

BOARD OF DIRECTORS MEETING

New York, N. Y.

December 23, 1936.

A meeting of the Board of Directors of the Lead Industries Association was held on Wednesday, December 23, 1936, at 12:30 P.M., at the Down Town Association, New York City.

Present

Clinton H. Crane, Chairman
H. M. Brush
Clarence Glass
W. E. Maston
F. M. Carter
C. M. Chapin, Jr.
F. Y. Robertson

F. E. Wormser, Secretary

Representing

St. Joseph Lead Company
American Smelting & Refining Co.
Anaconda Sales Company
Eagle-Picher Lead Company
National Lead Company
St. Joseph Lead Company
United States Smelting Refining
& Mining Co. Inc.

The meeting was called to order with Mr. Crane in the Chair.

The minutes of the previous meeting of February 28, were approved.

MEMBERSHIP: ELECTRIC AUTO-LITE COMPANY
 NORTH AMERICAN SMELTING CO.

The action of the members of the Executive Committee in admitting the Electric Auto-Lite Co., to associate membership in the Lead Industries Association was approved as of Oct. 19, 1936.

An application for membership of the North American Smelting Co., of Philadelphia was presented and

It was regularly moved, seconded and carried that the North American Smelting Co., of Philadelphia be admitted into membership in the Lead Industries Association.

RESIGNATION: CHAIRMAN METALLIC LEAD PRODUCTS DIVISION

A request of Mr. Sprague, to be relieved of his duties as Chairman of the Metallic Lead Products Division, was read as follows:

"In going over some of my papers I find that I am still officially supposed to be the chairman of the Metallic Lead Products Division of the Association. Since the Division under present conditions is virtually inactive and in view of other interests would like to clear the record by tendering my resignation as chairman of the Division."

In view of the inactivity of this Division, the resignation was accepted with regret.

REPORTS OF THE SECRETARY AND TREASURER

The reports of the Secretary and Treasurer, as per Exhibit "A" attached, were read and approved.

SEAL OF APPROVAL

The Secretary requested and received permission to include in the record an exact reproduction of the Seal of Approval to be used by manufacturers of extruded lead products after January 1, in connection with the Lead Industries Association License Agreement. Copy of the Seal of Approval is attached as Exhibit "B".

RESEARCH: UNIVERSITY OF MINNESOTA

A request for financial assistance from the University of Minnesota in the development of a magnesium-lead alloy to be used as ammunition in solving the problem of lead poisoning among water fowl was reviewed. It was contended that many ducks die each year from lead poisoning contracted by swallowing lead bird shot in lieu of gravel. The shot remains in the duck's gizzard and causes lead poisoning. It was claimed that a magnesium-lead alloy would disintegrate quickly and not affect the duck.

Although the Board expressed sympathetic consideration of this problem, it was agreed that information on the importance of the problem was insufficient as yet to take proper action.

APPRENTICESHIP TRAINING

The Board discussed a request for assistance received from the Advisory Board on Industrial Education of the Board of Education of New York City, a request which had been circulated to the membership under date of December 3, as in Exhibit "C" attached.

It was felt that so far as the apprenticeship problems affected the labor used in the mines, smelters and factories, no apprenticeship problem of much moment existed, but that with reference to the apprenticeship question affecting the use of various lead products, particularly in the plumbing, painting and lead burning fields, there was an important apprenticeship problem.

Without objection, it was suggested that the Secretary be permitted to make overtures to the plumbing, painting and lead burning organizations, and to offer to cooperate with these Associations in their apprenticeship problem.

AIR HYGIENE FOUNDATION OF AMERICA, INC.

The Secretary explained the new basis upon which the Air Hygiene Foundation of America, Inc., was established to conduct its activities and,

LIA00173

Without objection, the Secretary was authorized to continue the Association membership in the Foundation at the annual dues of \$50.00.

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BUDGET

The drafting of a budget for 1937, covering the Ordinary activities of the Association was next discussed.

It was felt that a budget of \$50,000.00 for the year would cover, so far as it was possible to foresee, the activities which should be properly included in the Ordinary Budget for the coming year. The Secretary's suggestion that a technical survey would be very helpful in the chemical outlets for lead goods was favorably received but it was felt that this activity should be carried on under the regular budget so far as it was possible to do so. If later on developments indicated that separate financing was necessary to carry on this work, the Secretary was to make a special solicitation from the Board.

