HER 0009006

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

10th Period Ended 11-2-75

($000)

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Nov.	Dec.	Jan	Feb	Mar		Beyond Six Months
RAGLAND											
CA- 65	Second Finishing Line	100	101	-							
CA-138	Mandrels	100	57	43			43				
CA-143	Dust Collectors	95	84	11			11				
CA-148	Tank	7	5	2			2				
CA-167	Coupling Lathe Floating Jaws	2	1	1	1						
CA-170	Modification of Autoclave Trays	7	7	-							
CA-172	Equalizer Agitator	3	3								
CA-173	Vat Agitators	8	8								
CA-175	Settling Basin Pumping Station	20	17	3			3				
CA-168	Vacuum System	14	4	10			10				
CA-180	Pipe Machine	43	13	30			30				
CA-181	Accumulator Tank	5	1	4			4				
CA-182	Automatic Felt Guides	3	-	3			3				
CA-190	Stock Handling System	12	-	12			12				
CA-191	Air Cure Trays	6	5	1	1						
		425	306	120	2		118				
VAN BUREN											
CA-129	Paving of Inventory Yard	131	120	11	11						
CA-154	3 Twin Screw Extruders	533	333	200	200						
CA-160	Office Building	66	1	65						65	
CA-163	PVC Cut-off Saw & Pipe Beveler	17	16	1	1						
CA-185	Autoclave Modification	9	-	9	9						
CA-169	Transformer	30	22	8	8						
CA-176	Plastic Vacuum Box Covers	4	4	-							
CA-177	Automatic Felt Guides	3	2	1	1						

PLAINTIFF'S EXHIBIT CAP-120

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

9th Period Ended 9-28-75

($000)

HER 0009007

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Beyon Six Month
RAGLAND											
CA- 65	Second Finishing Line	100	102	-							
CA-138	Mandrels	100	57	43							43
CA-143	Dust Collectors	95	84	11				11			
CA-148	Tank	7	5	2				2			
CA-170	Autoclave Tray Modifications	7	6	1	1						
CA-168	Vacuum System	14	4	10		10					
CA-172	Agitator	3	3	-							
CA-173	Vat Agitator	8	7	1				1			
CA-175	Pumping Station	20	5	15			15				
CA-180	Pipe Machine	43	1	42		42					
		397	274	125	1	52	15	14			43
VAN BUREN											
CA-129	Yard Paving	131	114	17	17						
CA-154	Extruders	533	332	201	201						
CA-160	Office Building	66	1	65							65
CA-163	Saw & Pipe Bevelers	17	16	1	1						
CA-169	Transformer	30	19	11	11						
CA-176	Plastic Vacuum Box Covers	4	4	-							
CA-177	Automatic Felt Guides	3	2	1		1					
CA-178	Agitator	4	2	2		2					
		788	490	298	230	3					65
	TOTAL CONSTRUCTION IN PROGRESS		764								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

8th Period Ended 8-31-75

($000)

HER 0009008

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Sept.	Oct.	Nov.	Dec.	Jan.		Beyon Six Month
RAGLAND											
CA-65	Second Finishing Line	100	102	-							
CA-138	Mandrels	100	57	43	43						
CA-143	Dust Collectors	95	81	14		14					
CA-144	Hysters	46	46	-							
CA-148	Tank	7	5	2					2		
CA-170	Modifications of Autoclave Tray	7	6	1	1						
CA-172	Agitator	3	3	-							
CA-175	Pumping Station	20	4	16			16				
		378	304	76	44	14	16		2		
VAN BUREN											
CA-129	Yard Paving	131	114	17	17						
CA-154	Extruders	533	305	228		228					
CA-160	Office Building	66	1	65							65
CA-163	Saw & Pipe Bevelers	17	16	1	1						
CA-166	Vacuum Cleaner	2	2	-							
CA-169	Transformer	30	19	11		11					
CA-176	Plastic Vacuum Box Covers	4	4	-							
CA-177	Automatic Felt Guides	3	2	1				1			
CA-178	Agitator	4	1	3		3					
CA-179	Vacuum Boxes	5	-	5		5					
		795	464	331	18	247		1			65
	TOTAL CONSTRUCTION IN PROGRESS		768								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

7th Period Ended 8-3-75

($000)

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Aug	Sept	Oct	Nov	Dec		Beyond Six Months
RAGLAND											
CA-65	Second Finishing Line	100	102								
CA-138	Mandrels	100	57	43		43					
CA-143	Dust Collectors	95	78	17	17						
CA-144	Hysters	46	46								
CA-148	Tank	7	5	2		2					
CA-170	Modifications of Autoclave tray	7	5	2	2						
CA-172	Agitators	3	3								
CA-175	Pumping Station	20	1	19	19						
		378	297	83	38	45					
VAN BUREN											
CA-129	Yard Paving	131	113	18		18					
CA-154	Extruders	533	305	228	228						
CA-160	Office Building	66	1	65							65
CA-163	Saw & Pipe Bevelers	17	7	10	10						
CA-166	Vacuum Cleaner	2	2								
CA-169	Transformer	30	19	11	11						
CA-176	Plastic Vacuum Box Covers	4	4								
CA-178	Agitator	4	2	2		2					
		787	453	334	249	20					65
AUTOMOBILES											
CA-174	W. C. Sallee	4	4								
		4	4								
	TOTAL		754								

HER 0009009

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

5th Period Ended 6-1-75

($000)

HER 0009010

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made June	July	Aug.	Sept.	Oct.	Beyond Six Months
RAGLAND										
CA-65	Second Finishing Line	100	102	-						
CA-138	Mandrels	100	57	43				43		
CA-143	Dust Collector	95	76	19	19					
CA-144	Hysters	46	-	46			46			
CA-148	Tank	7	4	3				3		
		348	239	111	19		46	46		
VAN BUREN										
CA-129	Yard Paving	131	108	23		23				
CA-147	Chilling Unit	55	56	-						
CA-154	Extruder	533	161	372		372				
CA-160	Office Building	66	-	66						66
CA-163	Saw & Pipe Bevelers	17	7	10		10				
CA-169	Transformer	30	17	13		13				
		832	349	484		418				66
	TOTAL CONSTRUCTION IN PROGRESS		588							

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

6th Period Ended 6-29-75

($000)

HER 0009011

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made July	Aug.	Sep	Oct.	Nov.	Dec.	Beyond Six Months
RAGLAND											
CA-65	Second Finishing Line	100	102	-							
CA-138	Mandrels	100	57	43			43				
CA-143	Dust Collector	95	78	17	17						
CA-144	Hyster	46	31	15	15						
CA-148	Tank	7	5	2			2				
CA-170	Autoclave Tray Modifications	7	4	3		3					
		355	277	80	32	3	45				
VAN BUREN											
CA-129	Yard Paving	131	113	18			18				
CA-154	Extruder	533	298	235		235					
CA-160	Office Building	66	1	65							65
CA-163	Saw & Pipe Bevelers	17	7	10		10					
CA-169	Electric Equipment	30	20	10		10					
CA-166	Vacuum Cleaner	2	2	-							
		779	441	338		255	18				65
	TOTAL CONSTRUCTION IN PROGRESS		718								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

4th Period Ended 5-4-75

($000)

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made May	June	July	Aug	Sept	Oct	Beyond Six Months
RAGLAND											
CA-65	Second Finishing Line	100	102	-							
CA-138	Mandrels	100	57	43		43					
CA-140	Air Cond. Computer Room	4	4	-							
CA-143	Dust Collector	95	62	33	33						
CA-145	Oven Chair Conveyor	17	18	-							
CA-148	Tank	7	5	2					2		
CA-149	Power Poles & Lines	5	4	-							
		324	252	78	33	43			2		
VAN BUREN											
CA-129	Yard Paving	131	108	23			23				
CA-147	Chilling Unit	55	54	1	1						
CA-154	Extruder	533	153	380			380				
CA-162	Land	35	35	-							
		754	350	404	1		403				
	TOTAL CONSTRUCTION IN PROGRESS		602								

HER 0009012

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

3rd Period Ended 3-30-75

($000)

HER 0009013

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Apr.	May	June	July	Aug.	Sept.	Beyond Six Months
RAGLAND											
CA-65	Second Finishing Line	100	102	2			2				
CA-138	Mandrels	100	57	43			43				
CA-143	Dust Collector	95	40	55	55						
CA-145	Oven Chain Conveyor	17	18	-							
CA-148	Tank	7	5	2	2						
CA-149	Power Poles and Lines	5	5	-							
CA-152	Lockers	2	2	-							
		326	229	102	57		45				
VAN BUREN											
CA-129	Yard Work	87	108	1					1		
CA-146	Ribbon Blender	9	9	-							
CA-147	Chilling Unit	55	54	1	1						
CA-154	Extruder	533	143	390						390	
CA-156	Thickness Monitor	10	10	-							
CA-162	Land	35	6	29	29						
		729	330	421	30				1	390	
	TOTAL CONSTRUCTION IN PROGRESS		559								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

2nd Period Ended 3-2-75

($000)

HER 0009014

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Mar	Apr	May	June	July	Aug	Beyond Six Months
RAGLAND											
CA - 65	Second Finishing Line	100	102	2				2			
CA - 138	Mandrels	100	57	43				43			
CA - 143	Dust Collector	95	40	55		55					
CA - 145	Oven Chain Conveyor	17	17	-							
CA - 148	Tank	7	5	2		2					
CA - 152	Lockers	2	2	-		-		-			
		321	223	102		57		45			
VAN BUREN											
CA - 129	Yard Work	87	108	1						1	
CA - 146	Ribbon Blender	9	9	-							
CA - 147	Chilling Unit	55	54	1		1					
CA - 154	Extruders	533	9	524							524
CA - 156	Thickness Monitor	10	10	-							
CA - 162	Land	35	6	29	29	-				-	-
		729	196	555	29	1				1	524
	TOTAL CONSTRUCTION IN PROGRESS		419								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

