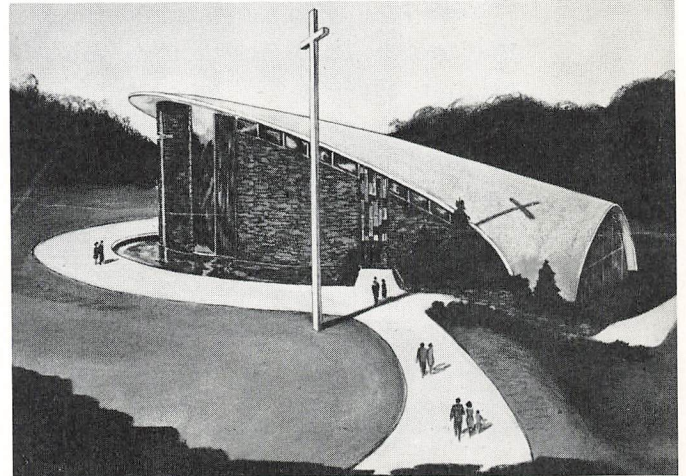
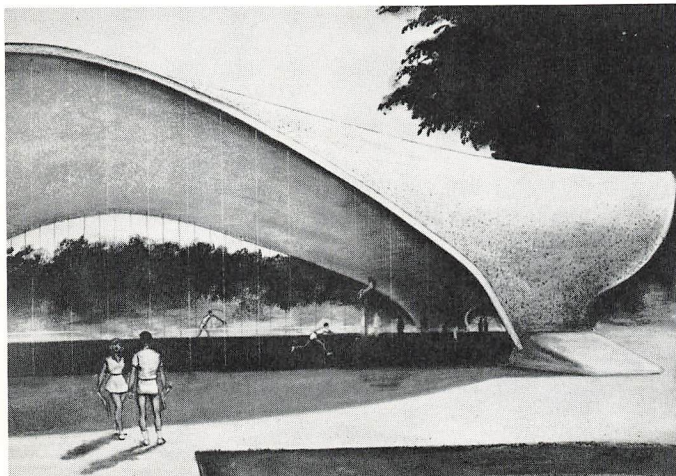
Civil Engineering at Purdue includes added study by Prof. V. J. Meyers on the Buckle-Shell concept. The research has been sponsored by our Associate Member, the Dow Chemical Company and the National Science Foundation.

Stiffer building codes require roofs designed to carry 40 pounds per square foot of snow load, in addition to the weight of the structure. A shell model produced in Meyers' laboratory stood up under twice that load — 80 pounds per square foot or a safety factor of two.

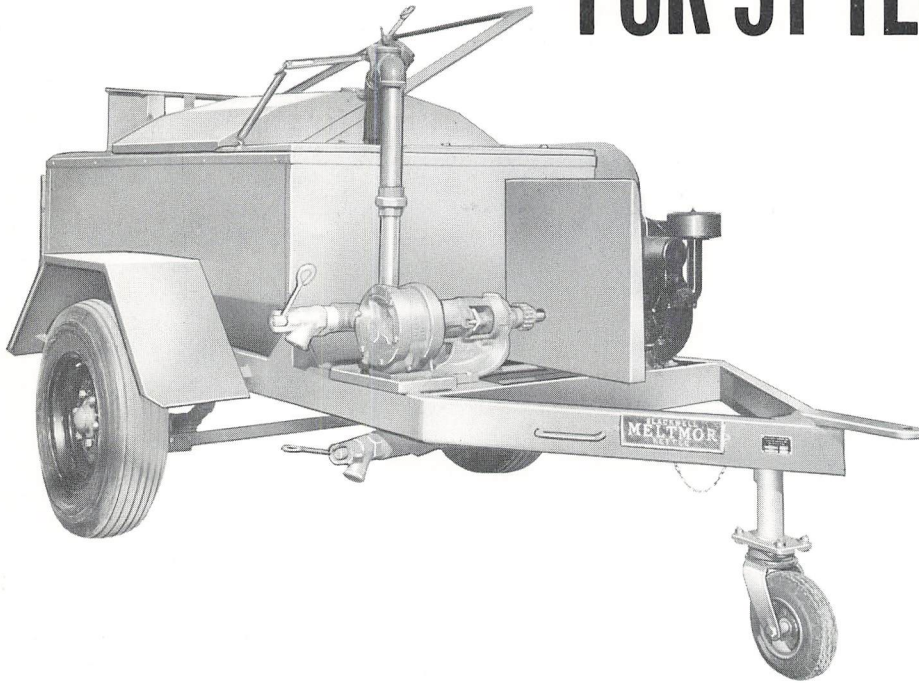
Both Waling and Meyers — and by their support, NSF and Dow — are confident Buckle-Shell can be shown to be economically competitive, through architects, engineers and contractors combining talents on construction projects.

