The J-M Factory Circle

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J-M PLANT GREETS NASHUA VISITORS

Buildings Extend 1300 Feet Along Railroad Opposite Station

Every person arriving at the Nashua Union Station sees the Johns-Manville plant, for the buildings extend more than 1,300 feet along the tracks, just opposite. And if the vistor isn't impressed by this expanse of factory buildings, there's certainly something lacking in his make-up.

The total area of this New Hampshire plant is approximately 200,000 square feet, with a proposed extension of 25,000 square feet on the railroad side of the old Asbestos Wood Company building.

The growth of the factory has been steady, as the gradual construction of new buildings indicates. The original plant owned by the Asbestos Wood Company has had numerous additions, until it now has an area of 72,000 square feet and 610 feet of railroad siding. The first addition, containing about one-third of that area, was made in 1910, and this is now being used for Ebony finishing.

Eight years later another extension was added. This was a new office and storehouse, and it took in the old yard storage space. (See photograph on the following page.)

In 1920 a building was erected across the street from the original plant to house the New York Compressing Company, and two years after that a new Tank House was built.

Next to the Compressing building, which has a 175-foot siding, a Shingle Mill was erected. This was in 1924. This structure, with 70,000 square feet of floor space and 530 feet of siding, filled up the 1,300-foot stretch along the tracks.

One small building of 4,000 square feet is rented. This is across the railroad tracks and is used for manufacturing wall tile.

Nashua Proud of Long Records

80 Employees Have Passed Tenth Service Anniversary with Company

Nashua has a loyal organization, 16 per cent of those now working in the plant having been Johns-Manville employees for 10 years or more, while about 30 per cent have been with the Company at least five years. The 80 employees who have passed their tenth service anniversary are:

ALLESON, WM., Shingle Machine Tender
BARRY, FRANK A., General Foreman, Ebony and Transite
BELCOURT, JOHN, E & R Asst. Foreman
BERNACHE, W. J., Machinist
BLACK, NEAL, Night Foreman
BLOW, WILLARD, Laborer
BOHAN, STEPHAN A., Night Press Foreman
BOISVERT, LOUIS, Plumber
BOUCHER, CHARLES E., Yard Foreman
BOURBEAU, WILFRED, Sander Operator
CANFIELD, RAYMOND R., Compressing Foreman
CARDIN, JOS., Carpenter
CHAUVIN, H. J., Sander Operator
COSSETTE, XAVIER, Sander Operator
DANE, WILBUR E., Traffic Manager
DIONNE, ARTHUR, Machinist
DIONNE, CHARLES, Assistant E & R Foreman
DRUM, ANDREW H., JR., Purchasing Agent
DUQUETTE, VALMORE, Sander Operator
DURANT, KENNETH S., Tabulating Department
FARRELL, JOHN J., General Foreman, Shingle
FLYNN, JOHN, Night Watchman
GAGNON, PETER, Saw Operator
GALESKY, JOS., Valve Man
GALLAGHER, WILLIAM, Shipping Foreman
GILMORE, MIKE, Boiler Man
GINKA, PETER, Press Man
GOYETTE, HECTOR, Press Man
GOYETTE, THOMAS, Sawyer
GRENIER, HENRY, Millwright
HAGERTY, DANIEL, Screen Washer
HILL, WILLIAM B., Office Manager
HILLS, WILLIAM W., Quotation Department
HOITT, WILLIAM B., Tank House Foreman
HOPKINS, ELWYN C., Planning Dept.
JEANNOTTE, AURIE A., Accounting Department
KING, EILAIRE, Stock Man
KUILEMET, THOS., Sander Operator
LAMARCHE, ALFRED A., Timekeeper
LAPINAKAS, WM., Laborer
LESLIE, EUGENE, Assistant Office Manager
LEVESQUE, GEORGE, Janitor
LIBBEY, M. A., Compressing Inspector
LIGARSKY, JOHN, Stock Man
MACILDOWIE, J. C., Plant Manager
MARQUIS, J. M., Laborer
MAYNARD, CECILIA, Telephone Operator
MAYNARD, W. E., Sander Operator
MCINNIS, JAMES A., Ebony Foreman
MCKEOWN, FRED, Night Saw Foreman
MILASKY, JOHN, Sawyer
MILOES, JOS., Laborer
MOREAU, LORENZO, Sawyer
MORIN, JOSEPH, Punch Foreman
MORIN, LOUIS, Sander Foreman
MORIN, THOMAS, Laborer
MOULTON, WALTER, Machinist
NORTON, JAMES, Boss Plumber
O'BRIEN, PATRICK, Burner Man
PAUL, EUCLID, Sub Foreman
PELLETIER, JOS, Machinist
PERKINS, HENRY A., Foreman, S. J. Dept.
PLOUDE, JOSEPH, Laborer
PRUNIER, FRED P., Plant Engineer
RIOUX, DANIEL, Office Janitor
RIVARD, THOMAS, Belt Man
ROSCANAJI, JOS., Press Man
RUSSELL, HELEN J., Stenographer
ST. PETER, LOUIS, Laborer
SLOSEK, FRANK, Assistant Tank House Foreman
SUGHRUE, DENIS, Plumber
SULLIVAN, JOHN A., Day Press Foreman
THIBODEAU, MARCEL, Millwright
WALKER, GERRY, Box Shop Foreman
WALLACE, ELEANOR B., Secretary to Plant Manager
WHITE, CARROL B., Billing Dept.
WILLETTE, E. E., Oven Man
WILLETTE, WILLIAM, Shingle Machine Tender
WILSON, FRANK, Shingle Machine Foreman
WOODWARD, ROSCOE M., Production Supt.

