

PERSONAL & CONFIDENTIAL

August 17, 1971

Mr. L. Sarlo, Jr.
Gloucester

Messrs. Faneuf - Fraser - Geddis
Lasley - Macindoe

Mr. W. Darrell
New York

CALSILITE - Personnel

I have your August 13th letter listing the names, positions and other information on the salaried people connected with the Calsilite department. I do not know exactly when the Calsilite operation may be terminated but it could happen quickly and I believe we should try to work out as much concrete information as we can on what is going to happen to the people. In pursuit of this, I am going to ask some questions and make some suggestions which may or may not have any merit, but the idea is to get some preliminary work done so decisions can be made.

The first and easiest part would revolve around the newer salaried employees, Messrs. Davenport, DeHart and Watson. I would think that we have no employment available for them at Gloucester, probably none at Whitehall and that they would be separated with the normal termination.

In connection with Mr. Martorano, who has been employed with us since 1945 and is only 50 years of age, you have him marked as available for transfer to Whitehall. Do you know if they would take him?

You have the following available for transfer to felt mill: Messrs. Crotzer, Daisey, Jos. Johnson and Don Talbert. Does this mean you have known open positions which these people can fill? I am wondering about Crotzer, who has been with us since 1943 and is 54 years of age. There has been some question as to his overall ability, and I would like to know if there is a position in the felt mill whether it might not be better to utilize one of the more proficient employees listed, and have Crotzer take early retirement.

The following employees are shown on your list as having no place to go:

Frattaroli, who has been employed for about 10 years and is 51 years of age.

Ed Kindya, shipping foreman, employed since 1964 and 28 years of age.

R. Puffett, superintendent, who has been employed since 1968, age 35. It is our plan to transfer him to Joliet, as automotive superintended as soon as possible.

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J. W. Robinson, plant engineer, has been employed since 1934 and is age 62. Do you think early retirement might not be the best thing for him?

E. Scruggs, chemist, was employed in 1956 and is 53. Can Eli be employed in the quality group at either White or Gloucester, or has Building Products an opening for someone in the quality control group? Eli will not have enough years to draw even a modest pension from us and we should see what can be done.

Charles Smith, wet end foreman, was employed in 1943 and is 48. I do not know much about his ability but he has been with us a long time. Again, perhaps we have need at either Whitehall or Gloucester for someone like Charlie, even if all we can offer is a salaried quality control technician job, or something like that.

I would like your comments with suggestions of your own on the above, and would also appreciate Mr. Faneuf's suggestions as to what we can do with these people.

I am sending a copy of the list to Andy MacIndoe, who may know of some unfilled positions and unfilled, approved 2500's which would provide opportunities for some of these people.

Bob Holt is presently using one hourly foreman at Erie 16th Street. This man has been borrowed from the Research department and it is possible that he might have an opening for one of the better Calasilite foreman who would, of course, need training. I will write to Bob and suggest that you contact him if you have someone who might fill the foreman's job.

Your early attention to this is necessary in order for us to come up with an equitable plan for these people.

W. Darrell

WD:mmm

CALSILITE DEPT. PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Emp. Date</u>	<u>Salary</u>	<u>Age</u>	<u>Avail. for Tsf. to F.M.</u>
Crotzer, M.	Shipping Asst.	10/28/43	\$ 7860.	54	Yes
Daisey, J.	Fin.Fore.	1/14/46	10,860.	48	Yes
Davenport, H.	W.E.Fore.	1/25/71 <i>007</i>	9,000.	30	?
DeHart, Wm.	Lab Asst.	12/21/70 <i>007</i>	6,360.	25	
Frattaroli, B.	W.E.Fore.	9/25/61	9,540.	51	
Johnson, Jos.	Asst. to Puffett	6/28/65	9,540.	41	Yes
Kindya, Edw.	Ship.Fore.	6/17/64 <i>?</i>	9,000.	28	?
Martorano, A.	Fin.Fore.	5/28/45	10,860.	50	Whitehall
Puffett, R.	Supt.	6/5/68 <i>Joe</i>	12,600.	35	
Robinson, J. W.	Plant EnG.	9/4/34 <i>employee</i>	11,700.	62	
Scruggs, E.	Chemist	12/12/66 <i>?</i>	9,900.	58	
Smith, Chas.	W.E.Fore.	9/14/43 <i>?</i>	9,540.	48	
Talbert, Don	Fin.Fore.	3/15/50	9,540.	48	Yes
Watson, R.	W.E.Fore.	1/11/71 <i>007</i>	9,000.	48	

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