

MINUTES
of the
ANNUAL MEETING
NATIONAL INSULATION MANUFACTURERS ASSOCIATION
Seaview Country Club, Absecon, N. J. October 5, 1964

The meeting was called to order at 9:15 A. M. by President M. W. Burleson with the following in attendance:

Baldwin-Ehret-Hill, Inc. Trenton, N. J.	M. M. Wilson L. T. Choate K. M. Ritchie
Fibreboard Paper Products Corp. San Francisco, Calif.	D. M. Nelson J. W. Cordrey
Forty-Eight Insulations, Inc. Aurora, Ill.	T. S. Clousing
Gustin-Bacon Mfg. Company Kansas City, Mo.	F. W. Muller A. L. Gustin
Johns-Manville Sales Corp. New York, N. Y.	M. W. Burleson T. S. Bassett
Owens-Corning Fiberglas Corp. Toledo, Ohio	J. F. Vyverberg J. H. H. Boynton
Pittsburgh Plate Glass Company Pittsburgh, Pa.	P. D. Kaley
Cadwalader, Wickersham & Taft	G. D. Reycraft
National Insulation Mfrs. Assn.	J. M. Barhhart

APPROVAL OF MINUTES

A motion was made, seconded and passed

That the Minutes of the Meeting of April 14,
1964, as bulletined by the Association be
approved.

MARKETING RESEARCH COMMITTEE REPORT

Chairman T. S. Bassett reported as follows:

As a result of the Board of Directors meeting last Spring, the Marketing Research Committee was to pursue these projects:

1. define the present statistical reporting categories
2. work with the Bureau of Census to improve government reporting of statistics on our industry
3. ascertain market potentials of competitive materials, particularly foamed plastics, in connection with a special NIMA committee considering membership for foam manufacturers
4. contact Asbestos Workers local unions for information on manhours worked in 1963

For the Committee, Mr. Barnhart has circulated to all of you a review of the entire statistical reporting procedure. It includes product definitions as well as member companies' trade names for products in each category of our reporting form. Mr. Barnhart's letter also details the basis for inclusion or exclusion of sales for various end uses.

This report constitutes the Marketing Research Committee's recommendations for clarifying the NIMA's reporting system. We believe that there still may be some confusion regarding sales of fibrous blankets and felts to metal building manufacturers or erectors, and to fabricators who in turn sell to original equipment manufacturers.

Another suggestion on statistics, which would shorten and simplify the reports, is to lump 85% Magnesia with calcium silicate and related insulations, in both the pipe insulation and block categories.

Further on statistical reporting, one member company can not report by state until at least early next year. If, therefore, the old reporting procedure is resumed for 1964, it is recommended that all members and Price, Waterhouse be advised to use the old forms for the total United States, as well as the quarterly regional reports.

Concerning duct systems statistical reports, we received varying responses to a questionnaire on the reporting of preformed duct systems on the part of the four interested member companies. Some wish to have reports only on a total U.S. basis and some by state, some in separate categories of round and flat and some with the two types of duct

MARKETING RESEARCH COMMITTEE REPORT (cont'd.)

combined. This matter remains for a decision by the interested members.

At the last committee meeting, it was agreed to work on developing potentials for sprayed and foamed insulations. We will plan this work at our meeting later this month, pending the Board of Directors recommendations on this subject and the report of the special committee on membership of foam manufacturers.

As a result of our committee's continuing contact with the Census Bureau, the 1963 Census of Manufacturers will contain separate categories for both pipe insulation and block for "diatomaceous silica, calcium silicate, expanded silica, and asbestos fiber".

We have made a further recommendation to the Bureau for reporting on Mineral Wool Products, including fibrous glass, as follows: That

A separate category be listed for "Industrial Insulation" to include thermal insulation for mechanical equipment and for cold storage in construction; and excluding building insulation and insulation for original equipment.

t The categories to be as follows:

- | | |
|---------------------|--------------|
| (a) Blocks & Boards | - bd. ft. |
| (b) Pipe insul. | - linear ft. |
| (c) Blankets | - sq. ft. |
| (1) Plain | |
| (2) Faced & Coated | |
| (d) Felts | - bd. ft. |
| (e) All Others | |

This is more detailed and market-oriented than the present census categories.