12th Period Ended 12-31-7[illegible]

($000)

HER 0009015

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Jan	Feb	Mar	Apr	May	June	Beyond Six Months
RAGLAND:											
CA-138	Mandrels	100	62	38			38				
CA-143	Dust Collectors	95	84	11	11						
CA-148	Tank	7	6	1		1					
CA-170	Modification of Autoclave Trays	7	7	-							
CA-175	Pumping Station	20	22	-							
CA-168	Vacuum System	14	7	7		7					
CA-180	Pipe Machine	43	35	8	8						
CA-167	Coupling Lathe Floating Jaws	2	1	1	1						
CA-181	Accumulator Tank	5	3	2	2						
CA-191	Air Cure Trays	6	8	-							
CA-198	Spray Shower & Vacuum System	54	7	47	47						
		353	242	115	69	8	38				
VAN BUREN:											
CA-129	Paving of Inventory Yard	131	123	8				8			
CA-171	Sundyne Process Pump	8	9	-							
CA-160	Office Building	66	1	65				65			
CA-177	Automatic Felt Guides	3	3	-							
CA-178	Equalizer Agitator	4	1	3	3						
CA-194	Hoist Rail & Support Structure	8	6	2		2					
CA-193	Used Vacuum Pump	30	9	21			21				
CA-192	Air Cure Trays	6	6	-							
CA-195	Mold	7	7	-							
		263	165	99	3	2	21	73			
	TOTAL CONSTRUCTION IN PROGRESS		407								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

1st Period Ended 2-2-75

($000)

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Feb	Mar	Apr	May	June	July	B M
RAGLAND											
CA-65	Second Finishing Line	100	102	2							
CA-138	Mandrels	100	57	43			43				
CA-143	Dust Collector	95	34	61			61				
CA-145	Oven Chain Conveyor	17	17	--			--				
CA-148	Tank	8	5	3			3				
CA-152	Lockers - Bath House	2	2	--			--				
		322	217	109			107				
VAN BUREN											
CA-129	Paving	87	108	1			1				
CA-146	Ribbon Blender	9	9	--			--				
CA-147	Chilling Unit	55	54	1			1				
CA-156	Thickness Monitor	10	11	--			--				
		161	182	2			2				
TOTAL CONSTRUCTION IN PROGRESS			399								

HER 0009016

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: CONSTRUCTION IN PROGRESS

12th Period Ended 12-31-75

($000)

HER 0009017

A.F.E. No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made						Beyon Six Month
					Jan	Feb	Mar	Apr	May	June	
RAGLAND:											
CA-138	Mandrels	100	62	38			38				
CA-143	Dust Collectors	95	84	11	11						
CA-148	Tank	7	6	1		1					
CA-170	Modification of Autoclave Trays	7	7	-							
CA-175	Pumping Station	20	22	-							
CA-168	Vacuum System	14	7	7		7					
CA-180	Pipe Machine	43	35	8	8						
CA-167	Coupling Lathe Floating Jaws	2	1	1	1						
CA-181	Accumulator Tank	5	3	2	2						
CA-191	Air Cure Trays	6	8	-							
CA-198	Spray Shower & Vacuum System	54	7	47	47						
		353	242	115	69	8	38				
VAN BUREN:											
CA-129	Paving of Inventory Yard	131	123	8				8			
CA-171	Sundyne Process Pump	8	9	-							
CA-160	Office Building	66	1	65				65			
CA-177	Automatic Felt Guides	3	3	-							
CA-178	Equalizer Agitator	4	1	3	3						
CA-194	Hoist Rail & Support Structure	8	6	2		2					
CA-193	Used Vacuum Pump	30	9	21			21				
CA-192	Air Cure Trays	6	6	-							
CA-195	Mold	7	7	-							
		263	165	99	3	2	21	73			
	TOTAL CONSTRUCTION IN PROGRESS		407								

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

2nd Period Ended 2-29-76

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Mar	Apr	May	Jun	Jul	Aug	Beyond Six Months
RAGLAND:												
3603	CA-138	Mandrels	100	62	38	38						
3551	CA-143	Dust Collector	95	84	11	11						
3570	CA-148	Tank	7	6	1	1						
3683	CA-167	Coupling Lathe Floating Jaws	2	1	1	1						
3682	CA-168	Vacuum System	14	7	7	7						
3644	CA-170	Autoclave Tray Modifications	7	6	1	1						
3650	CA-175	Pumping Station	20	22	-							
3688	CA-180	Pipe Machine	43	36	7	7						
3689	CA-181	Accumulator Tank	5	4	1	1						
3709	CA-190	Cplg. Cutoff Feed Stock Hdlg.Sy.	12	6	6		6					
3711	CA-191	Cplg. Stock Air Cure Trays	6	8	-							
3773	CA-198	Hi Press. Spray Shwr. & Vac. Sy.	54	14	40				40			
			365	256	113	67	6		40			
VAN BUREN:												
3619	CA-129	Paving & Yard Work	131	123	8			8				
3547	CA-160	Office Building	66	1	65				65			
3709	CA-171	Sundyne Process Pump	8	9	-							
3684	CA-177	Automatic Felt Guides	3	1	2	2						
3655	CA-178	Equalizer Agitator	4	4	-							
3691	CA-183	Accum. Tank & Check Valve	3	4	-							
3712	CA-192	Air Cure Trays	6	6	-							
3763	CA-193	Used Vacuum Pump	30	9	21	21						
3761	CA-194	Hoist Rail & Support Structure	8	6	2	2						
3735	CA-195	Mold	7	5	2	2						
			266	168	100	27		8	65			
		TOTAL PROPERTY IN PROGRESS		424								

HER 0008955

Dust Collection Requirement - Rag Room

No. 1 Hog Cake	—	1000 CFM
No. 2 Hog Cake	—	1000 CFM
No. 1 Hog Cake	—	6000 CFM
Coupling Cut-off Machine	—	2000 CFM
Large Coupling Cake	—	2500 CFM
Small Coupling Cake	—	2500 CFM
Conical Stripper Cake	—	1800 CFM
Mixing System	—	1000 CFM
Fiber Bag opening Station	—	700 CFM
No. 2 H.E.O. Cake	—	6000 CFM
		24500 CFM

HER 0008956

TO: Plant Managers
FROM: A. E. Alpine
Date: March 4, 1976

A/C PIPE PLANT PRODUCTION REPORT For Week 2/23 Thru 2/27/

	Tons Gross Hour	Hours Operated	Weekly Tonnage	% Downtime	% Mech. Downtime	Tons Shipped This Week	Tons Shipped YTD 76	Tons Shipped YTD 75	Remarks
RAGLAND	6.5	120	777.3	15.9%	1.1%	277.8	2957.6	2075	Shipping reported as "ver slow".
VAN BUREN	8.25	120	989.6	7.27%	1.7%	395.9	4354.8	3982.7	Lehmann Lathe is operatin 27 seconds cycle as compar future standard of 15 seco

GENERAL: (1) It is requested that an in-plant record be kept of the number and weight "yield percentage" of couplings. Vi Buren has improved greatly over the past few months and has taken corrective action at the points that can create reject Ragland is completing the installation of the monorail hoist to eliminate triple handling of coupling stock. If the exc coupling rejects are being created by fork truck handling the revised method should show results when operating. We can continue on as at present so the start-up of the material handling hoist at Ragland has high priority. (2) What is the status of establishing dimensions (supplied by Engineering here at B'ham) and the planned reduction and chroming of wet tester test rams? (3) Engineering is working actively on modification to Ragland's fiber silo and belt conveyor to prov equipment that can be vented to the dust collector. (4) Ragland personnel are removing the 2nd turbopulper in preparatio for the revised dump system and turbopulper cover. (5) J. Wright - Plant Engineer at Ragland resigned as of 3/1/76. (6) is requested that the instructions regarding "O" Seal Gasket Installation Procedure at the top of page 2 of 3 on Operati Bulletin #66 be typed up (double spaced) and copied onto a plant Instruction Sheet suitable for insertion into a plastic envelope and posted at the autoclave area. The details as to Daily Procedure as on the top of page 3 of 3 should be included also. (7) The Capco "stick-on" advertising logos have been ordered and each plant will be receiving their allot shortly. As the preprinted "stick-ons" are a substitute for the Capco stencil, the cost reduction to be realized will include having the Security Guard place the logos onto the trailers. Full instructions will be forwarded. (8) Ragland installed the twin hold down rolls on their coupling cut-off and will experiment with reduced air pressure to retain the stock during cutting. What is status at Van Buren? (9) Employee turn-over still a problem at Van Buren.

As scheduled at this date, I will be out of the office 3/15/76 through 3/20/76, and you will be advised as to who will act in my place.

A. E. Alpine

cc: Bruce Klomfas, Jim Carpenter, Cecil Clark, Wayne Limbaugh, Lynn Roberts, Lamar Sanders, Buddy Swafford, Gerald Fox, Paul Cooper, Roy Jackson, W. R. Bond, W. H. Beasley, M. J. Messel, S. D. Weaver

HER 0008957

AGREEMENT

PREAMBLE

This Agreement is by and between the CEMENT ASBESTOS PRODUCTS COMPANY, Ragland, Alabama, hereinafter known as the Company, and the UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION, LOCAL 457, affiliated with the American Federation of Labor and Congress of Industrial Organizations, hereinafter known as the Union.

The intention of this Agreement is to set forth certain desirable standards governing wages, hours, working condition, and other conditions of employment to prevent strikes and lockouts and for the application of collective bargaining by the Union for all employees who are represented by the Union, and for the further application of the principles of negotiations, conciliation and arbitration, if necessary, during the life of the Agreement.