In his interview with NRCA however, Waling emphasized that this is *not* low cost housing at this time. The structural costs amount to \$6-\$7/sq. ft. and finished costs are estimated to be in the neighborhood of \$20/sq. ft. As is the case with many "exotic" materials and techniques, the high cost of the materials more than offsets the savings in other areas. Waling stated that he believes that the Buckle-Shell concept will find its first large-scale applications in commercial and industrial structures where long unsupported spans are desirable. Where conventional building materials and techniques require more and more elaborate structural elements to provide unobstructed space, Buckle-Shell's increase in cost is relatively minor.

Buckle-Shell construction is covered by U.S. Patent No. 3,389,202 and other pending applications assigned to Purdue Research Foundation, Lafayette, Indiana 47907. License for construction may be obtained upon payment of a royalty to the Foundation. Royalty information will be furnished upon request. 222



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A NEW LOOK AT HIRING HALLS

(From The Construction News of November 25, 1968, here is an article that points out a legal situation that may be of tremendous importance to our industry.)

Hiring halls operated by building trades unions in the construction industry popped into the news again recently when a federal judge in Ohio ruled that such a referral system may be illegal under the Civil Rights Act of 1866 and Title VI of the Civil Rights Act of 1964, even though it may appear to be legal under federal labor law.

Perhaps no other subject in the area of labor law as it pertains to the construction industry has been the subject of greater controversy than has the so-called hiring hall. The now famous Mountain-Pacific case which dealt with the question of the legality of the hiring hall with particular reference to its use in discriminating against non-members of the union represented a disturbing conflict of legal opinions for several years in the late '50's and early '60's.

Now comes a new and perhaps just as controversial opinion pertaining to the exercise of discrimination against negroes in connection with the operation of the hiring hall.

The case grew out of a situation in which one Anderson H. Dobbins, a negro, claimed that Local 212, IBEW, had denied him membership and had refused to refer him for work in the Cincinnati and 13 surrounding counties in Ohio, Kentucky and Indiana.

The court had consolidated this case with another instituted by the U.S. Justice Department under the "pattern of discrimination" provisions of Title VII of the 1964 act.

Evidence seemed to indicate that Dobbins, a graduate of Hampton Institute, who had passed a union journeyman's test at Newport News, Virginia, had been trying to get into the union at Cincinnati for 10 years.

The court found that the union had committed 11 separate instances of racial discrimination. It said that the union had 800 members, all are white and it never had a negro member. It has had as many as 1,000 white electricians (not members of the local) working on permits or other forms of union approval but has never had enough members "to meet the needs of union contractors" in its jurisdiction.

The court also found that the joint apprenticeship committee had limited the number of in-coming apprentices to 40 a year and that through various ruses the

union has prevented negroes from taking the regular membership test or getting into the union and except in two cases, under pressure, had never referred a negro for work. By this means, the court said, the union effectively "controls who will work for union contractors within its jurisdiction."