The Committee has discussed with Census-Bureau personnel the development of an annual report of all industrial insulations, now covered in detail only every five years in two separate census publications. We will submit a proposed format and definitions to the Bureau after the next committee meeting.

We learned from the Bureau of the Census why pipe insulation is now lumped with other industrial insulations on the annual Current Industrial Report on Fibrous Glass. This is to avoid violation of the Bureau's disclosure rules, which come into effect when one, two or three reporting manufacturers comprise certain percentages of total shipments. If those concerned will waive the disclosure rules, more detailed statistics can

MARKETING RESEARCH COMMITTEE REPORT (cont'd.)

be published by the government. The Census Bureau informed us how such a waiver may be executed.

As reported in previous committee minutes by Mr. Barnhart, our request of union locals for their hours worked in 1963 produced only 15 replies out of 130. This information was also unavailable from the regional Conferences. It has now been proposed that we might secure data on hours worked through IDCNA.

With respect to statistical reporting on a state basis, a letter from Mr. J. P. Harrington of the Eagle-Picher Company was read stating that the earliest time they could supply statistics on a state basis would be in 1965.

In order that state reporting can be accomplished at an early date Mr. Barnhart is to write to Mr. Harrington asking whether it would be agreeable that Price Waterhouse prorate their statistics from their quarterly regional reports until such time that Eagle-Picher can supply them on a state basis.

TECHNICAL & RESEARCH COMMITTEE REPORT

Mr. J. M. Barnhart reported on the activities of the Committee as follows:

Since the April 14, 1964, NIMA Spring Meeting, the activities of the Technical & Research Committee have included the following:

April 28, 1964	Glass Section Meeting New York, N. Y.
April 29, 1964	Government F & R Committee Meeting - Washington, D. C.
April 30, 1964	General Services Administration Washington, D. C.
June 3, 1964	Duct Systems Committee Meeting New York, N. Y.
June 18, 1964	General Services Administration Washington, D. C.
June 28, 29, 30 & July 1, 1964	1964 ASHRAE Meeting Cleveland, Ohio

TECHNICAL & RESEARCH COMMITTEE REPORT (cont'd.)

August 5, 6, 1964	Glass Section Meeting New York, N. Y.
August 31, 1964	FHA, Washington, D. C.
September 17, 1964	Glass Section, T & R Committee Meeting - New York, N. Y.
September 17, 1964	Rock & Slag Section T & R Committee Meeting - New York, N. Y.
September 17, 1964	Molded Section, T & R Committee Meeting - New York, N. Y.
September 18, 1964	T & R Committee Meeting New York, N. Y.
September 20, 21, 22 & 23, 1964	ASTM Committee C-16 Meeting - Montreal, Canada

GLASS SECTION MEETING

NEW YORK, NEW YORK, APRIL 28, 1964

The product managers met for the purpose of discussing standardization of fibrous glass material; i. e. blanket insulation, pipe insulation and facings for blanket products.

GOVERNMENT T & R COMMITTEE MEETING

WASHINGTON, D. C., APRIL 29, 1964

The following subjects were discussed at this meeting:

1. Interim Federal Specification HH-I-00523b; Insulation Block & Pipe, Thermal, Calcium Silicate, For Temperatures up to 1200F.
2. Proposed Federal Specification HH-I-00545; Insulation Felt, Thermal & Acoustical, Mineral Fiber Duct Lining Material.
3. Fibrous Glass Prefabricated Duct Systems - Duct Insulation.
4. Bureau of Ships Technical Manual, Chapter 39.
5. Basic Specification - Maritime - Section 12 (Insulation of Ducts & Facings).

TECHNICAL & RESEARCH COMMITTEE REPORT (cont'd.)

