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SHOOK & FLETCHER INSULATION COMPANY

GENERAL OFFICES
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September 10, 1968



Mr. John C. Pollock
Executive Director
I D C N A
8226 Fenton Street
Silver Spring, Maryland 20910

Dear John:

This is in response to your September 5, 1968 memo requesting information from Committee on "Insulation Integrated Design Manual." Regarding the specifics of the Manual, let me say that except for budgeted expense which has been approved by the Directors and must be paid to John Malloy; and for which he is under contract, the writer knows of no other expenses incidental to publishing the book. A nominal budget for perhaps $1,000.00 might be in good order for other expenses.

I think the most important program now for this Committee, is to take and pool orders through your office, so that when the book goes to press after the first of the year, you will be able to report to Reinhold that you want 1,000 or 3,000 copies, for which you have orders. This will no doubt, be of help to Reinhold in arranging printing requirements for the first issue. I think a year ago, Reinhold anticipated a first printing of 6,000 copies, which will be too few.

Apart from Manual Committee work, I think the biggest association problem we have is getting adequately financed. Money makes things grow! At the Chicago Director's Meeting, as it progressed during the day; and as one problem after another was brought up, indicated that nothing much happened and that we are not going anywhere as individuals or as an association, until we get some stability built-in with funds. As we took up dues, apprenticeship training, health, etc., need for funds in a steady flow was indicated. The overwhelming matter now should be to get an Industry Fund set-up of 5¢ or 10¢ per hour, or whatever it takes to fund association dues, apprenticeship training, health, etc.

It is ridiculous for a group of men of a caliber that attend these associations, (as well as the ones who do not for that matter) to kick around the matter of an Industry Fund of a few cents an hour. We blithely give every man that we employ about $3,500.00 per year pay raise! This has happened this year. Of course, we couldn't afford it...but we did it anyway. An Industry Fund is in the same category. We have to do it if we are going to build an industry. Starting with adequate funds is the start we must make to get anywhere we are going.

Best personal regards,

J. P. Ennis

cc: Messrs: T. H. Brodie
J. K. Dixon
A. M. Gibbons
J. Malloy