Hiring Hall "Exclusive"

The court described the hiring hall, which is similar to many others in the industry, as "exclusive." It embraces four categories or priorities of referral, the court said:

- Residents of the area who have passed a union test and who have worked at the trade for four years (i.e. members of the local).

- Electricians who have passed a union test and worked four years in the trade (i.e. nonresident members of a sister local).

- Area residents who have had two years experience in the trade and who have worked under Local 212's labor contract (i.e. with union contractors) for at least six months in the last three years.

- Electricians who have worked in the trade for at least one year.

Contractors must hire all their workers through the union. Although they may "go into the open labor market" and hire workers 48 hours after union failure to supply the men called for, the union can "bump" 48-hour men at any time and, as a practical matter, "a union contractor will not and does not hire any electrician until he knows that the hiring is satisfactory to the union," the court said.

The referral system was rigged in favor of union members and effectively excludes Negroes from employment in the trade, the court said; Negroes were never told of its existence nor allowed to use it; it was "applied arbitrarily at the particular whim" of the business agent; the runaround given Negroes and the few union examinations Negroes were allowed to take (which bore "no relationship" to ability to work at the trade) were intended to "chill" both the interest of Negroes and their ability to get into construction work. Hundreds of whites, many with considerably less experience than some Negro applicants have obtained work through the hiring hall but no Negro ever has, the court said.

"The referral system, as presently written, is in fact deficient and continues a dangerous potential in the discrimination field," the court concluded. Through it,

with its emphasis on union membership and previous work with a union contractor, and through its membership policies, the union has engaged in "patterns and practices" of discrimination and has denied Negroes their legal right under Title VII "to equal employment opportunities," the court said.

Of equal importance to the construction industry, the court said that these activities also violated the legal rights of Negroes guaranteed by the 1866 civil rights law. The right to make contracts, the court reasoned, includes the right to "membership in and/or referral status in a union" free from interference by "a private citizen or a group of citizens" as well as by a government. NAACP general counsel Robert Carter, one of the attorneys in the case, said, "this means that the 1866 Act bars private as well as public discrimination in employment" and brings all craft unions that operate referral systems "within the category of public functions or state control." It also means, he said, that aggrieved Negroes can sue directly under that law and circumvent the time-consuming legal procedures required for complaints under Title VII.

Drastic Changes Ordered

Federal Judge Timothy Hogan who heard the cases spared no language in condemning the referral system carried on by the union. He said that it was "applied arbitrarily at the particular whim of the business agent" and "the whim had been discriminatory." He said that one business agent testified it was his "prerogative" to chose men to send out on jobs.

He said he will order suspension of the entire work referral system for 30 days while a new temporary system is "hammered out."

He stated that the union will be forced to abandon preferential referrals based on union membership or on passing a union test or on work performed in the past for a union contractor. It will be allowed to engage in preferential referrals based on Section 8(f) of the Taft-Hartley Act, that is specified minimum training of experience qualifications, including length of service in the industry or the area. But these permissible minimums, the court said, must "include work for any contractor in the electrical trade, whether union or nonunion" and must amount to "objective standards" that will permit en-

continued on page 18

ANATOMY OF A CONVENTION — Continued

dynamic speaker. Running concurrently with Dr. Beaver's discussion of "The Role of The Roofing Manager" is Professor William Dick speaking on the subject of "Finance and Profit." Professor Dick has worked closely with the MRCA and NRCA on conferences held at the University of Nebraska. His first-hand knowledge of the problems of roofing contractors makes his discussion particularly factual and to the point. In another room, the dry humor of Dr. Peter Schoderbek entertains the roofing contractors and makes them almost forget that they are learning a great deal about "Business Communications." During the break between sessions contractors cannot decide which additional session to attend since everyone says that the one they were in was "great!" Luckily, the three professors will be available in the afternoon for individual and small group consultation. Meanwhile, the ladies have arisen leisurely and walked across the cable car tracks on California Street to the Mark Hopkins where they are being treated to a leisurely Brunch and Fashion Show. Only in San Francisco, where East meets West could such an array of both traditional and contemporary Oriental fashions be assembled. Each lady will have a charming gift as a reminder of this enchanting morning. Later on in the afternoon the ladies will have free time to return to some of the spots visited briefly the day before. While the ladies are exploring our convention city, the men will have another opportunity to visit the exhibit hall and to view the films. No one will be short on subjects for conversation when they join each other at the Officer's Reception this evening.