Both parties agree to abide by this Agreement during its term, it being the purpose to settle all differences without disturbance to industrial peace.

It is further understood by both parties that their object is the protection of the best interest of the Company, its employees, and the Union.

ARTICLE I - RECOGNITION

Section 1. The Company recognizes the Union as the sole collective bargaining agency for all production and maintenance employees of the employer at its Ragland, Alabama plant, including the janitor, laboratory technician, and plant clerical employees, but excluding office clerical employees, professional employees, guards, and supervisors as defined in the Act.

Section 2. The parties hereto agree to continue to apply the provisions of this Agreement to all employees without regard to race, color, sex, religious creed or national origin.

ARTICLE II - TERM OF AGREEMENT

Section 1. This Agreement shall become effective January 1, 1973, and shall continue in effect through February 28, 1975, and each year thereafter, unless sixty (60) days' written notice is given by either party prior to the expiration date. Such written notice shall contain any changes or amendments desired, and only such changes and amendments as are contained in such notices shall be discussed by the conferees.

HER 0008958

Section 2. This Agreement shall be binding upon the parties hereto, their succcssors, administrators, executors, and assigns. In the event of the sale or lease by the Company of its plant covered by this Agreement or in the event the Company is taken over by sale, lessee assignments, receivership or bankruptcy proceedings, such operation shall continue to be subject to the terms and conditions of this Agreement for the life thereof. The Company shall give notice of the existence of this Agreement to any purchaser, lessee, assignee, etc., of this Agreement. Such notice shall be in writing with a copy to the Union not later than the effective date of sale.

ARTICLE III - HOURS, OVERTIME AND PREMIUM PAY

Section 1. For the purpose of establishing and determining the work day and the work week, it is agreed that the work day shall start at 6:00 A. M. and end at 6:00 A. M. of the following day and that the work week shall start at 6:00 A. M. on Monday and end at 6:00 A. M. on the following Monday. A preparatory crew may be scheduled for work prior to 6:00 A. M. on Monday or the day following a holiday and will be paid at the rate of 1½ times the regular straight-time hourly rate for all hours worked prior to 6:00 A. M.

Section 2. The work week for all employees shall be five (5) consecutive days, and the work day shall be eight (8) consecutive hours.

Section 3. Time and one-half the regular straight-time hourly rate shall be paid for all time in excess of eight (8) hours in one day or over eight (8) consecutive hours at any time and forty (40) hours in one week. Overtime paid for on a daily basis shall not be duplicated on a weekly basis.

Section 4. Time and one-half the regular straight-time hourly rate shall be paid for the sixth (6th) consecutive day worked during the employee's regularly scheduled work week.

Section 5. In the event an employee works more than twelve (12) hours in his work day, he shall be paid for all hours worked in excess of such twelve (12) hours at double the straight-time hourly rate. After an employee has been engaged in work for twelve (12) consecutive hours, he shall be paid for all consecutive hours worked immediately succeeding and in excess of such twelve (12) hours at double the straight-time rate. In no event shall the two (2) immediately preceding provisions of this Section be applied to the same hours of work; however, the provision which creates the highest earnings shall be applied. This provision does not apply to the first such occurrence during the individual's work week.

Two (2) times the regular straight-time hourly rate shall be paid for the seventh (7th) consecutive day worked during the employee's regularly scheduled work week.

Section 6. All hours worked by an employee on Sunday shall be paid at the rate of two (2) times the employee's regular straight-time hourly rate, including shift differentials applicable to those hours worked.

Section 7. Employees called to work on their day or days off shall be paid time and one-half for such work. A call on the day worked will be considered a call-out, a notice prior to the day worked will not be considered a call-out.

Section 8. When an employee is called for work during any hours after leaving plant, in addition to his regular shift or working week, he shall receive one and one-half (1-1/2) times his regular rate with a minimum of four (4) hours' pay.

Section 9. Employees called to work within eight (8) hours prior to and continuous with his shift will be allowed to work his normal eight-hour shift.

Section 10. An employee working any part of one-quarter (1/4) hour shall be paid for one-quarter (1/4) hour; over one-quarter (1/4) hour and less than one-half (1/2) hour shall be paid for one-half (1/2) hour; over one-half (1/2) hour and less than three-quarters (3/4) of an hour shall be paid for three-quarters (3/4) of an hour; over three-quarters (3/4) of an hour and less than one (1) hour shall be paid for one (1) hour.

Section 11. Overtime occurring in the various classifications shall be divided as equally among the employees of the respective classifications as is practical. Employees shall work overtime when scheduled or requested to do so; however, employees will not be penalized for refusing to work overtime if a reasonable excuse is given and is acceptable to the Company. Overtime refused shall count as overtime worked for the purpose of equalization. An employee assigned on a temporary basis to a regularly scheduled job shall work any overtime on the job to which he is assigned.

Section 12. No employee shall be laid off during his regular work week to equalize overtime.

ARTICLE IV - BULLETIN BOARDS

Section 1. The Company shall make available ample bulletin board space for notices having to do with the official business of the Union; however, all other notices will be cleared with the Company before posting.

ARTICLE V - MILITARY LEAVE

Section 1. In the event an employee is drafted or enlists pursuant to the Selective Service Act of 1948 to serve in the military or naval forces of the United States of America and if, within ninety (90) days after his honorable discharge from such service, he shall make application for re-employment and shall furnish therewith formal proof of his honorable discharge, he shall be entitled to re-employment in accordance with the provisions of the Selective Service Act of 1948, or as amended, and as applied to his re-employment, his seniority standing in the job in which he was employed up to the time of his draft shall be considered as having remained continuously in effect and as having accumulated to the date of his re-employment.

ARTICLE VI - SENIORITY

Section 1. In all cases of promotions within the bargaining unit or in-

crease or decrease of forces, the following factors shall govern:

(a) Seniority

(b) Physical fitness

(c) Ability to perform work

The Company and Union agree to apply (a), (b) and (c) of this section as follows:

(a) Seniority shall mean an employee oldest in point of service. For those employees hired on the same date, seniority shall be determined by the established Seniority List.

(b) Shall mean an employee must be physically qualified to do the job bid on or rolled to.

(c-1) The Company and Union agree that some jobs in this plant require more skill than others; shipping clerks must have had business machine training, one year or equivalent business school and must be able to do the required typing; first-class Millwrights, Electricians, and Machinists must have three and one-half years' training; second-class must have two years' training; third-class must have one years' training; fourth-class need not have any training, only aptitude, education and physical fitness to learn the job. The Company reserves the right to fill the above jobs.

(c-2) In all other classifications, where factors (b) and (c) are substantially equal, seniority, (a), shall govern.

Section 2. New employees shall be regarded as temporary employees for the first thirty (30) working days of their employment. There shall be no responsibility on the part of the Company for the re-employment of temporary employees if they are laid off or discharged during this period. After thirty (30) working days' continuous employment, the names of such employees shall be placed on the seniority list in order of date of hiring. Seniority shall not be affected by layoffs or by illness of less than twenty-four (24) months' duration.

Section 3. In case any job is abolished, the employee on such job will be placed in accordance with Section 1 of this Article.

Section 4. When a decrease in working force is necessary, employees with the least amount of seniority will be the first to be laid off, provided the senior employee has necessary qualifications to fill the job. In restoring the working force after a decrease, recall shall be in the inverse order of layoff. Employees affected by a decrease in forces or a job abolishment shall be given three (3) days to exercise their rights under this Section.

Section 5. Within thirty (30) days of the signing of this Agreement, the Company will post on the Bulletin Board a current list of all employees in the Bargaining Unit showing date of employment and seniority position as initialed and approved initially by each employee. Once each six (6) months this list will

be revised to show deletions and additions.

Section 6. All permanent vacancies or new jobs created other than at the labor grade shall be posted for bid by the Company. Such job shall be posted for three (3) days to enable employees to make written application for such job by making a notation on the posting. At the conclusion of the three-day period of posting, the job will be awarded within three (3) days to the senior bidder who has the necessary qualifications to fill the job. In the event there is a dispute as to whether or not an employee who bids for the job and who has greater seniority than the one awarded the job has the necessary qualifications, such dispute shall be handled through the Grievance Procedure, it being agreed that where the Union questions the Company's determination of qualifications, the burden at all times shall be on the Union to establish that the Company's determination was discriminatory or inherently wrong. During the period of posting and the period within which the Company is allowed to fill the job, the vacant job shall be filled on a temporary basis by the Company in its discretion. Any employee who has been assigned the job as a result of bidding shall be considered on a trial basis in the new classification for a period of fifteen (15) full shifts on consecutive work days. In the event of unsatisfactory performance in the new job or classification, he may be returned to his former classification and rate of pay at any time during such period or immediately at the end of such trail period. The employee likewise shall have the option to return to his old job during such trial period. During the trial period the employee's old job shall be filled by the Company on a temporary basis.

Section 7. An employee on layoff who fails to return to work within fifteen (15) days following written notification by certified mail sent to his last address which he has maintained on file with the Company will be considered to have voluntarily quit and to have forfeited all seniority rights. Such time may be extended by the Company upon a showing during the fifteen-day period that the employee is ill and unable to return to work. Any employee on layoff status shall retain his seniority for a period not exceeding twenty-four (24) months from the date of his last employment, and at the expiration of such twenty-four (24) months shall be deemed to have lost all seniority and right of recall.

Section 8. A plant shutdown, defined as a period during which either the pipe machine or the finish line are not in operation for a forty-eight (48) hour period or longer.

During the periods of plant shutdown, employees retained to perform necessary work shall be selected on the following basis, starting at the beginning of the shift which the forty-eight (48) hour waiting period falls in.

Senior employees, whose regular jobs are not required, shall have the option of rolling junior employees if they have the necessary qualifications to perform the work.

Employees covered by classifications in Article VI, Section 1, c-1, are exceptions to this Section 8 in both respects of rolling or being rolled.