The Budget, as approved, follows:

BUDGET -- 1937

Furniture, Fixtures and Equipment	\$500
Salaries	25,000
Rent and Light	3,000
Telephone and Telegraph	900
Books and Subscriptions	250
Printing	6,500
Mailing	5,000
Illustration	750
Traveling Expenses	1,500
Medical Research	2,000
Office Expense Miscellaneous	1,900
Technical Research	1,500
Social Security Taxes	<u>1,200</u>

\$50,000

The meeting adjourned at 2:30 P.M.


Secretary.

EXHIBIT "A"
BOARD OF DIRECTORS MEETING
December 23, 1936.

December 19, 1936.

To the Board of Directors of
the Lead Industries Association:

To guide the Board in the determination of a budget for 1937, a subject which is included in the agenda of the Board meeting scheduled for December 23, there is attached:

- (1) A brief summary of the activities of the Lead Industries Association for 1936.
- (2) A Treasurer's Report for the period January 1 to November 30, 1936, covering all the activities of the Association.
- (3) A report of the estimated expenditures for 1936 in relation to the Ordinary Budget for the current year.

The Lead Industries Association is eight years old. One of the major purposes for which it was formed was to safeguard lead from substitution by other materials. It is making noticeable progress in achieving this objective without either duplicating any existing activity of member companies and without performing any task that might be done more economically or efficiently by a member company. The Lead Industries Association is engaging in promotional work that should be done by some agency if the future of lead in many outlets is to be secure.

In drawing up the budget for 1937, I would recommend that provision be made for conducting a survey in the chemical field regarding the use of lead and competitive materials. This can be done without making any increase in the total budget. Lead is meeting increasing competition in this important outlet and there is not sufficient basic information available today among the lead sellers fully to meet the aggressive efforts of competitive non-metallic materials such as rubber, as we found out during this year, to insure the continued acceptance of lead by the chemical manufacturing industry. We may not be able to engage in this activity without enlargement of our staff, but I am hopeful that, possibly on a part time effort, we can obtain the information we desire, in which event I think a budget provision for a technical survey of say \$4,000 should cover this project.

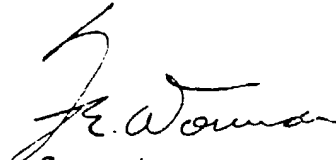
It is, of course, impossible to foresee how congressional activities may affect our industries during 1937 and the provision to be made in the budget for this contingency.

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The two special promotional activities of the Association, namely, (1) in the plumbing field, and (2) on behalf of good paint and lumber, are being continued by the respective supporters in our membership of those activities.

Through the action of the sheet metal manufacturers, the Association will probably be able to help promote the use of sheet lead architecturally in 1937.

Respectfully submitted,


Secretary.

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REPORT SUMMARIZING THE ACTIVITIES OF THE LEAD
INDUSTRIES ASSOCIATION AND FURNISHING DATA TO
DRAFT THE BUDGET FOR 1937

1. Statistical - There has been no change of consequence on the statistical work the Association has carried on. A new form, estimating the total stocks of lead of all forms in the United States, is being furnished members monthly.

2. Legislative - The Association has continued to act for its members in legislation affecting the lead industries, such as, reciprocal trade agreements, Robinson-Patman Act, Wheeler Anti-Basing Point Bill, and miscellaneous contacts with numerous Government Departments on health legislation, standards and other matters.

An investigation we conducted during the year indicates that some means should be found for bringing steadily to the attention of various departments of the Government, especially the emergency branches, the quality and characteristics of the lead products which are in demand by the Government so that, wherever competitively possible, the use of lead will be specified on Government projects. It appears that lead is omitted in specifications covering plumbing installations as specified by some important Government Bureaus. Lead is generally favored in painting practices, but even here there is an opportunity for improvement.

3. Medical Research - Owing to the extra requirements of the Harvard Medical School this year for their lead work, our budget for the current year was upset by some \$4,000.00. The budget for 1937 should include an appropriation to continue Dr. Aub's work at Harvard in accordance with the program outlined early in 1936. This will amount to \$2,000.00.