Wednesday, February 26, 1969

As the dawn breaks on the last official day of the convention, Pete Simmons and

A NEW LOOK AT HIRING HALLS — Continued

trance into the industry by Negroes who have "the ability to work in the normal middle 'run of the mine' job for a union contractor."

When the court enters the decree, it said, it will also order the union to accept Dobbins, whom it unlawfully denied both membership and referrals, into membership with retroactive benefits and refer him to a job. It will require the union to refer four other Negroes it discriminated against to jobs and accept them into membership when they pass a test given by the Northern Kentucky Electrical Authority.

The court ordered the joint apprenticeship Committee to accept a negro applicant as an apprentice once turned down by the committee and to start him at the apprentice rate he would now be earning if the committee had accepted him when it should have. Judge Hogan said that the committee "will be, of course, generally prohibited by decree from engaging in any discriminatory conduct and specifically will be mandatorily

a hardy group of contractors arise and dress for a Special Optional Breakfast. Pete will explain the RICS (Roofing Industry Consulting Service) program now in operation in Southern California. This alternative to the self-styled "Consultants" is of interest to roofing contractors from all over the country. While this discussion is taking place, exhibitors and contractors arise, breakfast, and prepare for the opening of the exhibit hall. With only a few hours left, many contractors are making it a point to start early so that each booth will be visited and each story heard. Others who have already covered the hall chat with old friends and submit to the painless education found in films. The ladies are converging on the

directed to accept objectively the evaluation of its experts."

Herbert Hill, national labor secretary for the National Association for the Advancement of Colored People, said in Los Angeles in a telephone interview that the case was a landmark. He said once the decree is issued, N.A.A.C.P. branches throughout the country would be notified of the results.

He said a number of cities with a high rate of public and private construction had been selected for possible action against a number of skilled trades.

Lawyers for the union would not say if they were considering an appeal of the decision.

Judge Hogan in his findings refused a request to erase the entire hiring system and instead recommended the temporary suspension and a revision of the present hiring system, which has the approval of the unions international board.

"In due course of time, events will indicate whether the actual facts call for a total erasure of the referral system being suspended or a determination that the problem has been or could be dealt with effectively on an individual basis," Judge Hogan wrote. ***

rendez-vous point for a continental breakfast before their shopping tour and the inevitable hair appointment sometime during the day. It is evidently impossible for a woman to attend a banquet without a new hairdo. High noon is the watershed of the day, the exhibit hall closes, the men's lunch begins, and the workmen swarm into the Grand Ballroom to convert it from a jam-packed exhibit hall into a beautiful banquet hall in one afternoon. The contractors move smoothly from their luncheon into sessions on "A Look at the Technical Side — Evolution of a New Product" and "Wind and Fire Hazards." The final Member Meeting is brief and to the point since everyone is now