OLDEST J-M PLANT ON ORIGINAL SITE

Was a Soapstone Works When Purchased by J-M in 1907

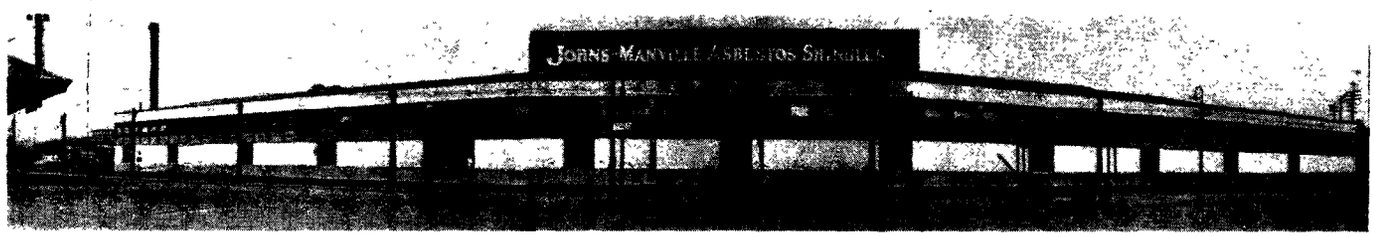
The Nashua plant is the oldest Johns-Manville plant now located on its original site, and is also the place where many of the now famous Johns-Manville products were originated.

Originally the plant was a soapstone works owned by Henry W. Whitney, who later took as his associate, Professor Charles L. Norton of Massachusetts Institute of Technology. On December 3, 1907, the H. W. Johns-Manville Company took over the plant as the Asbestos Wood Company with Professor Norton as President, T. F. Manville, as Treasurer, and W. R. Seigle, the present Chairman of the Board of Johns-Manvills, as Manager. S. A. Williams, who is now Vice President in charge of Factories and Mines, became Manager in 1909 and was succeeded by Gordon Rignal two years later. J. C. MacIldowie came in 1913 and is the present Manager.