With the approval of the Executive Committee, we engaged in a joint cooperative research program with the Evaporated Milk Association, and the British Tin interests. The program endeavors to ascertain the amount of lead found in cans of evaporated milk, it having been alleged that drops of solder, used in sealing the cans, contaminate the milk with lead. A full report of this program will be presented to the Board after the work has been concluded. Our participation in this program cost \$200.00.

As similar health problems will arise from time to time, it is well for the budget in 1937 to make some provision for this contingency.

4. Publications - Our publication LEAD has grown in circulation during the year and a slightly increased appropriation will be necessary to maintain it. It continues to serve its functions admirably and has undoubtedly been the means of selling lead jobs which might ordinarily not have gone to our metal.

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SPECIAL PROGRAMS

1. Plumbing Promotion Program - A large amount of field work in the plumbing field was performed during the year. Three field men, one in the East, one in the Middle West, and one on the Pacific Coast, represented the Association and continued the work of enlisting the cooperation of master plumbers, journeyman plumbers and water works engineers in the promotion of lead products. I believe it is far to conclude, as a result of reports received in the field and from our members, that this work has been singularly successful in renewing interest in the use of lead for plumbing and that it has resulted in stopping the displacement of lead in favor of competitive materials. In fact, some outlets, such as the use of lead under bathroom floors and the use of lead in shower pans for water proofing, appear to be growing. The cost of the program during 1936 is estimated to be \$16,500.

The Western share of this total expense was defrayed by special arrangement with the two Pacific Coast fabricators.

At a meeting of the members supporting the Plumbing Promotion Program, on December 9, great satisfaction was expressed over the benefits that had already accrued from the plumbing work. A budget for 1937, totaling \$36,000 was established. This represents an increase of \$19,000 over the plumbing promotion budget for 1936.

2. Forest Products-Better Paint Campaign - This Campaign enlarged its activities during the year to include two field men which made it possible to attend lumber conventions and district meetings that ordinarily would have been passed up. In addition, a trailer, furnished by courtesy of the Douglas Fir Plywood Association, has been used as a publicity medium, traveling through the eastern part of the United States on behalf of the Campaign and creating widespread interest in the project. The entire lumber industry is united in support of this Campaign which is conducted on the broad principle of recognizing the use of either (a) white lead paint, or (2) high-grade prepared paints, as a solution of the painting problem on lumber. The Campaign has also received the strong endorsement of the International Society of Master Painters and Decorators. In addition, the advice and help of the U.S. Forest Products Laboratory at Madison, Wisc., was procured and the cooperation given by the Laboratory was of great assistance. The cost of the program for 1936 is estimated to be \$23,000.

At a meeting of December 17, of the member companies supporting the Campaign, its name was changed to Lumber Products-Better Paint Campaign and a decision was made to continue the work in 1937 on the same basis as in 1936.

EXHIBIT "A"

Bd. of Directors Meeting

December 23, 1936.

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3. Sheet Lead Promotion Program - The Association is preparing a handbook for the use of architects and sheet metal workers on the use of sheet lead for architectural applications, believing that this outlet is one that affords promising possibilities. The manuscript and sketches have been ready by such outstanding architects as Cass Gilbert, Cram & Ferguson, and leading sheet metal firms, so that we feel it will be an authoritative presentation.

In accordance with a program adopted at a meeting of interested members on December 9, a budget of \$10,000 was appropriated for sheet lead promotion. It is proposed to publish this book in 1937 and the subscription will enable us at the proper time to employ one field man for the purpose of calling on the construction field to acquaint the industry with the merits of sheet lead. We have already had examples of jobs that have gone to lead by virtue of the publicity which the Association has released and now that antimonial sheet lead is competitive in price with other roofing materials and has, in our estimation, superior qualities to all of them, we believe that promotion work in this field by the Association will bring substantial rewards.