continued on page 19

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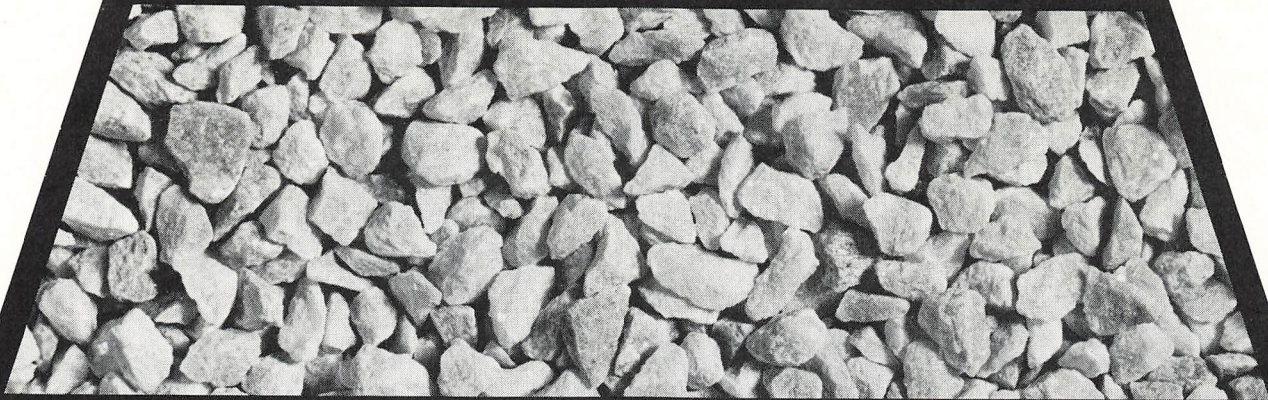
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ANATOMY OF A CONVENTION — Continued

anxious to prepare for the Annual Banquet and Presentations. The Grand Ballroom is being prepared with a dance floor, stage, and headtable. The musicians and entertainers are arriving and warming up. Only a few people know who the recipient of the coveted Piper Award will be. Soon the memorable evening is over and there is a sense of completion.

Thursday, February 27, 1969

For most, it's over. Bags are packed, drawers checked, bills paid, good-byes said. For the Directors there's one more meeting and for the staff there's the ambivalent anticipation of the Hawaiian meetings. By nightfall most people are either at home or in Hawaii. The memories are good, the anticipation great. ■■■

LIST OF EXHIBITORS — Continued

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701 N. Lilac Drive
Minneapolis, Minnesota
Uldis Ohaks
Booth #35

Texas Instruments Incorporated
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Attleboro, Massachusetts 02703
William A. Eliason
Booth # 67 & 68

Thermo Materials Inc.
P. O. Box 9476
San Diego, California 92109
Orland Bonaguidi
Booth #31

Thiokol Chemical Corp.
P. O. Box 1296
Trenton, New Jersey 08607
H. W. Roth
Booth #80

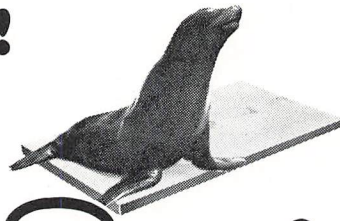
United States Gypsum Company
101 South Wacker Drive
Chicago, Illinois 60606
L. R. Wille
Booth #8

Watertite Gutter Machine Co.
1201 W. Alameda
Denver, Colorado
C. Hoffmeister
Booth #84

Zonolite Division
W. R. Grace & Co.
Cambridge, Massachusetts
Theodore F. Peifer
Booth #103