The first rigid asbestos product was flat Transite. This was made on a hydraulic press which is still in use. It made sheets 36 inches wide by 48 inches long and of various thicknesses. From these sheets shingles were first made by sawing to the desired size. Ridge Roll were also cut from these sheets and then put on forms and moulded. In 1908 a larger press was installed which made sheets of 42 inches by 96 inches, and from this press and the small one, smoke jacks, ducts and ventilator material were moulded and assembled.

The year 1910 saw a new building erected which was known as

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The Johns-Manville plant is the first thing to greet the visitor to Nashua, for the factory shingle mill is opposite the station. This side of the building is curved, as the photograph shows. At the left of the shingle building is the compressing department.

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NASHUA EMPLOYEES LIKE THEIR JOBS

Steady Work With Fair Pay Has Kept Plant Turnover Down

In 1907 sixteen employees started making asbestos products at Nashua. Today there are 500 at the plant. About one-third are of French-Canadian parentage, and the others represent many nationalities. Practically all of them were residents of Nashua before being hired, as hardly any floaters come through the city.

Nashua has a loyal organization, judging from the service records of the employees as shown on the preceding page. Although the work is heavy and dirty, the pay is slightly higher than at some of the other local plants and the work has been very steady since before the war. Steady work with fair wages under broad-minded supervision has made the plant pleasant to work in. This in turn has kept the turnover down, the turnover for the first six months of 1929 having been only 20 per cent on a yearly basis.

During the noon lunch hour the plant is practically deserted as most of the employees go home to eat. Although they do not live in company homes, most of them live close enough so they have ample time for lunch.

During the summer inter-factory baseball games are played, and during the winter competitive bridge tournaments and bowling are enjoyed.



The Office employees. On steps, left to right: Leo Griffin, Richard Duncklee, R. M. Woodward, Hel Russell, E. C. Hopkins, Mrs. Lora Gibson, W. E. Dane, Cecile St. Onge, George Smolak, Frank Finch, Ce Maynard, J. C. MacIldowie, W. R. Kelty, Dorothy Ruf, Florence Baybutt. On the ground: E. M. Bruce, R Bruce, Kenneth Durant, Ralph Lemire, John E. Donnelly, Norman Jeannotte, Eleanor Wallace, Aur Jeannotte, Mildred McCullough, Agnes Sughrue, Alida Levesque, Rose Davis, Richard Farrell, John Ler ery, Carroll White, Fred Sherwin, Ralph Upham, Edgar Everett, Edgar Lemire. W. B. Hill, E. W. Lesli W. W. Hills, Mrs. Richard Duncklee, Mrs. Ralph Rock, and Maurice Daniels of the office force were a sent when this photograph was taken.

A club has been formed among the office employees for educational and social purposes.

Many Ideas Submitted

Up to a month ago the Nashua employees had submitted 306 suggestions under the Suggestion Plan. Of these, 136 or 45 per cent of the total, were accepted. These figures mean that an average of 61 out of every 100 employees submitted suggestions, and 27 of every 100 had theirs accepted.

NASHUA SUPPLIES MANY INDUSTRIES

Some of the larger orders being completed at Nashua Factory are: one for 30 carloads of corrugated Transite for Ford Motor Company, Wilmington, Calif.; 30 carloads of flat and corrugated Transite for the Rockaway Beach Operating Company, Rockaway Beach, L. I.; and a single shingle order for 10 carloads for the Ormsby Roofing Company for a U. S. Naval Hospital Building.

A shipment of 60 carloads Transite was made some tim ago for the new General Moto plant in Brazil. This order i volved a great deal of work, t crating requiring about 10 ca loads of lumber.

Also, an order was received f 50 carloads of corrugated a Transite sheets for the Manhatt Beach Bathing Parks Corporatio This is a similar proposition the order of 30 carloads which being shipped to the Rockaw Beach Operating Company.



The original plant, with the first tank house at the right of the chimney. This site is built up now. Only the shell of the original building remains, and it conforms in design to the other buildings.