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ARTICLE VII - HOLIDAYS

Section 1. All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day following Thanksgiving Day, Christmas Eve, and Christmas Day shall be paid at two (2) times the regular straight-time rate in addition to regular holiday pay.

Section 2. If no work is required of an employee on the above holidays, he will receive eight (8) hours' pay at his regular straight-time rate, provided he meets the following qualifications:

(a) The employee shall have been employed by the Company for at least thirty (30) calendar days prior to the holiday.

(b) The employee shall have worked his last scheduled working day prior to and his first scheduled working day after such holiday unless excused therefrom by management on account of sickness, accident, layoff, death, or otherwise excused absence. In no event shall a holiday be paid for unless an employee has worked during the thirty-day period immediately preceding or immediately following the holiday.

Section 3. If any of the foregoing holidays fall on Sunday, the following Monday shall be observed as the holiday.

Section 4. If a holiday occurs during an employee's vacation, he shall receive holiday pay in addition to vacation pay.

Section 5. Employees who are ordered to report on any holidays that are their regularly scheduled work days, and who fail to do so, shall not receive holiday pay unless excused on account of sickness, accident, death, or by management.

Section 6. Shift differentials shall not be considered as part of an employee's regular straight-time rate for the purpose of unworked holiday pay.

Section 7. The Company shall post a notice of those employees who are to work on a holiday as far in advance of the holiday as feasible.

Section 8. When a holiday falls on an employee's regularly scheduled work day, it shall be counted as a day worked for the purpose of computing overtime.

Section 9. Employees called out for work on holidays shall receive eight (8) hours' pay at their regular straight-time hourly rate in addition to two (2) times their regular straight-time hourly rate for all time worked, with a minimum of four (4) hours at double time.

ARTICLE VIII - VACATIONS

Section 1. Vacation year shall begin June 1 of one year and end May 31 of the following year.

Section 2. As of June 1 each year, an employee who has worked thirteen (13) weeks during the vacation year immediately preceding June 1 shall be paid vacation as follows:

(a) Each employee who has been in the service of the Company for three (3) months but less than one (1) year shall receive one-twelfth (1/12) of one weeks' vacation pay credit for each full month worked from the date of his employment.

(b) Each employee who has been in the service of the Company for one year but less than three (3) years shall receive one week's vacation annually with pay.

(c) Each employee who has been in the service of the Company for three (3) years but less than ten (10) years shall receive two (2) weeks' vacation annually with pay.

(d) Each employee who has been in the service of the Company for ten (10) years but less than twenty (20) shall receive three (3) weeks' vacation annually with pay.

(e) Each employee who has been in the service of the Company for twenty (20) years or more shall receive four (4) weeks' vacation annually with pay.

Section 3. One week's vacation pay shall be forty (40) times his regular occupational rate without shift differential, provided he has worked thirteen (13) weeks during the vacation year.

Section 4. Employees who have one (1) or more years of service and who are separated from service for any reason will receive vacation pay due them on the following basis: one-twelfth (1/12) vacation credit for each full calendar month worked in the current vacation year. In the event the employment of any such employee is terminated for any reason, the Company shall pay to the employee, or to his beneficiary in the event of his death, all vacation pay due.

Section 5. On five (5) days' notice, vacation pay shall be available to employees before or during their last work shift prior to beginning their vacations.

Section 6. An employee will not be called to work while on vacation against his will.

Section 7. The Company will schedule all vacations with recognition being given to preferences in the order of seniority to the extent the Company determines to be practicable. In the event of plant shutdown, earned vacation time may be granted to those employees requesting vacation time during the shutdown.

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ARTICLE IX - WAGES

Section 1. The schedule of Basic Wage rates agreed upon and attached hereto shall become effective as of signing of this Agreement and shall remain in effect during the period of this Agreement.

Section 2. Any job not mentioned in the Agreement or any job with substantial changes in duties, equipment, or requirements, or any new jobs created in the Company's plant shall be open for negotiations by the Company and the Union as to wages upon proper written notice from either party to the other party. It is understood that the foregoing is subject to the provisions of Article XV - Grievances.

ARTICLE X - SHIFT DIFFERENTIALS

Section 1. Working shifts, for the purpose of shift differentials, normally shall be considered to be:

Day Shift:	6:00 A.M. to 2:00 P.M.
Afternoon Shift:	2:00 P.M. to 10:00 P.M.
Night Shift:	10:00 P.M. to 6:00 A.M.

Section 2. A differential of six (6) cents an hour shall be paid for all work performed by employees scheduled (including relief) and working on the afternoon shift, and a differential of twelve (12) cents an hour shall be paid for all work performed by employees scheduled (including relief) and working on the night shift. Shift differentials shall be included in the calculation of overtime compensation.

Section 3. Regular day workers, as distinguished from shift workers, temporarily assigned to shift jobs as relief or to shifts set up on a temporary basis shall receive the applicable shift differential for all hours worked on such shift work.

Section 4. Shift differentials shall not apply to regular day workers except as set forth in Section 3 above.

ARTICLE XI - DEDUCTIONS

Section 1. The Company will withhold fees and dues upon presentation of the following authorization, printed on a form furnished by the Union and signed by the employee:

> "I, _____, authorize and direct the Cement Asbestos Products Company, Ragland, Alabama to deduct from any earnings accumulated to my credit, membership dues and initiation fees charged against me by the United Cement, Lime and Gypsum Workers International Union, Local 457, upon presentation and formal demand by the proper authorities of that organization, agreeing that the Cement Asbestos Products Company, Ragland, Alabama, shall be saved harmless for deductions made under this circumstance."

"Such voluntary authorization is irrevocable for a period of one (1) year or until termination date of the present Agreement, whichever occurs sooner, and shall be automatically renewed as an irrevocable authorization from year to year unless revoked by written notice to the Company and the Union within a period of fifteen (15) days immediately preceding termination date of any applicable Agreement or yearly period."

ARTICLE XII - UNION ACTIVITIES

Section 1. Union activities are not to be conducted on Company time except upon mutual agreement between the Company and the Union Committee.

Section 2. Any employee selected and acting as a representative of the International Union, District Council, or Local Union, shall be granted a leave of absence for such appointment with continuity of seniority rights. This leave will be limited to one (1) year, subject to renewal.

Section 3. A leave of absence will be granted to no more than two (2) employees within any calendar year to attend Union conventions or other like Union activities without impairment of seniority and other employment rights and benefits. It is agreed that the Union will cooperate in selecting such employees so as not to interfere with plant operations. Each leave will not exceed two (2) weeks.

ARTICLE XIII - TERMINATIONS

Section 1. The Company reserves the right to discharge or lay off any employee for just cause. The Company shall notify the Union in writing within three (3) days of the date of such discharge or disciplinary layoff of any employee and state the reason or reasons for such discharge or disciplinary layoff, and the Union must file an appeal within ten (10) days from date of discharge or disciplinary layoff, or the right of appeal is lost. Should it be determined through the grievance procedure that an employee has been unjustly discharged or laid off, such employee shall be reinstated to his former position without loss of wage rate or seniority and shall receive full-time pay at his regular straight-time hourly rate, provided, however, that the Company may credit against such pay any earnings or remuneration he has received from any source during such period.

ARTICLE XIV - MANAGEMENT FUNCTIONS

Nothing in this Agreement shall limit the Company in the exercise of its functions of management, under which it shall have, among other things, the right to select and hire new employees; to plan, direct, and control the working forces; to discipline, suspend, or discharge employees for just cause; to transfer or lay off employees because of lack of work; to require employees to observe Company rules and regulations not inconsistent with the provisions of this Agreement; to decide the number and location of its plants, the products to be manufactured, the methods and processes of manufacture, and the schedules of production; the schedule of hours of work; to determine the number of employees that it will employ at any time; to sell, close, liquidate, or consolidate

the operations performed in the plant in whole or in part; and to separate and transfer employees in connection therewith, provided that the Company will not use these reserved functions of management for the purpose of discriminating against an employee. It is agreed that the enumeration of these functions of management shall not be deemed to exclude other functions not enumerated. The rights reserved under this paragraph, except those inconsistent with the terms of this Agreement, shall not be subject to the procedure set out in Article XV.

It is further agreed that any rights granted to or acquired by the employees or the Union under this Agreement or during its life shall have no application to or in any plant in which the Company may be interested in any location other than the location of the plant here involved.

ARTICLE XV - GRIEVANCES

Section 1. Step 1. Any dispute concerning the interpretation or application of any of the provisions of this agreement shall be presented by the employee or employees involved or on their behalf by the job steward to the immediate supervisor involved within five (5) calendar days of the act or occurence complained of.

Step 2. If the dispute is not settled between the employee involved and the immediate supervisor, the grievance may be reduced to writing and signed by the employee or employees involved and presented to the immediate supervisor involved within five (5) calendar days after the meeting in Step One (1). The plant manager shall meet with the committee and both parties will render their decisions on the grievance form in writing within five (5) calendar days after the written grievance is presented to supervisor.

Step 3. If the dispute is not settled in Step 2, it may, within ten (10) calendar days from the date of written decision of Step 2, be referred, in writing, to the Vice President and General Manager of the Company or his representative and an International or District Representative of the Union. A Federal mediator may be used in this step by mutual request of both parties.

Step 4. In the event no settlement is reached within thirty (30) calendar days from the date of the referral in writing under Step 3, either party may elect to submit the dispute to arbitration by written notice to the other party. The party requesting arbitration shall, within seven (7) calendar days of such written notice, request in writing, with copy of request to other party, the Director of the Federal Mediation and Conciliation Service to submit a list of seven (7) names to the parties, from which an arbitrator shall be selected by alternately striking names within ten (10) calendar days after receipt of the list. The Federal Mediation and Conciliation Service shall be notified promptly in writing, with a copy to the other party, of the arbitrator so selected by the party requesting arbitration.