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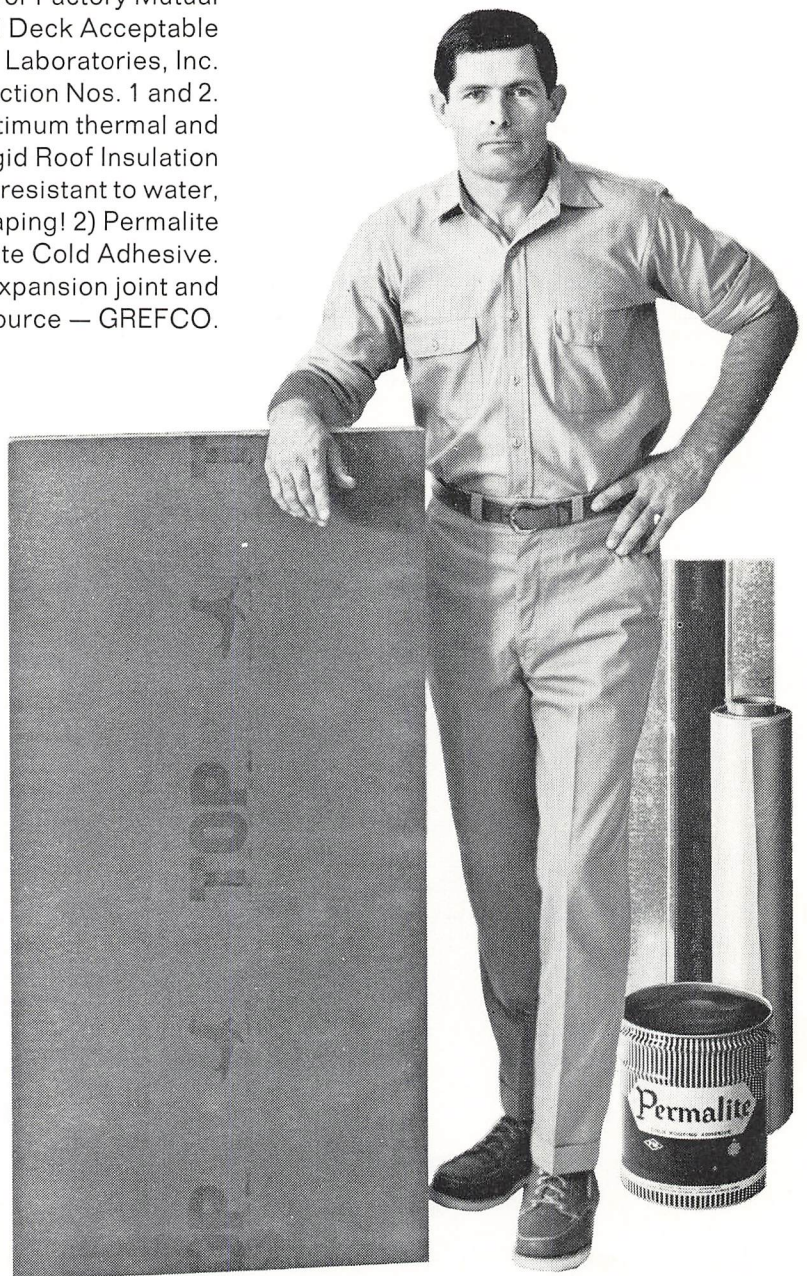


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LABOR DEVELOPMENTS

More on calculating the average cost of a deferred wage-increase package

There are a number of methods, based on varying approaches, for computing an average wage increase for a multi-year collective bargaining settlement that hikes wages at the beginning of each year it is in effect.

Two of these methods were noted in these columns. The example used there was a three-year settlement that increases wages by 16 cents an hour during the first year; by another 8 cents during the second year; and by still another 6 cents during the third year. Working with this hypothetical but not untypical data, it was demonstrated that in simple arithmetic terms the average annual rate of increase amounts to 10 cents an hour, and that by using another method you get a figure of 11.67 cents per year.

Both of these figures, however, fall considerably short of indicating the cumulative average hourly increase over the full life of the contract — that is,

from the first day of the first year through the last day of the third year in the example cited. Using the same annual increase data, an employee's actual average gain over the full three-year period — and an employer's average wage-cost-addition per employee — is 23-1/3 cents an hour.

Here's how this average is determined. Consider that relative to their pre-settlement base pay, employees get 16 cents an hour more the first year; 24 cents an hour more the second year (16 plus 8); and 30 cents an hour more the third year (16 plus 8 plus 6). Adding all of the aggregate increases (16 plus 24 plus 30), and dividing the total (70) by the number of years the contract is in effect (3), determines the over-all, three-year average to be 23-1/3 cents an hour.