T & R COMMITTEE MEETING

NEW YORK, N. Y., SEPTEMBER 17 & 18, 1964

The Committee discussed the following items:

1. Quality Assurance Provisions and Packaging in Government Specifications.
2. ASTM Specifications Recommended Practice for Clearance of Preformed Thermal Pipe Insulation and Recommended Practice for Determining Nesting Sizes of Preformed Insulation for Pipes and Tubing.
3. GSA Specification - Standard Specification for Thermal Insulation of Piping, Ducts & Related Equipment.
4. New York State Standard Specification Relating to Thermal Insulation.
5. Thermal Conductivity Round Robin.
6. Common Basis of Mean Temperatures for Reporting "k" Values.
7. Thickness to Prevent Condensation Temperatures, Operating Conditions and Method of Calculating.
8. Bureau of Ships Technical Manual - Chapter 39.

ASTM COMMITTEE C-16 MEETING

MONTREAL, CANADA, SEPTEMBER 20, 21, 22 & 23, 1964

The following subjects were considered

1. Combination of C 312 & 517
2. Definitions Applicable to Thermal Insulating Materials
3. Combined Specification C 264 & C 382
(Mineral Fiber Blankets & Felts)
4. Proposed Specification for Mineral Fiber Preformed Pipe Insulation (C 547-64T)
5. Proposed Specification for Cellular Glass Block & Pipe Thermal Insulation.

TECHNICAL & RESEARCH COMMITTEE REPORT (cont'd)

6. J. M. Barnhart was appointed to serve on a task force pertaining to philosophy of specifications.

ROCK & SLAG SECTION REPORT

Chairman K. M. Ritchie reported on the activities of the Committee as follows:

I. Federal Specifications

The comprehensive Federal Specifications for Low and Elevated Temperature Mineral-Fiber Thermal-Insulations, issued in interim form with the symbols HH-I-00558 and HH-I-00559 have not yet been re-issued by GSA, although suggested revisions have been submitted by your Technical Committee and at our last meeting in mid-September additional changes were discussed. These will be collated and presented to Mr. Lyons of GSA for incorporation in a new draft.

In the area of Federal specifications it should be noted that in all newly prepared and revised specifications a certification requirement is being inserted applying to all properties. It is our understanding that inspection of shipments or lots will not cover properties other than visually observable ones and that proper quantity control records will suffice for much of this. This follows a pattern started in the Military Specifications

II. Task Force on Thermal Conductivity Testing

Mr. Barnhart has requested us to give a status report on the work of a task force on thermal conductivity testing. This was started back in 1959 after considerable formal and informal discussion on precision and accuracy of results obtained, reproducibility, agreement or lack of it between laboratories, and most of all, lack of confidence in results from commercial testing laboratories.

initial The three then chairmen of the sections of the Technical Committee were designated a committee to imitate work on an industry procedure for measuring thermal conductivity and obtaining values in which design engineers could have confidence. Initial work was on the guarded hot plate apparatus and -- a round robin test was proposed to determine the degree of agreement between laboratories.

Such a test was arranged with four laboratories taking part. Suitable specimens from chosen lots of each of three types of insulations were sent to each laboratory, and tested at appropriate mean temperatures in accord with each laboratory's usual procedure. The results were reported to and discussed by the task force at a meeting in June of 1961.

In the group's opinion, these results did not agree sufficiently well that the collective procedures could be endorsed and it was decided to try further work before publicizing any of the results. A second round robin was started in which identical specimens of a single material were tested by each laboratory in turn. This material was a 9 lb density glass fiber board and results at mean temperature up to about 150F showed agreement to about plus or minus 2.5% or for a k of .30 a total variation of .015. The task group decided that this degree of agreement was as good as was to be expected in the current state of the art.

Because this was a resilient material, conforming readily to the hot plates to obtain good contact, and since the tested hot face was not over 300F, it seemed desirable to further check the testing of harder and more rigid materials, especially at higher mean temperatures. A third round robin test was arranged, in which identical specimens were to be tested in turn, on rigid materials requiring appropriate technique for installing thermocouples, and of such a nature as to be unaffected by hot face temperatures up to about 1000F. This test has been completed, but preliminary study of the results showed discrepancies which are not yet accounted for and final evaluation is not completed.

One object of this work was to be able to write necessary technique and precautions to ensure results with a stated degree of accuracy and which could be turned over to commercial laboratories when independent laboratory verification is required. The task force has not completed a statement on this aspect of the work. It is hoped that this work can be carried on until a satisfactory conclusion is reached.