PERSONALS

JOSEPH LAFLASH, electric tr driver in the Shingle Mill, was injured June 13, is improv rapidly in a local hospital.

MR. AND MRS. ARTHUR BR are the proud parents of a born June 19. Mr. Brunt is cl of the Compressing Departm

MISS MILDRED MCCULLOU stenographer, was given a p June 27, at the home of M AURIE JEANNOTTE. Miss McCu ough is to be married to HARO WELLS of Nashua. She was p sented with an automatic elect toaster by the girls in the offi Refreshments and games were joyed.

HOWARD MOORE, assistant fo man of shingle machines, was for a month, but is now impr ing.

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A group of Nashua Foremen. Left to right on steps: Stephen Bohan, Night Foreman, Press Department; R. M. Woodward, Factory Superintendent; Neal Black, Night Foreman; J. C. MacIldowie, Manager; Louis Morin, Sanders; Fred Gagnon, Specialty. Front row: John Sullivan, Press; Henry Perkins, Smoke Jack; Joseph Morin, Punch; Wm. Gallagher, Packing and Shipping; W. B. Hoitt, Tank House; Frank Wilson, Shingle Machines; John Farrell, General Shingle; James McInnis, Ebony Saws; Charles Boucher, Yard; Frank Barry, General Transite and Ebony; Fred McKeown, Night Ebony Saws; and Gerry Walker, Box Shop. Ray Canfield, Electrobestos, and Fred Prunier, Plant Engineer, were away on business.

WALTER MCQUADE, consulting architect of New York, was a Nashua visitor July 1 on shingle color development.

ARTHUR SAUNDERS has resumed his duties as chemist, after spending six months in Belgium.

SHIPMENTS GROW

Shipments from Nashua in 1928 totaled 2,542 cars, compared with 2,446 the year before. The shipments were made approximately as follows: 86,000,000 pounds by freight, 1,000,000 by express, 24,000 by parcel post and 2,200,000 by auto truck.

About 1,350 cars of raw materials are received annually.

Shipping facilities are excellent on account of having local railroad lines going in all directions. Export shipments as well as those to the Pacific Coast, are sent by rail to Boston or New York and then by water.

Executives Visit Plant

President Lewis H. Brown and Vice President S. A. Williams made a plant inspection at Nashua on July 20. Mr. Brown gave a very inspiring talk to a group of factory men.

Nashua Defeats Judson

The Asbestos Wood team at Nashua Factory defeated the Judson, N. H., team July 2, 11 to 4.

PRODUCTS MADE ONLY AT NASHUA

A number of the J-M products are made exclusively at Nashua. These are Asbestos Ebony, Moulded Electrobestos, Moulded Ebony, Water Resisting Corrugated, Water Resisting Transite, Black Transite, Wall Tile, Corner Roll, Transite Encased Wood, Special Cell Structure Stock, and Transite for imitation Stucco. Other materials made, but not exclusively, are Standard Transite, Corrugated Transite, and Rigid Shingles. Some kinds of Rigid Shingles are made only at Nashua.

Asbestos Ebony has the largest commodity output. A large force of men is working day and night, either making standard sheets or machining sheets to different dimensions as required on orders. Corrugated Transite and Rigid Shingles are next in prominence.

A new fibre separator is being installed in the Wood Mill, which will allow production to be increased on the presses.

KEEN INTEREST IS TAKEN IN SAFETY

Monthly Inspection and Meeting Included in Program

Much interest is taken in Safety work, both by the local Management and by the employees. A committee known as the Safety Council was formed the first of the year, and is made up of E. C. Hopkins, Safety Supervisor, and A. J. LaMarche, Secretary, and the following working councilmen:

Wm. B. Hoitt, Production Control; Thomas Sullivan, assistant foreman, Punch Department; Gilbert Dumas, shingle machine operator; Thomas Hitchens, Electrobestos pressman; David Sullivan, Ebony inspector; Wilfred Maynard, Sander operator; John Currie, Press Department; Joseph Vigneault, sub-foreman, Erection and Repair Department; and Arthur Smith, stock man, Smoke Jack Department.

