CONFIDENTIAL

MEMORANDUM

General Headquarters
June 25, 1964

cc: J. G. Moore
C. H. Grote
R. Wyllie

DRYER STANDARDS - MANVILLE II

1. Status of this grievance, in 3rd. step, was discussed on Friday, June 12th, by C. H. Grote, C. J. Reynolds, J. Parks, E. Bird, R. Wyllie, R. Kizis and G. A. Wall. A. Jung participated part time.

2. The standards in question cover pulling dryer cars out of two level dryers and unloading pipe covering from dryer cars to buggies. There are three sets of standards: pull cars from lower dryers and hoist to main floor, and pull cars from upper dryers, both of which are on a per truck basis; unload pipe from dryer cars to buggies on a per piece basis.

3. The pulling standards were originally established in 1946 and the unloading standards in 1956. Although a large number of changes occurred between 1946 and 1963, they were never completely restudied. The standards very loose. Earnings averaged 145% in 1963 and were pegged.

4. A major operating change was made in 1963. Instead of unloading pieces from dryer cars to buggies and from buggies to leg trimmers; as many of dryer cars as possible are moved to the leg trimmers and pieces are unloaded directly to leg trimmers by the feeder. The change reduced the work load of the dryer unloaders and caused a reduction of crew from four to three people. It effected the truck movement patterns.

5. Restudied standards were installed on January 15, 1964 and were protested on February 3, 1964. They were restudied and loosened by incorporation of credits for intermittent elements pointed out by union. After a meeting on about February 25, 1964, the union dropped the protest. They filed a grievance after April 1, 1964, claiming that the standards had been corrected without a change in method, equipment or material.

6. The approximate requirements of the pulling standards follow:

Lower Dryer		Upper Dryer			
Date	Loads/Hour	Date	Loads/Hour		
1946-64	9.5	1946-64	15.0	actually three stds.	16.0 15.0 14.0
1/15/64	14.8	1/15/64	31.2		
4/1/64	12.5	4/13/64	23.1		

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7. The back up data on original pulling dryers standards is lost. These standards were completely restudied. The elemental times were retained on the unloading standards but distances and frequencies were corrected.

8. The nature and approximate dates of the many changes which have affected these standards since 1946 were reviewed.

   a. In 1951 dryers were converted from oil to steam and operating temperatures were reduced from 300° plus to 250°. This improved working conditions. The 10% heat allowance in lower dryer standards was removed in 1964.

   b. In 1956 precision moulded Thermobestos replaced old process magnesia. This eliminated the need to scrape the floors to remove magnesia scrap.

   c. In 1959 battery operated moto-trucks replaced the hand pushing of dryer cars.

   d. Over the years distances and frequencies changed.

   e. Operators are credited with recording production in both pulling and unloading standards. They actually do this work only once.

   f. A 10% respirator allowance was added across the board to all unloading standards in 1959. The allowance was reduced in 1964 by applying only to the elements where the respirator is needed and worn.

9. A comparison of constant elements included in the unloading standards which detailed differences in pre 1964 and 1964 elemental times was reviewed. Distances and frequencies had been changed but not handling times. On one product the standard was reduced from 4.534 min. to 3.562 min., a reduction of 20.4%.

10. The plant was asked to prepare:

   a. An accurate chronology which described and dated each change and estimated its effect in the standard.

   b. Department layouts which compared pre 1964 and 1964 truck handling patterns.

G. A. WALL
GAW:lff

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