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TECHNICAL & RESEARCH COMMITTEE REPORT (cont'd.)

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GLASS SECTION REPORT

In Chairman W. Gubar's absence Mr. J. M. Barnhart reported on the activities of the Committee in accordance with the Minutes of their Meeting which is attached hereto and made part of these Minutes.

MOLDED SECTION REPORT

In Chairman V. L. Miller's absence, Mr. J. M. Barnhart reported on the activities of the Committee in accordance with the Minutes of their Meeting which is attached hereto and made part of these Minutes.

TRAFFIC COMMITTEE REPORT

In Chairman J. M. Carey's absence Mr. J. M. Barnhart read the Traffic Committee Report as follows:

X
The most important change made this year involved the increase in the motor carrier rating on pipe covering insulation which was raised from Class 92-1/2 to Class 200, effective May 14, 1964. (Actually this means an increase of 216 per cent of the original rating.) I made what I consider a full report at the Chicago meeting in April. It must be understood by the membership that although the freight rate increase appears to be drastic, I personally feel that we have been very fortunate over the years to maintain the old rating for such a lengthy time. As further justification of these remarks, I might say that it has been the practice of not only the motor and rail classification committees, but also the Interstate Commerce Commission, that on commodities having a weight density of three pounds or less there is an automatic classification of Class 300 rating established. On weight densities of three pounds but less than six pounds, the general basis is Class 200.

We do not anticipate that the rail carriers will make any changes in other industrial products which are described for transportation purposes as mineral wool batts or mineral wool blocks or sheets.

TRAFFIC COMMITTEE REPORT (cont'd.)

The writer is attempting to reduce the rail minimum weight factor on pipe covering from points in Northern Territory to points in the South, which now are subject to a 30,000 pound minimum. We are seeking to establish the minimums of 16,000 and 24,000 pounds, which will have the effect of reducing the per carload charge to that extent.

The Association of American Railroads established an increase in the demurrage charges, which became effective on July 1, 1964. The former level was \$4.00 per day for the first four days after the 48-hour free time period, and \$8.00 per day thereafter. There has been no change in the free time allowance nor in any other rule or regulation except in the actual charges. They are now \$5.00 per day charge for the first four days, \$10.00 per day for the next four days, and \$15.00 thereafter. The justification for such increases was primarily predicated on the fact that it should help to free up cars more quickly for loading than has been the experience in the past.

The Traffic Committees of the National Mineral Wool Association and the National Insulation Manufacturers Association plan to hold a joint meeting - this Fall to formulate a program to establish uniform description of insulation materials throughout the areas east of the Rocky Mountains. It will also be our objective to achieve a more uniform level of freight rates in the same territories.

The Freight Forwarder Conference established a three per cent increase in all mineral wool rates to West Coast markets effective August 3, 1964. These new ratings will apply from Northeastern Territory (including all points in the state of Indiana, to and including the Eastern Seaboard). These carriers are also planning increases of five per cent to all other destination territories from the Northeastern area, but final conclusions have not as yet been received. The justification is based on higher operating costs.

Although there have been a few increases on some of our products as indicated above, as well as in the accessorial (demurrage) charges, we feel that we have been successful in holding a line in our freight rate structure during the current year.

NOMINATING COMMITTEE REPORT

Mr. J. F. Vyverberg reported that the following Slate of Offices and Directors be placed on nomination for the year 1964-1965:

OFFICERS

President
Vice President

P. D. Kaley
M. M. Wilson

NOMINATING COMMITTEE REPORT (cont'd.)BOARD OF DIRECTORS

P. D. Kaley, Chairman
R. E. Buckley
M. W. Burleson
T. S. Clousing
J. P. Harrington
N. L. Morell
F. W. Muller
W. G. Neel
D. M. Nelson
J. F. Vyverberg
M. M. Wilson

Pittsburgh Plate Glass Company
Pittsburgh Corning Corp.
Johns-Manville Sales Corp.
Forty-Eight Insulations Inc.
The Eagle-Picher Company
N. L. Morell
Gustin-Bacon Mfg. Company
The Ruberoid Company
Fibreboard Paper Products Corp.
Owens-Corning Fiberglas Corp.
Baldwin-Ehret-Hill, Inc.