* * * * *

	Approved Ordinary Budget 1936	Estimated Expendi- tures 1936	Proposed Ordinary Budget 1937
Furniture, Fixtures and Equipment	\$ 500	\$ 50	
Salaries	25,000	25,000	
Rent and Light	2,650	2,800	
Telephone and Telegraph	900	600	
Books and Subscriptions	250	250	
Printing	7,700	3,500	
Mailing	6,000	4,000	
Illustration	500	650	
Traveling Expense	1,500	1,050	
Medical Research	2,000	6,000	
Office Expense Miscellaneous	1,500	1,650	
Technical Research	1,500	-	
Social Security Taxes	-	55	
	<u>\$50,000</u>	<u>\$45,605</u>	

Note: A budget of \$50,000 was approved for 1936 of which approximately \$40,000 was to be subscribed by members and \$10,000 taken from cash on hand at the beginning of the year. The record for the year shows it was only necessary to use \$5,600 from that cash fund. The medical research expenditures were larger than originally contemplated by the budget, whereas the expenditures for printing and mailing were smaller owing to the fact that our booklet on sheet lead for architectural purposes will not be printed until 1937. These factors offset each other to a great extent.

LIA00179

December 23, 1936.

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TREASURER'S REPORT

January 1 to November 30, 1936.

Cash, January 1, 1936 \$19,728.30

RECEIPTS

Membership Contributions:

Ordinary Fund	\$39,837.17	
Plumbing Promotion	16,570.50	
Forest Products-		
Better Paint Cam.	<u>23,821.00</u>	<u>80,228.67</u>
TOTAL		<u>\$99,957.57</u>

DISBURSEMENTS

Ordinary Fund:

Furniture, Fixtures & Equipment	\$46.20	
Salaries	22,803.43	
Rent and Light	2,560.86	
Taxes	49.39	
Office Supplies	379.78	
Miscellaneous	1,106.04	
Traveling Expenses	1,043.59	
Telephone and Telegraph	554.74	
Books and Subscriptions	234.02	
Printing	2,736.49	
Mailing	3,398.10	
Illustration	625.13	
Medical Research	<u>6,000.00</u>	<u>41,538.42</u>

Plumbing Promotion:

Salaries	\$6,787.50	
Traveling Expenses	6,436.40	
Mailing	185.52	
Printing	289.00	
Advertising	194.00	
Miscellaneous	958.52	
Advances	<u>150.00</u>	<u>15,000.34</u>

Forest Products-Better Paint Campaign:

Salaries	\$8,273.26	
Traveling Expenses	7,280.11	
Printing	689.46	
Mailing	505.02	
Miscellaneous	<u>3,634.61</u>	<u>20,982.46</u>

TOTAL

\$77,521.82

Cash, November 30, 1936

22,435.75

\$99,957.57

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EXHIBIT "B"
Board of Directors Meeting
December 23, 1936



LIA00181

N 603.02

Exhibit "C"
Board of Directors
Meeting Dec. 23, 1936.

December 3, 1936.

To Members Of
LEAD PIGMENTS DIVISION
METALLIC LEAD PRODUCTS DIVISION
METALLIC FOIL PRODUCTS DIVISION
of the Lead Industries Association:

We are in receipt of a letter from Mr. Stephen F. Voorhees, Chairman of the Advisory Board on Industrial Education of the Board of Education of the City of New York, a copy of which is attached, on the subject of Apprentices.

Before the Lead Industries Association, through its Board, can assist the Apprentice Council by providing it with the views of our membership, it will be necessary for our Board to have the benefit of your opinions.

Will you, therefore, kindly study the request of Mr. Voorhees and write me, at your convenience, what your thoughts are on the important question of apprenticeship in the Lead Industries.

Even though this request applies only to the State of New York, those members who are not subject to the rules and regulations of the State of New York, are earnestly requested to let us have their views in the event similar requests are received from other States.

Respectfully yours,


Secretary.

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N 603.03

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C O P Y

BOARD OF EDUCATION
THE CITY OF NEW YORK
500 Park Avenue

Advisory Board on
Industrial Education

Stephen F. Voorhees, Chairman
Dr. John H. Finley
Mrs. Rogers H. Bacon
Alexander Kelso
Vincent J. Ferris

Betty Hawley, Executive Secretary.

November 25, 1936.

Lead Industries Association,
420 Lexington Avenue,
New York, N.Y.

Gentlemen:

The Advisory Board on Industrial Education is pleased to announce to you that on Thursday, December 10, at 10 A.M. in the Board room on the second floor of the Hall of the Board of Education, 59th Street and Park Avenue, City, the Regents Advisory Council on Apprentice Training will hold a hearing for the benefit of industry of the City of New York and adjacent communities on the question of apprentice training.