A mathematical formula for obtaining the same result is:

$$\frac{x(a)+y(b)+z(c)}{Q}$$

where x, y and z, respectively, equal the wage increase each year; where a, b and c,

respectively, equal the number of years each increase is in effect; and where Q equals the number of years the contract is in effect.

$$\frac{(.16 \times 3) + (.08 \times 2) + (.06 \times 1)}{3} = \frac{.70}{3} = .23\text{-}1/3$$

This can be proved out arithmetically by assuming, plausibly, that an employee receiving such wage increases is credited with working forty hours a week for fifty-two weeks in each of the three years. The aggregate wage increases he then receives, relative to his pre-settlement base pay, are:

1st year:	16¢ x 2,080 hours, or .. \$ 332.80
2nd year:	24¢ x 2,080 hours, or .. \$ 499.20
3rd year:	30¢ x 2,080 hours, or .. \$ 624.00
Total	\$1,456.00

This total dollar amount, divided by the total number of hours worked during the three years (6,240) equals 23-1/3 cents.

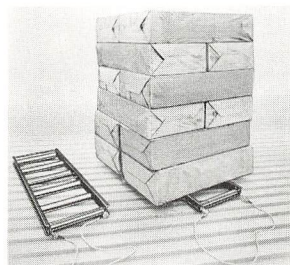


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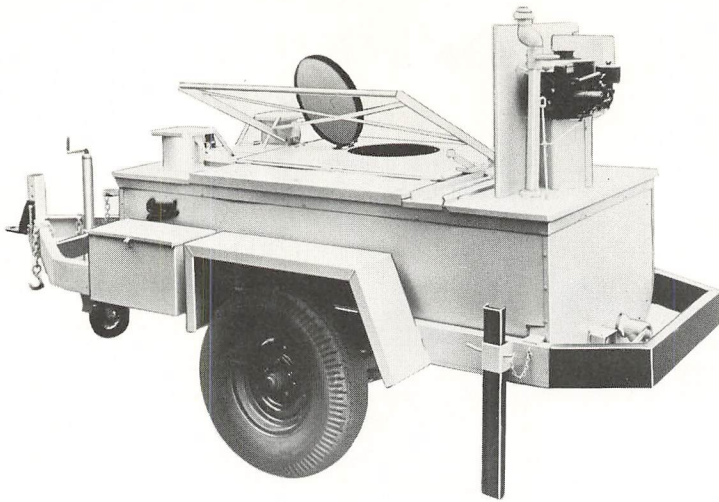
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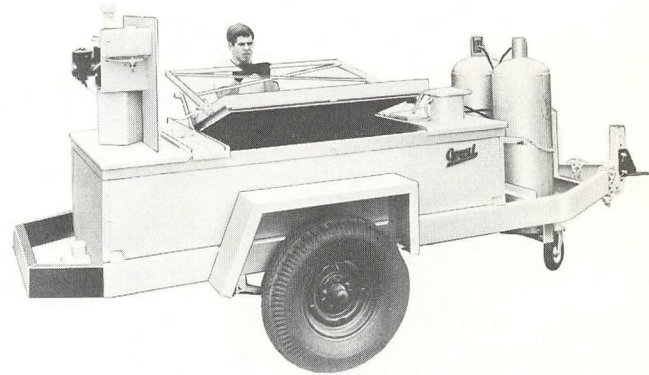


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at Pennsylvania State come to the Lobby of the Conference Center — J. Orvis Keller Building.

at U. of California — come to the Student Center — 3rd floor.

You must make your own housing arrangements and information on housing is included with your conference package which is mailed to you as soon as your application is received. This is one good reason for registering in advance. (Another one is that it helps us tremendously in preparing the conference.)