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Section 2. Grievances which are not appealed within the time limits provided above for any step shall be without effect and void, and another grievance shall not be filed covering the incident of the grievance dropped.

Section 3. After hearing the evidence and receiving briefs, if filed, the Arbitrator shall, within thirty (30) calendar days, render his decision, which shall be final and binding on the parties. The Arbitrator in his decision shall not add to, subtract from, modify, or nullify any of the terms of this Agreement or impair the rights reserved to management under Article XIV, either directly or indirectly, by way of interpretation. The decision of the Arbitrator shall be void insofar as it fails to comply with the foregoing limitations or insofar as it attempts to pass upon a request for a change in the wage schedules set out in this Agreement, except as set forth in Article IX, Section 2, of this Agreement.

Section 4. No more than four grievances will be submitted at one time to a single arbitrator. Each grievance involving a discharge shall be submitted as a separate hearing for each individual with no more than four cases to be presented to a single arbitrator.

Section 5. The expense incident to the services of the arbitrator shall be paid for jointly by the parties.

Section 6. The Union and the Company agree to faithfully follow the above procedure in all matters of alleged violations.

ARTICLE XVI - SAFETY AND WELFARE

Section 1. The Company shall install such safety devices for the protection of the lives and health of its employees as may be reasonably necessary. Necessary protective clothing, gloves, boots, etc., will also be furnished by the Company.

Section 2. It is mutually agreed that the efforts of both the Company and the Union shall be directed to continue to maintain all equipment and tools in a safe and efficient working order, and that the regulations and safety codes adopted by the Department of Labor and Industries in the interest of protecting safety and health of industrial workmen as they affect this industry shall be strictly observed by both parties.

Section 3. The Company will continue to maintain a washhouse with heat, light, and plenty of hot and cold running water and keep it in a sanitary condition and supply good drinking water in a sanitary manner wherever necessary about the plant.

Section 4. The Company shall equip and maintain a first aid supply kit with all necessary first aid supplies to perform any emergency treatment which may arise from an employee's work for the Company. The Company agrees to have a man from the plant trained to perform first aid work.

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Section 5. The Company will make every effort toward the elimination of dust in the plant and will supply salt tablets and respirators to all employees needing them.

Section 6. The Company agrees to pay the cost of an insurance plan for each of their employees covered by this agreement, such insurance plan to provide for the following benefits:

		Effective January 1, 1974
1.	$7,000.00 life insurance, with waiver of premium provision in event of total disability for employees under 60 years of age.	$ 8,000.00
2.	$7,000.00 accidental death or dismemberment, as per Standard Schedule.	8,000.00
3.	$50.00 per week for twenty-six (26) weeks if disabled due to accident off the job or sickness. Accident benefits to begin first day of disability. Sick benefits to begin with eighth (8th) day of disability.	---
4.	Semi-private room up to a maximum cost of $42.00 per day for a maximum of forty-five (45) days for any one confinement for room and board while in hospital. Up to $500.00 maximum for hospital extras, such as fees for operating room, X-rays, drugs, etc.	47.00 R & B 600.00 Extras
5.	$500.00 for surgery, as per Standard Schedule.	600.00
(A)	Enrollment date for new employees shall be the day after thirty (30) calendar days employment.	---
(B)	Any employee who is laid off shall have his premium paid by the Company for thirty-one (31) days, after which he shall then have thirty-one (31) days during which he can convert his life insurance, if he so desires.	---
(C)	Any employee laid off and recalled to work within twenty-four (24) months retains seniority and shall be enrolled in insurance programs upon his return to work, provided he was employed for a period of six (6) months prior to being laid off.	---
(D)	The Company agrees to pay for dependents hospital insurance coverage, as per paragraphs 4 and 5 above, including maternity benefits up to $350.00. Enrollment date for dependents shall be same as for employee.	400.00

Effective
January 1, 1974

(E) Major Medical insurance with a $100.00 deductible and 80/20 co-insurance clause, and providing a maximum lifetime coverage of $10,000.

Section 7. The Company will afford bereavement pay for time actually lost for a death in the immediate family up to a maximum of three (3) eight (8) hour shifts at their regular straight-time earnings. The day of the funeral will be considered as one of the three (3) day period. The immediate family is defined as: 1. Spouse, 2. Child or Parent, 3. Brother or Sister, 4. Parent-in-law, 5. Brother-in-law or Sister-in-law, 6. Grandparent if living in employee's household.

It is understood that the employee will notify the Company as early as possible in the event it is necessary to be absent for this purpose.

ARTICLE XVII - WORKING CONDITIONS

Section 1. In the event of lack of work, any employee who is required to report for work or is not notified not to report for work, shall receive at least four (4) hours' pay for each day he so reports at straight-time hourly rates, provided, however, that the provision shall not apply where work is unavailable, owing to unforseen emergencies that are beyond the control of the Company.

Section 2. If an employee is temporarily transferred to another job for the convenience of the Company, he shall be paid his own rate or the rate of the job to which he is transferred, whichever is higher. If an employee is temporarily transferred to another job to avoid a layoff or for his personal reasons, he shall receive the rate of the job to which he is transferred or his own rate, whichever is lower.

Section 3. Employees shall obtain and put away tools and other equipment, and clean up premises on Company time.

Section 4. The Company shall furnish all tools and equipment for its employees, except to repairmen and other skilled trades, in which case these employees shall furnish their own hand tools. In case of breakage, the Company will replace or repair such tools; such breakage shall be reported immediately to the Company.

Section 5. Whenever the installation of mechanical equipment, change in production methods, the installation of new or larger equipment, the combining of jobs or the elimination of jobs, will have an effect on the job status of one or more employees, the Company will give the Union reasonable advance notice of same and, upon request by the Union, will promptly meet with the Union to review and explore the effects of such installation or installations or change or changes upon the working force.

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Section 6. Supervisory employees shall not perform work on an hourly rated job classification if the result would be to displace an employee in the bargaining unit, but this will not prevent such work (1) in emergencies endangering life or property; (2) in the instruction or training of employees; (3) in testing materials and production; and (4) in the performance of necessary work when production difficulties are encountered without displacing or replacing regular employees.

Section 7. An employee summoned for jury duty who actually reports for such duty, shall be paid an amount equal to what he would have earned for scheduled time lost less any compensation allowed by the court for such scheduled days excluding any "allowance" for travel, lodgings, or subsistence. This is not to be interpreted as requiring pay for more than one (1) scheduled shift in any one day.

An employee shall present proof of jury service and the amount of pay received therefrom to the personnel department or payroll department. Time off for jury duty will not be considered time worked in the computation of overtime.

Article XVIII - CONTRACTORS

Section 1. All production and maintenance work other than new construction customarily performed by the Company in its own plant and with its own employees shall continue to be performed by the Company with its own employees as long as equipment and personnel are available and the work can be done without requiring unreasonable overtime hours.

ARTICLE XIX - PROGRESSION PLAN

Section 1. All unskilled employees in the Mechanical Department classifications of Millwright, Electrician, and Machinist shall advance as follows and under the following conditions to the standard classification of the respective job as such jobs become available.

Beginner - 4th Class

After one year - 3rd Class

After two years - 2nd Class

After three years and six months - 1st Class

Section 2. The work of each such employee on a progression rate during the preceding period shall be reviewed by the Plant Superintendent, or his designated agent, with respect to qualifications and performance standards, and the employee will be furnished a copy of his merit rating.

Section 3. If the merit rating indicates the employee to be eligible, he will be advanced in accordance with the above schedule until he reaches the 2nd Class classification, or to 1st Class in the event such rating is open and available to him, in accordance with other provisions of this contract.

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Section 4. A. For the purpose of selecting employees to fill vacancies in the Maintenance Department, the Company will post temporary 4th Class jobs as the need arises. Employees who want to get into the Maintenance Department must bid on the temporary job. The job and the number of employees at any one time will be at the option of the Company. This does not prevent the Company from hiring qualified personnel in cases where the required skilled employees are unavailable.

The senior bidder will be given fifteen (15) working days to exhibit aptitude, education and physical fitness to learn the job. If technical training or schooling is required by the Company, the employee must avail himself of the appropriate schooling at Company expense.

B. The Company will post a notice of training for Millwright and Electrician in the Maintenance Department for work on a temporary basis. The selection of the individual for the temporary training will be in accordance with paragraph A. If qualified after fifteen (15) working days, he will be considered a trainee for 90 working days, broken or continuous. Further training may be given to the individual by working as the need arises and filling in for vacations as needed.

ARTICLE XX - NO STRIKES OR LOCKOUTS

There shall be no interruption to or suspension of work through strike or lockout during the term of this agreement. Any employee who violates this agreement by interfering with or stopping work, or by advocating, encouraging, promoting or instigating such violation may be discharged and the only issue which may be the subject of a grievance or arbitration in such a case will be whether the discharged employee in fact engaged or joined in such interruption or work stoppage or other prohibited conduct in violation of this Agreement.

IN WITNESS WHEREOF, This Agreement between the parties has been executed by their duly authorized representatives this 9th day of January, 1973.