A motion was made seconded and passed

That the Slate of Officers and Board of Directors
as proposed by the Nominating Committee be
elected.

REMARKS OF LEGAL COUNSEL

REMARKS OF LEGAL COUNSEL (cont'd.)

Title VII broadly prohibits "discrimination" in employment, but nowhere does it define the term "discrimination". Congress probably intended it to have the commonly accepted meaning; i. e., that of making a distinction with regard to treatment or favor. Section 716 provides that the sections dealing with discrimination shall not become effective until July 2, 1965. The Title does impose certain affirmative obligations upon the employer which are effective immediately. These will be discussed at a later point.

The relevant anti-discrimination provisions are as follows:

Section 703(a) It shall be an unlawful employment practice for an employer -

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment because of such individual's race, color, religion, sex, or national origin; or

(2) to limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.

(d) It shall be an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs to discriminate against any individual because of his race, color, religion, sex, or national origin in admission to, or employment in, any program established to provide apprenticeship or other training.

There are several exceptions to these provisions. Section 703(e) allows an employer to hire any employee on the basis of religion, sex, or national origin (but not race or color) in those few cases where these variables are bona fide qualifications (reasonably necessary to the normal operation of that particular business or enterprise . . .). Subsequent sections provide that the Title does not prohibit any action taken by an employer against any individual who is a member of the Communist Party or a Communist-front organization, or where an employer is subject to a Government security program and the individual acted against does not have the necessary security clearance. Section 703(h) allows the application of different standards of compensation, terms, conditions, or privileges of employment, if such standards are applied pursuant to a bona fide seniority or merit system. The differences, however, must not be the result of intention to discriminate because of race, color, religion, sex, or national origin. This same section sanctions the use of professionally developed ability tests in determining the terms and conditions of employment, provided again that such

tests are not used with the intention to discriminate. The language of the section also appears to provide for the application of different standards to employees who "work in different locations". It is not certain whether the term "different locations" might include separate locations within the same plant.

The Senate made it quite clear by adding Section 703(j) that Title VII should not be taken to require the granting of preferential treatment to any group in order to correct any pre-existing imbalance.

Additional unlawful employment practices are enumerated in Section 704. This section prohibits any discrimination against an employee or job applicant because he has opposed any practice made unlawful by Title VII, or because he has made a charge, testified, assisted, or participated in any investigation, proceeding, or hearing under Title VII. It is also unlawful to print or publish any employment notice or advertisement that indicates a preference, limitation, specification, or discrimination based on race, color, religion, sex, or national origin. But such a preference, etc., may be indicated where religion, sex, or national origin is a bona fide occupational qualification for employment.

As noted above, Title VII prescribes certain affirmative duties which are effective immediately. In Section 709(c), employers are required to maintain records relevant to the determination of unlawful employment practices and to make reports from such records as may be required by the Equal Employment Opportunity Commission, created by Section 705(a). If an employer must keep records in order to comply with the fair employment laws of any state or local body, he need not compile additional records by reason of this Title. However, the Commission has the authority to require such notations on these records as may be necessary because of any variance between the Federal and other fair employment laws. It should be noted that the Commission has the power, in connection with the investigation of any charge of an unlawful employment practice, to examine the records and other evidence in the possession of an employer that is relevant to the charge under investigation.

Lastly, Section 711(a) states that every employer covered by this Title must post notices, approved by the Commission, which contain excerpts from or summaries of the pertinent provision of this Title, and also information pertaining to the filing of a complaint.

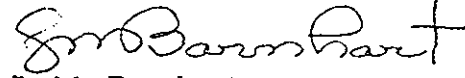
* * * * *

Gifts were presented to outgoing President M. W. Burleson and the Committee Chairman in appreciation for the work they had done during their tenure of office.

ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted

A handwritten signature in cursive script, appearing to read "J. M. Barnhart".

J. M. Barnhart