May we ask you to be present at this time to present to the Council the views of your corporation or Association in reference to this much discussed question of apprenticeship. The findings resulting from these hearings will be incorporated in recommendations to be forwarded to the Board of Regents and will later become the regulations governing apprenticeship in the State of New York.

It is most important therefore that you assist the Apprentice Council by giving your advice. In order that you may be guided as to what the procedure is, we are enclosing a brief resume of a meeting held on November 17 in the Hall of the Board of Education. Will you please signify whether or not you can be present as we wish to have an official program, have you properly recorded and allot you time to present your views.

Very truly yours,

STEPHEN F. VOORHEES, CHAIRMAN
ADVISORY BOARD ON INDUSTRIAL EDUCATION

Betty Hawley (Signed)
Secretary

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N 603.04

ADVISORY BOARD ON INDUSTRIAL EDUCATION

MEETING AT BOARD OF EDUCATION, NOVEMBER 17, 1936, WITH REPRESENTATIVES OF INDUSTRY ON APPRENTICESHIP TRAINING

A meeting was held under the auspices of the Advisory Board on Industrial Education of the New York City Board of Education on Tuesday, November 17, at 10 A.M. at the Hall of the Board of Education. At this time, representatives of all industries interested in apprenticeship training were present.

Mrs. Betty Hawley, Secretary of the Advisory Board, opened the meeting. She explained the provisions of the State Education law calling for the appointment of Advisory Boards and the powers of such boards. She also mentioned the section of the vocational education law providing for the appointment by the New York State Board of Regents of an Advisory Council on Apprentice Training. Great interest has been shown recently in apprentice training by both employers and labor. As the Advisory Board is the liason office between industry and the Board of Education, it is within the province of that office to bring together representatives of all industries interested in apprenticeship training with the hope that the Board of Education might be able to assist them in training workers for their particular industries. The Regents Advisory Council on Apprentice Training has been holding hearings in other parts of New York State and have planned to hold their next hearing in New York City on December 10. The meeting was called for November 17 so that those interested might prepare statements on apprenticeship conditions in their individual industries to present to the Council when they meet. As a result of all these hearings, the Council plans to submit definite recommendations and suggestions to the Board of Regents for the drafting of apprentice programs throughout the State. It would be wise, in presenting recommendations to the Council, to stress the necessity of sounder pre-apprentice programs and a stronger tie-up between industry and the schools for the last two years of training. Vocational and industrial schools are now four-year schools and more time is given to cultural and related subjects.

Mr. Oakley Furney representing the State Education Department, told of the meetings held with employers and labor throughout the State by the Education Department to find out what the sentiment was in regard to apprentice training. There is an almost unanimous opinion that there is today the greatest shortage of skilled labor in certain trade lines that there has ever been. Supply of skilled labor from the old world cannot be depended upon any more. There has been little, if any, apprentice training on the part of large corporations, for some time past. The situation is acute and the public educational authorities are willing to assist industry. They do not intend to flood the market. They feel that as industry furnished the funds for public education, they in turn should be supplied with an adequate amount of trained workers necessary for them to carry on successfully. New York State has no general law relating to apprentice training but is willing to cooperate with any plan presented to them by industry --- training for pre-apprentice groups or supplementary training at night for those employed during the day. There is state money and federal money to help in carrying out this program. For all apprentices there should be some organized training on a permanent basis and whether business is good or bad, training of skilled workers should go on at all times.

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The educational authorities want to know: Is industry, as represented by your individual organization really interested in apprenticeship? What do you want done about it? How can it be done?

Mr. Max Meyer, Chairman, Needlecraft Educational Commission of the Advisory Board, said that he thought industry was not as aware of its problems as it should be. It had been found during the establishment of the N.R.A. codes that employers, as a rule, were interested in apprenticeship because they saw a way through it of getting cheap labor. Plant training is all right as far as it goes but it means that a boy or girl is just trained to function in a particular job but hasn't any general mental attitude toward the whole problem of industry. The interest of employers must be aroused so that workers can be given a chance to supplement the training they get in the shop. The cooperation of industry is necessary in vocational schools as teachers must be kept abreast of the changes.