FOR: UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION, LOCAL 457

J. M. McGuffie

Robert B. Swafford

Jerome P. Bagwell

Edward L. Thomas

Ronald O. Crance

Richard G. Northrup
International Representative

FOR: CEMENT ASBESTOS PRODUCTS COMPANY

W. E. Beasley

R. G. Jackson

J. R. Carpenter

BASIC HOURLY WAGE RATES

	January 1 1973	January 1 1974	January 1, 1975
Grade No. 1 - Labor	$ 3.10	3.20	3.24
Grade No. 2 - Tray Loader Helper, Cut-Off Saw Helper, Janitor, Shipping Yardman	3.15	3.30	3.34
Grade No. 3 - Load Unitizing, Tray Loader, Coupling Cutting Machine and Lathe Operator, Coupling Tester, Pipe Lathe Operator, Flex-Test Inspector and Production Report, Hydro-Test Inspector, Short Pipe Lathe Operator, Fork Truck Operator, Fittings Man, Cut-Off Saw Operator, Scrap Grinder Operator	3.33	3.54	3.58
Grade No. 4 - Calender Operator, Stripper Operator, Laboratory Technician	3.38	3.64	3.68
Grade No. 5 - Pipe Machine Tender, Pipe Machine Operator, Batch Operator, Relief Operator, Autoclave Charger, Shipping Clerk	3.56	3.78	3.82
Grade No. 6 - Millwright, Machinist, Electrician - 4th Class	3.27	3.49	3.53
3rd Class	3.47	3.69	3.73
2nd Class	3.72	3.94	3.98
1st Class	3.97	4.19	4.23

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UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

3rd Period Ended 3-28-76

SUBJECT: PROPERTY IN PROGRESS

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made Apr.	May	June	July	Aug.	Sept.	Beyond Six Months
Ragland												
3603	CA-138	Mandrels	100	93	7		7					
3551	CA-143	Dust Collector	95	85	10	10						
3570	CA-148	Tank	7	6	1	1						
3683	CA-167	Coupling Lathe Floating Jaws	2	2	-							
3644	CA-170	Modification-Auto-Clave Trays	7	6	1	1						
3650	CA-175	Setting Basin Pump Sta.	25	22	3	3						
3682	CA-168	Vacuum System	14	7	7	7						
3688	CA-180	Pipe Machine	43	36	7	7						
3689	CA-181	Accumulator Tank	5	4	1	1						
3690	CA-182	Automatic Felt Guides	3	3	-							
3710	CA-190	Stock Handling System	12	6	6		6					
3711	CA-191	Air Cure Trays	8	8								
3773	CA-198	Spray Shower & Vacuum Syatem	54	26	28							28
			375	304	71	30	13					28

HER 0008975

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

4th Period Ended 5-2-76

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made May	Jun	Jul	Aug	Sep	Oct	Beyond Six Months
RAGLAND:												
3603	CA-138	Mandrels	100	93	7	7						
3551	CA-143	Dust Collector	95	86	9	9						
3570	CA-148	Tank	7	6	1	1						
3682	CA-168	Vacuum System	14	7	7	7						
3644	CA-170	Modification of Autoclave Trays	7	8	-							
3650	CA-175	Settling Basin Pumping Station	25	22	3	3						
3688	CA-180	Pipe Machine	43	36	7	7						
3690	CA-182	Automatic Felt Guides	3	3	-							
3710	CA-190	Stock Handling System	12	6	6	6						
3711	CA-191	Air Cure Trays	8	8	-							
3773	CA-198	Spray Shower & Vacuum System	54	39	15		15					
3824	CA-204	Mod. of Autoclave Trays	25	5	20		20					
			393	319	75	40	35					
VAN BUREN:												
3619	CA-129	Paving of Inventory Yard	131	123	8					8		
3547	CA-160	Office Building	66	1	65							65
3684	CA-177	Automatic Felt Guides	3	3	-							
3674	CA-179	Vacuum Boxes	5	2	3		3					
3691	CA-183	Accumulator Tank	3	3	-							
3709	CA-171	Sundyne Process Pump	8	9	-							
3763	CA-193	Vac. Sys. Improv., A/C Pipe Mach.	30	14	16			16				
3822	CA-201	Lunch Room Facilities	5	-	5	5						
3685	CA-185	Autoclave Modification	9	-	9		9					
3791	CA-200	Electrical Engineer Drawings	16	-	16			16				
3823	CA-206	Modification of Hydrotester	16	-	16					16		
			292	155	138	5	12	32		24		65
		TOTAL PROPERTY IN PROGRESS		474								

HER 0009500

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

7th Period Ended 8-1-76

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Aug	Sep	Oct	Nov	Dec	Jan	Beyond Six Months
RAGLAND:												
3603	138	Mandrels	100	93	7			X				
3551	143	Dust Collectors	95	86	11			X				
3570	148	Tank	7	6	1					X		
3682	168	Vacuum System	14	9	5		X					
3644	170	Modification Autoclave Trays	7	6	1		X					
3650	175	Settling Basin Pumping Station	25	22	3		X					
3688	180	Pipe Machine Back Feed Mandrel Sys.	43	36	7		X					
3710	190	Cplg. Cut-off Feed Stock System	12	7	5			X				
3711	191	8 Cplg. Stock Air Cure Trays	8	8	-							
3773	198	Spray Shower & Vacuum System	54	43	9			X				
3824	204	Modification of Autoclave Trays	25	9	16			X				
	208	Platform Truck	46	-	46						X	
	219	Fibre Bin & Screw Conveyor	35	-	35			X				
	221	Mandrels & Allied Equipment	160	-	160					X		
	225	Wet Saw	60	-	60					X		
	226	Ten Autoclave Cars	24	-	24					X		
			715	325	390							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8			X				
3547	160	Office Building	66	1	65					X		
3674	179	Vacuum Boxes	5	5	-							
3763	193	Vacuum System Improvement	30	24	6			X				
3791	200	Electrical Engineering Drawings	16	6	10				X			
3843	203	Safety Equipment	21	9	12			X				
3823	206	Modification of Hydrotester	16	10	6					X		
3884	211	Forklift Carriage Side Shift	2	-	2	X						
3885	212	Modification of Autoclave Trays	33	11	22					X		

HER 0008816

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

9th Period Ended 9-26-76

SUBJECT: PROPERTY IN PROGRESS

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Oct	Nov	Dec	Jan	Feb	Mar	Beyond Six Months
RAGLAND:												
3603	138	Mandrels	100	93	7	X						
3551	143	Dust Collectors	95	87	8		X					
3570	148	Diesel Storage Tank	7	6	1					X		
3947	219	Fibre Bin & Screw Conveyor	35	-	35					X		
3644	170	Modification of Autoclave Trays	7	6	1	X						
3976	226	10 Autoclave Cars	24	-	24				X			
3650	175	Settling Basin Pumping Station	25	25	-	X						
3682	168	Vacuum System	14	9	5	X						
3688	180	Pipe Machine Back Feed Mandrel Sys.	43	41	2	X						
3710	190	Coupling Cut-off Feed Stock System	12	7	5		X					
3711	191	8 Coupling Stock Air Cure Trays	8	8	-	X						
3773	198	Spray Shower & Vacuum System	54	45	9	X						
3824	204	Modification of Autoclave Trays	25	10	15				X			
3960	208	Erickson Platform Truck	46	-	46							X
3974	221	Mandrels and Allied Equipment	160	-	160				X			
3975	225	Wet Saw	60	-	60				X			
3977	230	Safety Equipment	16	-	16				X			
3978	231	Pipe Machine-Chemical Spray Sys.	6	1	5				X			
			737	338	399							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8		X					
3547	160	Office Building	66	1	65							X
3763	193	Vacuum System Improvement	30	25	5		X					
3791	200	Electrical Engineering Drawings	16	10	6				X			
3823	206	Modification of Hydrotester	16	10	6				X			
3993	207	Dust Coll. Hopper & Screw Conveyor	5	-	5				X			

HER 0008860

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

10th Period Ended 10-31-76

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Nov	Dec	Jan	Feb	Mar	Apr	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8	X						
3570	148	Diesel Storage Tank	7	6	1				X			
3947	219	Fibre Bin & Screw Conveyor	35	1	34				X			
3976	226	10 Autoclave Cars	24	-	24			X				
3650	175	Settling Basin Pumping Station	25	25	-	X						
3682	168	Vacuum System	14	9	5	X						
3688	180	Pipe Machine Back Feed Mandrel Sys.	43	41	2	X						
3710	190	Coupling Cut-off Feed Stock System	12	7	5	X						
3773	198	Spray Shower & Vacuum System	54	45	9	X						
3824	204	Modification of Autoclave Trays	25	12	13			X				
3960	208	Erickson Platform Truck	46	-	46							X
3974	221	Mandrels and Allied Equipment	160	-	160			X				
3975	225	Wet Saw	60	-	60			X				
3977	230	Safety Equipment	16	-	16			X				
3978	231	Pipe Machine-Chemical Spray Sys.	6	5	1			X				
			622	238	384							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8				X			
3547	160	Office Building	66	1	65							X
3763	193	Vacuum System Improvement	30	25	5				X			
3791	200	Electrical Engineering Drawings	16	11	5			X				
3823	206	Modification of Hydrotester	16	12	4			X				
3993	207	Dust Coll. Hopper & Screw Conveyor	5	-	5				X			
3885	212	Modification of Autoclave Trays	33	28	5			X				
3843	203	Safety Equipment	21	13	8			X				
3918	215	Pressure Transducer	4	-	4			X				
3919	216	Oscilloscope	7	5	2			X				
3020	217	Asbestos Fibre Bag Opener	19	-	19				X			

HER 0008645

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

($000)