A thorough plant inspection is made every month by three members of the Council. This inspection is then followed by a meeting of the entire Council with the Plant Manager. In the first seven months of this year 54 recommendations were made and properly attended to without exception.

When an accident occurs in the plant the Safety Council representative of the department in which it happens notifies the Secretary of the Council and they



The Nashua office, which is the last addition to the original Asbestos Wood Company. All the buildings are of this type, with plenty of windows and with sides of hexagonal shingles.

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A group of old-timers. The tallest man, in the center, is Michael Gilmore, the oldest employee in service at Nashua. Of the five men sitting on top of the press, the first (left to right), is John Belcourt, the third, Joseph Morin, and the fifth, Fred Prunier.

investigate the cause with the department foreman. After the investigation any recommendations are recorded and turned over to the foreman and later taken up at the regular meeting. So far no competitive departmental work has been attempted.

A gradual decrease in the number of accidents has been noted, the average per month for 1927 having been 6.00, for 1928, 6.25, and for 1929, 5.12.

The frequency for the first six months of 1929 averaged 39. and the severity .29.

Oldest J-M Plant

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the Asbestos Shingle Company building. Here the first rigid shingles were made but in 1910 the shingles came only in gray, red or brown and all of them were flat. At the present time there are many colors and shapes of shingles.

Among the important developments in the shingle line have been machines for proper distribution of slate on shingles, tapered shingles and pitted shingles. The pitted shingles were patented by Mr. MacIldowie and are one of the best sellers.

The first experiments with Ebony were made by Professor Norton and Mr. Seigle by using different compounds in a small open kettle out of doors. This was later done in a similar manner but on a larger scale in the original Tank House.

Wood was the fuel at that time so the stock had to be left in for weeks. Later developments in Ebony include the apparatus for preparing all ingredients and the improved method of finishing. This was patented by Mr. MacIldowie and has greatly increased sales, putting Ebony sales in first place at Nashua.

Mr. Williams obtained the patent on corrugated Transite, and the first sheet was run June 4, 1921. Sales in corrugated increased steadily, and the material was soon produced in a water-resisting form which also developed very fast.

Electrobestos was brought to Nashua in 1918, when the New York Compressing Company was purchased and transferred. Electrobestos was the only material made in that department until 1921, when Moulded Ebony was first put in the market. These two materials have shown a large gain. In the first six months of this year 50 per cent more moulds were made than in all of 1928.

The supervisory personnel has been developed around a group of men and women who grew up with the business. Mr. MacIldowie, during his 16 years of service at Nashua, has gained the respect of each and every employee. Under his guidance men have worked at the plant for five and ten years. In that time Nashua has strengthened its reputation for quality and promptness of shipments.

Mr. MacIldowie has been ably assisted in the last 10 years by R. M. Woodward as Production Superintendent.

Sub-Foreman Marries

Miss Lillian H. Hazelton and Joseph Gates were united in marriage Saturday evening, July 20, at the home of the bride's parents. Miss Helen Parker was the maid of honor and Arthur Williams best man.

Mr. Gates is sub-foreman in the Compressing Department at Nashua and Mr. Williams pressman in the same department. Mr.



Mr. and Mrs. Joseph Gates, who were recently married at Nashua, and (at right) Arthur Williams, their best man.

Gates was presented with a clock by the department employees when he returned to work.



This picture, taken back in 1910, *shows some of Nashua's present foremen. The sixth from the left, sitting on the pile, is Fred McKeown; the sixth man standing in front of the pile is Frank Barry; the fifth in the front row is John Sullivan; the sixth is Stephen Bohan; the tenth, Henry Perkins; the thirteenth, Charles Boucher; the forteenth, Louis Morin. Many of the others in the picture are still working.*

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