Mr. Richard Depew, a member of the Aeronautic Educational Commission of the Advisory Board, stated that there was an increasing shortage of skilled labor in the aviation industry. The public trade schools have been cooperating in the matter of training workers for this industry but anything that can be done to give apprentice training to those already in the industry will be of benefit to all concerned.

Mr. J. J. McGarrigle of R. Hoe & Co., Inc. said that they were very impatient to get something done in the way of this type of training. The problem of the schools is to train boys to fit into a particular groove for which they are fitted instead of turning them loose with a highschool education and no particular training.

Mr. Daniel Webster, representing the Building Congress, remarked that it would be necessary in many trades to have the unions raise the limitations they have placed on apprentice training.

Mr. Furney stated in connection with this that the State Department had been conducting surveys of employers and unions throughout the state to find the extent of interest. As a result of these findings, it is safe to state that 100 per cent cooperation can be expected from the unions.

Mr. Balleisen of the Brooklyn Chamber of Commerce said his organization is seriously interested in apprenticeship training, but in order to make this training in the public schools successful, a campaign must be conducted among parents to impress upon them that it is no disgrace for their children to be good mechanics and it is not necessary for all of them to be doctors, lawyers and engineers.

Dr. McDonald representing the Lithographic Foundation, said that they were 100 per cent in favor of any apprentice training that may be developed. Children should be trained for trade occupations just as definitely as they are given training for professions. Employers have not given enough serious thought to this. It may be that some employers think public schools can not do this job of training. They should remember that this is a new problem for public educators and that most of them have been trained in the academic side. They need the cooperation of industry so that they may provide the best possible type of pre-apprentice training. The public schools can give extension training so that after a person has worked in the trade he can go back to school and be given related subjects. This training cannot be given on the job as foremen are not trained to help apprentices nor are they teachers.

Advisory Board on
Industrial Education

Mr. Leland T. Hanford, Member of the automotive Educational Commission of the Advisory Board said that there is a shortage of skilled workers in the automotive industry. There is no apprenticeship program being carried on in this industry, at present, but the public schools have been giving splendid cooperation in training workers for this field.

Mr. George Earl of the National Metal Trades Association said that there was no question but that there was a definite need for vocational education. The metal industry has concerned itself with this need for some time and intensive effort has been made in connection with this subject. The National Metal Trades Association has worked closely with the vocational school people. They have found that these schools are sadly in need of equipment and what equipment they have is not enough to do the training that is required. Some attention should be given to setting up a definite curriculum. He mentioned the course in machine shop practice prepared by his organization and now used in the school system. The relation of the instructor to industry and the necessity for keeping in touch with the changes, should be kept in mind also.

The representative of the New York Electrical Contractors Association expressed the interest of his industry in apprentice training and their cooperation with the Building Congress. There are three phases to be discussed --- the question of pre-apprentice training, apprentice training in service and post-apprentice training. The apprentice training in service should be by some indenture form or other method that would tie it up to industry and the Department of Education. He recommended that industry be divided into particular trades so that each industry can work out an individual program. There is a need of surveys in the industries to determine how many apprentices are needed immediately and how many to meet future growth. Committees from each industry should be appointed to make recommendations for that particular trade.

Mrs. Hawley, following Mr. Earl's line of thought, explained how the printing industry had met the need of the school for modern equipment. She also mentioned how the Advisory Board has brought the instructors into contact with industry through giving courses of lectures by industrial leaders. The Advisory Board has been able to have established extension courses for many industries. As far as the unions are concerned, they have been applying to have classes established.

Mr. Furney said he agreed that parents and children should be informed of the opportunities that exist in trade training. The public schools of the state should have sound pre-apprentice programs that will turn out students, ready for the opportunity to serve as apprentices. They should be given supplementary training until they arrive at the journeyman stage and then extension courses to keep them alive to new developments and methods.

An invitation was extended to all those present to attend the December 10 hearing of the Regents Council and make a public statement on apprentice training for their particular industries. The meeting adjourned at 12 noon.

BETTY HAWLEY, EXECUTIVE SECRETARY
ADVISORY BOARD ON INDUSTRIAL EDUCATION

November 17, 1936.

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