11th Period Ended 11/28/76

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Dec	Jan	Feb	Mar	Apr	May	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8		x					
3570	148	Diesel Storage Tank	7	6	1			X				
3947	219	Fibre Bin & Screw Conveyor	35	3	32			X				
3976	226	10 Autoclave Cars	24	-	24		X					
3682	168	Vacuum System	14	14	—							
3688	180	Pipe Machine Back Feed Mandrel	43	41	2		X					
3710	190	Coupling Cut-off Feed Stock Sys.	12	7	5		X					
3773	198	Spray Shower & Vacuum Sys.	54	41	13		X					
3824	204	Modification of Autoclave Trays	25	12	13		X					
3960	208	Erickson Platform Truck	46	-	46							X
3974	221	Mandrels & Allied Equipment	160	7	153		X					
3975	225	Wet Saw	60		60		X					
3977	230	Safety Equipment	16	2	14		X					
3978	231	Pipe Machine-Chem. Spray Sys.	6	6	—							
	235	Modification #2 Fin. Line	45	-	45		X					
	243	Sundyne Process Pump & Allied Equipment	9	-	9							X
			651	226	425							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8			X				
3547	160	Office Building	66	1	65							X
3763	193	Vacuum System Improvement	30	27	3			X				
3791	200	Electrical Engineering Drawings	16	11	5		X					
3823	206	Modification of Hydrotester	16	12	4		X					
3993	207	Dust Coll. Hopper & Screw Conveyor	5	1	4			X				
3843	203	Safety Equipment	21	13	8		X					
3918	215	Pressure Transducer	4	1	3		X					
3919	216	Oscilloscope	7	6	1		X					
3020	217	Asbestos Fibre Bag Opener	19	13	6			X				

HER 0008644

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

12th Period Ended 12/31/76

SUBJECT: PROPERTY IN PROGRESS

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Jan	Feb	Mar	Apr	May	Jun	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8	X						-
3570	148	Diesel Storage Tank	7	6	1		X					
3947	219	Fibre Bin & Screw Conveyor	35	30	5		X					-
3976	226	10 Autoclave Cars	24	-	24	X						
3682	168	Vacuum System	14	14	-							
3688	180	Pipe Machine Back Feed Mandrel	43	41	2	X						
3710	190	Coupling Cut-off Feed Stock Sys	12	7	5	X						
3773	198	Spray Shower & Vacuum Sys.	54	41	13	X						
3824	204	Modification of Autoclave Trays	25	12	13	X						
3960	208	Erickson Platform Truck	46	-	46						X	
3974	221	Mandrels & Allied Equipment	160	36	124	X						
3975	225	Wet Saw	60	-	60	X						
3977	230	Safety Equipment	16	3	13	X						
3978	231	Pipe Machine-Chem. Spray Sys.	6	7	-							
4088	235	Modification #2 Fin. Line	45	6	39	X						
4087	243	Sundyne Process Pump & Allied Equip.	9	-	9						X	
	246	Air Compressor	18	-	18	X						
	247	Plant Bldg. Machine Shop & Storage	210	-	210	X						
			879	290	590							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8		X					
3547	160	Office Building	66	1	65							X
3763	193	Vacuum System Improvement	30	27	3		X					

HER 0008678

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

1st Period Ended 2-6-77

SUBJECT: PROPERTY IN PROGRESS

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Feb	Mar	Apr	May	Jun	July	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8			X				
3570	148	Diesel Storage Tank	7	6	1		X					
3947	219	Fibre Bin & Screw Conveyor	35	32	3		X					
3976	226	10 Autoclave Cars	24	-	24			X				
3688	180	Pipe Machine Back Feed Mandrel	43	41	2			X				
3710	190	Coupling Cut-off Feed Stock Sys.	12	7	5						X	
3773	198	Spray Shower & Vacuum Sys.	54	41	13						X	
3824	204	Modification of Autoclave Trays	25	12	13				X			
3960	208	Erickson Platform Truck	46	-	46					X		
3974	221	Mandrels & Allied Equipment	160	74	86						X	
3975	225	Wet Saw	60	-	60				X			
3977	230	Safety Equipment	16	3	13				X			
3978	231	Pipe Machine-Chem. Spray Sys.	6	7	-							
4088	235	Modification #2 Fin. Line	45	12	31			X				
4087	243	Sundyne Process Pump & Allied Equip.	9	-	9					X		
4114	246	Air Compressor	18	-	18	X						
4129	247	Plant Bldg. Machine Shop & Storage	210	-	210						X	
4115	241	10 Autoclave Cars	23	-	23			X				
			888	322	565							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8			X				
3547	160	Office Building	66	1	65							X
3763	193	Vacuum System Improvement	30	28	2		X					

HER 0008497

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY
SUBJECT: PROPERTY IN PROGRESS

2nd Period Ended 3-6-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Mar	Apr	May	June	July	Aug	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8		X					
3570	148	Diesel Storage Tank	7	6	1	X						
3947	219	Fibre Bin & Screw Conveyor	35	32	3	X						
3976	226	10 Autoclave Cars	24		24		X					
3688	180	Pipe Machine Back Feed Mandrel	43	41	2		X					
3710	190	Coupling Cut-off Feed Stock Sys	12	7	5						X	
3773	198	Spray Shower & Vacuum Sys	54	41	13						X	
3324	204	Modification of Autoclave Trys	25	12	13			X				
3960	208	Erickson Platform Truck	46		46				X			
3974	221	Mandrels & Allied Equipment	160	96	64						X	
3975	225	Wet Saw	60		60			X				
3977	230	Safety Equipment	16	3	13			X				
3973	231	Pipe Machine-Chem Spray Sys	6	6	-							
4088	235	Modification #2 Fin. Line	45	14	31		X					
4087	243	Sundyne Process Pump & Allied Equip	9	-	9				X			
4114	246	Air Compressor	18	17	1	X						
4129	247	Plant Bldg. Machine Shop & Storage	205	7	198						X	
4115	241	10 Autoclave Cars	24	-	24		X					
			884	369	515							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8		X					
3547	160	Office Building	66	1	65	X						
3763	193	Vacuum System Improvement	30	30	-	X						
3791	200	Electrical Engineering Drawings	16	11	5	X						
3823	206	Modification of Hydrotester	16	14	2	X						
3993	207	Dust Col. Hopper & Screw Conveyo	5	1	4		X					
3843	203	Safety Equipment	21	13	8		X					
3918	215	Pressure Transducer	4	4	-							
3919	216	Oscilloscope	7	7	-							

HER 0008682

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

($000)

3rd Period Ended 4-3-77

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Apr	May	Jun	Jul	Aug	Sep	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	87	8	X						
3570	148	Diesel Storage Tank	7	6	1	X						
3688	180	Pipe Machine Back Feed Mandrel	43	41	2	X						
3710	190	Coupling Cut-off Feed Stock System	12	7	5				X			
3773	198	Spray Shower & Vacuum System	54	41	13				X			
3824	204	Modification of Autoclave Trays	25	12	13		X					
3960	208	Erickson Platform Truck	46	--	46			X				
3947	219	Fibre Bin & Screw Conveyor	35	33	2		X					
3974	221	Mandrels & Allied Equipment	160	97	63				X			
3975	225	Wet Saw	60	21	39		X					
3976	226	10 Autoclave Cars	24	--	24	X						
3977	230	Safety Equipment	16	3	13		X					
4088	235	Modification #2 Finishing Line	45	29	16	X						
4115	241	10 Autoclave Cars	24	--	24	X						
4087	243	Sundyne Process Pump & Allied Equipment	9	9	--							
4114	246	Air Compressor	18	17	1		X					
4129	247	Plant Bldg. Machine Shop & Storage	205	10	195				X			
	256	Bel-Tyne Automatic Bag Opener	27	--	27			X				
			905	413	492							

HER 0008683

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

4th Period Ended 5-1-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Month In Which Expenditures Will Be Made						Beyond Six Months
						May	Jun	Jul	Aug	Sep	Oct	
RAGLAND:												
3551	143	Dust Collectors	95	89	6				X			
3570	148	Diesel Storage Tank	7	6	1		X					
3688	180	Pipe Machine Back Feed Mandrel	43	41	2		X					
3710	190	Cplg. Cut-off Feed Stock Sys.	12	7	5			X				
3773	198	Spray Shower & Vacuum System	54	41	13			X				
3824	204	Mod. of Autoclave Trays	25	12	13	X						
3960	208	Erickson Platform Truck	46	40	6		X					
3947	219	Fibre Bin & Screw Conveyor	35	33	2	X						
3974	221	Mandrels & Allied Equipment	160	98	62			X				
3975	225	Wet Saw	60	21	39	X						
3976	226	10 Autoclave Cars	24	25	-							
3977	230	Safety Equipment	16	3	13			X				
4088	235	Modification #2 Fin. Line	45	30	15		X					
4115	241	10 Autoclave Cars	24	-	24		X					
4087	243	Sundyne Process Pump & Allied Equipment	9	10	-							
4114	246	Air Compressor	18	17	1	X						
4129	247	Plant Bldg. Mach. Shop & Storage	205	9	196			X				
	256	Bel-Tyne Auto. Bag Opener	27	-	27		X					
	261	3 Used Lawrence Pumps	8	-	8	X						
			913	482	433							

HER 0008684

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

5th Period Ended 5-29-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Jun	Jul	Aug	Sep	Oct	Nov	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	89	6			X				
3710	190	Coupling Cut-off Feed Stock Sys.	12	7	5					X		
3773	198	Spray Shower & Vacuum System	54	41	13							X
3960	208	Erickson Platform Truck	46	40	6		X					
3947	219	Fibre Bin & Screw Conveyor	35	33	2			X				
3974	221	Mandrels & Allied Equipment	160	102	58							X
3975	225	Wet Saw	60	22	38							X
3977	230	Safety Equipment	16	3	13				X			
4088	235	Modification #2 Fin. Line	45	43	2	X						
4115	241	10 Autoclave Cars	24	-	24			X				
4129	247	Plant Bldg. Mach. Shop & Storage	205	9	196					X		
	256	Bel-Tyne Auto Bag Opener	27	-	27				X			
4222	261	3 Used Lawrence Pumps	8	-	8	X						
			787	389	398							
VAN BUREN:												
3619	129	Paving of Inventory Yard	131	123	8			X				
3547	160	Office Building	66	1	65							X
3791	200	Electrical Engineering Drawings	16	12	4		X					
3843	203	Safety Equipment	21	13	8	X						
3993	207	Dust Coll. Hopper & Screw Conv.	5	1	4	X						
3020	217	Asbestos Fibre Bag Opener	19	17	2	X						
3923	218	Mandrels & Related Equipment	251	158	93							X
3925	220	Drill Machine - Jigs, Drills	17	11	6		X					