THE UNIVERSITY OF CALIFORNIA AT BERKELEY

Friday, January 31, 1969

- 8:00 A.M.
Registration — Hallway, 3rd Floor, Student Center
- 9:00 A.M.
General Session — Pauley Ballroom (East)
Welcome from NRCA Regional Chairman, James Magowan
Welcome from California RCA President, Max McLain
- 9:30 A.M.
“Are YOU Protecting Yourself From FAILURES?”
Group Discussion of the “Sins of Application” — Ed Weyand, NRCA President, Moderator
- 10:30 A.M.
Coffee Break
- 12:00 P.M.
Lunch — Pauley Ballroom (West)
- 1:30 P.M.
General Session — Pauley Ballroom (East)
Introduction of Speaker — James Magowan
“Motivation — A New Look at an Old Problem”
Dr. Raymond E. Miles — Associate Professor of Business Administration

- 2:15 P.M.
Question Period
- 2:45 P.M.
Coffee Break
- 3:00 P.M.
Discussion Groups
- 4:00 P.M.
Reports of Discussion Leaders
- 4:30 P.M.
Recess

Saturday, February 1, 1969

- 8:30 A.M.
General Session — Pauley Ballroom (East) — James Magowan — Moderator
Equipment Maintenance, Troubleshooting & Repairs
1. On-Deck Equipment
Blackwell Burner Co.
- 9:00 A.M.
— Questions
- 9:15 A.M.
2. Hoisting Equipment
Roofmaster Products Co.
- 9:45 A.M.
— Questions
- 10:00 A.M.
Coffee Break
- 10:15 A.M.
3. Kettles and Pumps
Cleasby-Wittig
- 10:45 A.M.
— Questions
- 11:00 A.M.
4. Small Engines
Briggs & Stratton Co.
- 11:45 A.M.
— Questions
- 12:00 P.M.
Adjournment of the Conference
- 1:00 P.M.
Optional Estimating Exercise
- 4:00 P.M.
Adjourn

THE PENNSYLVANIA STATE UNIVERSITY

Friday, January 31, 1969

- 8:00 A.M.
Registration — Lobby, Conference Center — J. Orvis Keller Building
- 9:00 A.M.
Opening Session — Room 312-314
Welcome from Penn State — Flynn Auchey, P.E., Gifford H. Albright, Department Head, Architectural Engineering
Welcome from NRCA Regional Chairman, Charles Griffiths

- 9:30 A.M.
“Are YOU Protecting Yourself From FAILURES?”
Group Discussion of the “Sins of Application” — Charles Griffiths, Moderator
- 10:15 A.M.
Coffee Break
- 12:00 P.M.
Lunch — Cafeteria
- 1:00 P.M.
General Session — Room 312-314
“Non-Financial Factors that Motivate People” — Robert Stover, Management Consultant
- 2:15 P.M.
Workshop Sessions
- 4:00 P.M.
Report of Discussion Leaders
- 4:30 P.M.
Recess
- 6:00 P.M.
Dinner — Penn State Room, Nittany Lion Inn
- 7:30 P.M.
General Session — Room 312-314
“Roadblocks to Effective Communication” — Dean Harold J. O'Brien, Associate Professor of Speech

Saturday, February 1, 1969

- 8:30 A.M.
General Session — Room 312-314 — Charles Griffiths, Moderator
Equipment Maintenance, Troubleshooting & Repairs
1. On-Deck Equipment
Aeroil Products
- 9:00 A.M.
— Questions
- 9:15 A.M.
2. Hoisting Equipment
Reimann & Georger
- 9:45 A.M.
— Questions
- 10:00 A.M.
Coffee Break — Room 310
- 10:15 A.M.
3. Kettles and Pumps — MRECO
- 10:45 A.M.
— Questions
- 11:00 A.M.
4. Small Engines
Briggs & Stratton Co.
- 11:45 A.M.
— Questions
- 12:00 P.M.
Adjournment of the Conference
- 1:00 P.M.
Optional Estimating Exercise
- 4:00 P.M.
Adjourn

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