HER 0008686

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

6th Period Ended 7-3-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Jul	Aug	Sep	Oct	Nov	Dec	Beyond Six Months
3551	143	Dust Collectors	95	91	4		X					
3710	190	Coupling Cut-off Feed Stock System	12	7	5				X			
3773	198	Spray Shower & Vacuum System	54	41	13						X	
3960	208	Erickson Platform Truck	46	41	5	X						
3947	219	Fibre Bin & Screw Conveyor	35	33	2		X					
3974	221	Mandrels & Allied Equipment	160	102	58						X	
3975	225	Wet Saw	60	22	38						X	
3977	230	Safety Equipment	16	4	12			X				
4088	235	Modification #2 Finishing Line	45	44	1	X						
4115	241	10 Autoclave Cars	24	-	24		X					
4129	247	Plant Bldg. Machine Shop & Storage	205	10	195				X			
	256	Bel-Tyne Automatic Bag Opener	27	16	11			X				
4222	261	3 Used Lawrence Pumps	8	-	8		X					
	266	Bituminous Pipe Coating System	4	-	4			X				
	267	Auto. Pressure & Thickness Control Sys.	25	-	25							X
			816	411	405							

HER 0008685

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

7th Period Ended 8-7-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Aug	Sep	Oct	Nov	Dec	Jan	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	91	4		X					
3710	190	Coupling Cut-off Feed Stock System	12	7	5			X				
3773	198	Spray Shower & Vacuum System	54	41	13					X		
3824	204	Modification of Autoclave Trays	25	12	13			X				
3960	208	Erickson Platform Truck	46	40	6		X					
3947	219	Fibre Bin & Screw Conveyor	35	33	2		X					
3974	221	Mandrels & Allied Equipment	160	102	58					X		
3975	225	Wet Saw	60	22	38					X		
3976	226A	Two Autoclave Cars	2	1	1	X						
3977	230	Safety Equipment	16	5	11		X					
4088	235	Modification #2 Finishing Line	45	44	1		X					
4115	241	Ten Autoclave Cars	24	-	24		X					
4129	247	Plant Building Machine Shop & Storage	205	11	194			X				
	256	Bel-Tyne Automatic Bag Opener	27	16	11		X					
4222	261	Three Used Lawrence Pumps	8	-	8		X					
4315	264	Cylinder Molds	20	-	20					X		
4275	266	Bituminous Pipe Coating System	4	-	4		X					
4307	267	Automatic Pressure & Thickness System	25	-	25						X	
4316	271	Landfill Operation	80	-	80					X		
			943	425	518							

HER 0008478

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

($000)

8th Period Ended 9-4-77

HER 0008479

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Sep	Oct	Nov	Dec	Jan	Feb	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	91	4		X					
3710	190	Coupling Cut-off Feed Stock System	12	8	4		X					
3773	198	Spray Shower & Vacuum System	54	41	13				X			
3824	204	Modification of Autoclave Trays	25	12	13		X					
3960	208	Erickson Platform Truck	46	40	6		X					
3947	219	Fibre Bin & Screw Conveyor	35	33	2		X					
3974	221	Mandrels & Allied Equipment	160	103	57				X			
3975	225	Wet Saw	60	22	38				X			
3976	226A	Two Autoclave Cars	2	1	1	X						
3977	230	Safety Equipment	16	5	11			X				
4088	235	Modification #2 Finishing Line	45	49	(4)	X						
4115	241	Ten Autoclave Cars	24	23	1	X						
4129	247	Plant Building Machine Shop & Storage	205	11	194					X		
	256	Bel-Tyne Automatic Bag Opener	27	16	11			X				
4222	261	Three Used Lawrence Pumps	8	-	8		X					
4315	264	Cylinder Molds	20	-	20				X			
4275	266	Bituminous Pipe Coating System	4	1	3		X					
4307	267	Automatic Pressure & Thickness System	25	-	25					X		
4316	271	Landfill Operation	80	-	80				X			
3688	180	Pipe Machine Backfeed Mandrel System	43	36	7	X						
4335	272	Grooved Press Rolls	21	-	21			X				
			1,007	492	515							

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

9th Period Ended 10-2-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Oct	Nov	Dec	Jan	Feb	Mar	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	91	4	X						
3773	198	Spray Shower & Vacuum System	54	41	13			X				
3824	204	Modification of Autoclave Trays	25	12	13	X						
3960	208	Erickson Platform Truck	46	40	6	X						
3947	219	Fibre Bin & Screw Conveyor	35	33	2	X						
3974	221	Mandrels & Allied Equipment	160	103	57			X				
3975	225	Wet Saw	60	22	38			X				
3976	226A	Two Autoclave Cars	2	1	1	X						
3977	230	Safety Equipment	16	5	11		X					
4115	241	Ten Autoclave Cars	24	23	1	X						
4129	247	Plant Building Machine Shop & Storage	205	12	193				X			
	256	Bel-Tyne Automatic Bag Opener	27	16	11		X					
4222	261	Three Used Lawrence Pumps	8	-	8		X					
4315	264	Cylinder Molds	20	-	20			X				
4275	266	Bituminous Pipe Coating System	4	1	3		X					
4307	267	Automatic Pressure & Thickness System	25	-	25				X			
4316	271	Landfill Operation	80	1	79			X				
4335	272	Grooved Press Rolls	21	-	21		X					
			907	401	506							

HER 0008480

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

10th Period Ended 10-30-77

SUBJECT: PROPERTY IN PROGRESS

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Nov	Dec	Jan	Feb	Mar	Apr	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	91	4	X						
3773	198	Spray Shower & Vacuum System	54	41	13			X				
3824	204	Modification of Autoclave Trays	25	12	13	X						
3960	208	Erickson Platform Truck	46	40	6	X						
3947	219	Fibre Bin & Screw Conveyor	35	33	2	X						
3974	221	Mandrels & Allied Equipment	160	103	57			X				
3975	225	Wet Saw	60	22	38				X			
3977	230	Safety Equipment	16	5	11				X			
4115	241	Ten Autoclave Cars	24	24	--	X						
4129	247	Plant Building Machine Shop & Storage	205	12	193				X			
	256	Bei-Tyne Automatic Bag Opener	27	16	11					X		
4222	261	Three Used Lawrence Pumps	8	--	8					X		
4315	264	Cylinder Molds	20	2	18			X				
4275	266	Bituminous Pipe Coating System	4	2	2	X						
4307	267	Automatic Pressure & Thickness System	25	-	25			X				
4316	271	Landfill Operation	80	11	69			X				
5335	272	Grooved Press Rolls	21	--	21			X				
	278	Open Feed Trough, Savall & Recircul. Sys.	92	--	92				X			
	279	Fans and Stack Caps	19	--	19			X				
			1,016	414	602							

HER 0008681

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

11th Period Ended 11-27-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Dec	Jan	Feb	Mar	Apr	May	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	91	4		X					
3773	198	Spray Shower & Vacuum System	54	41	13			X				
3824	204	Modification of Autoclave Trays	25	12	13			X				
3960	208	Erickson Platform Truck	46	40	6				X			
3947	219	Fibre Bin & Screw Conveyor	35	33	2		X					
3974	221	Mandrels & Allied Equipment	160	103	57						X	
3975	225	Wet Saw	60	22	38			X				
3977	230	Safety Equipment	16	5	11					X		
4329	247	Plant Building Machine Shop & Storage	205	15	190					X		
	256	Bel-Tyne Automatic Bag Opener	27	16	11						X	
4222	261	Three Used Lawrence Pumps	8	-	8				X			
4315	264	Cylinder Molds	20	2	18				X			
4275	266	Bituminous Pipe Coating System	4	2	2		X					
4307	267	Automatic Pressure & Thickness System	25	-	25							X
4316	271	Landfill Operation	80	57	23					X		
5335	272	Grooved Press Rolls	21	-	21					X		
4392	278	Open Feed Trough, Savall & Recircul. Sys.	92	-	92				X			
4396	279	Fans and Stack Caps	19	-	19				X			
			992	439	553							

HER 0008492

UNIT: CEMENT ASBESTOS PRODUCTS COMPANY

SUBJECT: PROPERTY IN PROGRESS

12th Period Ended 12-31-77

($000)

N.Y. No.	CA No.	Description	Amount Approved	Amount Spent To Date	Balance To Spend To Complete Project	Estimated Month of Completion Jan	Feb	Mar	Apr	May	Jun	Beyond Six Months
RAGLAND:												
3551	143	Dust Collectors	95	94	1	X						
3773	198	Spray Shower & Vacuum System	54	41	13		X					
3824	204	Modification of Autoclave Trays	25	12	13		X					
3960	208	Erickson Platform Truck	46	40	6			X				
3947	219	Fibre Bin & Screw Conveyor	35	35	-	X						
3974	221	Mandrels & Allied Equipment	160	103	57					X		
3975	225	Wet Saw	60	22	38		X					
3977	230	Safety Equipment	16	7	9				X			
4129	247	Plant Building Machine Shop & Storage	205	70	135				X			
4163	256	Bel-Tyne Automatic Bag Opener	27	16	11					X		
4222	261	Three Used Lawrence Pumps	8	-	8			X				
4315	264	Cylinder Molds	20	2	18			X				
4275	266	Bituminous Pipe Coating System	4	2	2	X						
4307	267	Automatic Pressure & Thickness System	25	-	25							X
4316	271	Landfill Operation	80	57	23				X			
5335	272	Grooved Press Rolls	21	-	21				X			
4392	278	Open Feed Trough, Savall & Recircul. Sys.	92	-	92			X				
4396	279	Fans and Stack Caps	19	4	15			X				
			992	505	487							

HER 0008496