JOHNS-MANVILLE

JOBHOLDERS

KNOW THEIR BUSINESS

Compliments of the Manville, N. J.

Factory • Johns-Manville Corporation

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J-M Jobholders Know Their Business

In the Manville, N. J., factory and Research Laboratories of Johns-Manville, the skill of more than three thousand men and women is daily producing almost a thousand different products used to provide greater efficiency, and to increase economy, comfort and protection in homes and industries throughout the world. The photograph above shows workmen giving individual inspection to every asbestos shingle produced in this huge Manville plant. This scene is typical of the extreme care exercised in the manufacture of all of the many J-M products as the three thousand J-M jobholders in this plant apply the knowledge and skill built up through many years of manufacturing experience. In this booklet is presented some of the 83-year history of Johns-Manville and of this Manville, N. J., plant, together with a brief story of how the experience and resourcefulness of J-M men and women have united to transform four basic raw materials into more than one thousand useful products, the manufacture and sale of which today provides a livelihood for more than 12,000 families in the world-wide Johns-Manville organization.

ASBESTOS

The Magic Mineral

This is a sample of crude asbestos fibre, just as it is beaten from the rock that is taken from the world's largest asbestos mine operated by Johns-Manville at the little town of Asbestos, in the Province of Quebec, Canada. From such asbestos fibre is manufactured a wide line of products, which range all the way from the finest grade of asbestos paper to the sturdiest, heavy-duty brake linings.

The page on which these words are printed is made from just such fibre as the sample above. Imagine! Paper made from rock!

Touch a lighted match to the corner of this page. The soot will turn it black but the flame will not burn it! Make this test for yourself and see how helpless fire is against the magic shield of this strange and useful mineral.

Asbestos is one of four basic raw materials used in most of the more than one thousand products which Johns-Manville manufactures for the control of heat, cold, sound and motion, and to protect against fire, weather and wear. The other three raw materials are diatomaceous earth, dolomite rock and asphalt.

The ancient Tartars believed asbestos to be the skin of the Salamander, fabled reptile that lived in fire. The Romans wove asbestos strands into shrouds and used it to preserve the ashes of their dead from loss in the debris of the funeral pyre. Charlemagne averted a war with Harun-Al-Rachid, Emperor of the East, by cleansing an asbestos tablecloth *with fire* before the startled eyes of the moslem envoys, who, awed by this display of "magic" reported to their Emperor he could not hope to win a war with such a great magician.

Today's "magic" is perhaps less spectacular but is far greater in importance to the comforts and progress of civilization, for Johns-Manville jobholders have discovered countless ways this mineral can be utilized to safeguard man's property and add to his security and comfort. Under every roof, within the walls of every building, from the

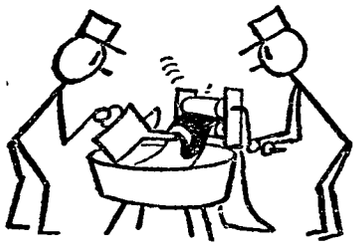
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largest of industrial plants to the most modest of homes, there is property to be protected by Johns-Manville asbestos products which include Built-Up Asbestos Roofs for business structures; Roofing and Siding Shingles for homes; long-lasting industrial roofing and siding known as Transite; beautiful and serviceable J-M Wall Boards for kitchens, bathrooms and other rooms in the homes; non-tuberculating and corrosion-resistant Transite pipe for water transportation, electrical conduit and many other industrial uses; J-M Brake Linings for automobiles and heavy industrial equipment; various types of insulations to conserve heat, and many other products.

These products enjoy a world-wide reputation for quality, because of the skill and "pride of workmanship" of Johns-Manville jobholders.

Woven into felts by employees who strive to make good products because they know that the man who works for a *successful* company need have no fear of job security, the magic mineral has been a major factor in earning for Johns-Manville Built-Up Asbestos Roofs an established record of durability, with a minimum of maintenance, against all the natural enemies of roofing life.

The roofing and siding shingles which Johns-Manville jobholders make for the home faithfully reproduce the beauty of wood, yet are fire-proof, rotproof, and as everlasting as the magic mineral itself.



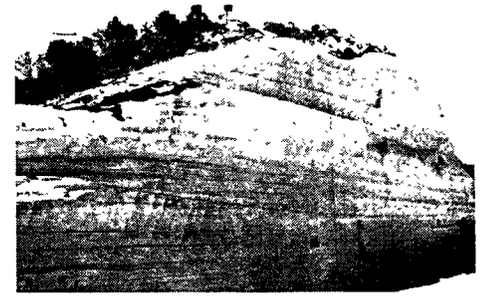
Two men making roofing with the aid of a clothes wringer started Johns-Manville 83 years ago. Today there are more than 10,000 J-M jobholders.

By combining asbestos with Portland cement, trained Johns-Manville employees make Transite, a material of exceptional structural strength which is made into the corrugated roofing and sidings which are fire-proof, impervious to weather and highly resistant to industrial fumes, smoke and dirt.

In the form of non-metallic pressure pipe, J-M Transite has made an outstanding contribution to water transportation. Immune to electrolysis, unusually resistant to all forms of interior and exterior soil corrosion, Transite Asbestos pipe is reducing water-carrying costs all over the country. And Transite's uses are being extended almost daily. Office partitioning, fire-proof marine panels, electrical conduit, corrosion-resistant flues and stacks for venting industrial fumes, are all among its recent uses.

By fabricating asbestos into fire-proof brake linings, Johns-Manville employees help bring motion under full control and thereby contribute to the safety and progress of a nation which is becoming more and more motorized with the increasing demand for speed in passenger and freight transportation.

Diatomaceous Earth — A Wonder-Working "White Gold"



The world's largest and most uniform deposit of pure diatomaceous earth. A Johns-Manville property, this Celite deposit, near Lompoc, California, provides one of J-M's basic raw materials and is manufactured by skilled J-M jobholders into exceptionally efficient high temperature insulations.

To get another basic raw material, Johns-Manville digs into a mountain of tiny skeletons to produce a wonder-working "white gold" — diatomaceous earth, better known as Celite. The fossilized remains of microscopic sea plants called diatoms settled to the bottom of the sea millions of years ago along the shores of California. With the passing of time the water receded and left them piled mountain-high over a large portion of Santa Barbara County. Today, the J-M quarries at Lompoc are in the largest uniform deposit of pure diatomaceous earth(Celite) so far discovered.

The diatom skeletons are processed on the spot by Johns-Manville for use in manufacturing insulation materials, filter aids and fillers. Because of the general utility of the diatom, the Johns-Manville operation at Lompoc, aided by research and enterprise, has turned the barren Celite deposit into the largest industry in Santa Barbara County. It provides jobs for more than 300 men, most of whom are tax-paying heads of families. Today, the diatom is used by Johns-Manville in making Superex Insulating Blocks and Sil-O-Cel brick, powder and concrete insulations for heated equipment operating at temperatures up to 3000° Farenheit. Also, the diatom — and the research devoted by Johns-Manville men to developing its properties — has been responsible for revolutionizing industry's clarification processes. Thanks to the use of Celite as an aid in filtering, we can today have purer sugar, clearer beer, wines and fruit juices and more efficient cleaning fluids. Furthermore, the chemical inertness, great bulk per unit of weight and high porosity, make Celite a better, more economic mineral filler for countless products such as battery boxes, insecticides, phonograph records, flooring and roofing materials, asphalt pavings, bituminous enamels, paints and varnishes, depilatories and even match heads.

This amazing organism is quite invisible to the naked eye, yet its family numbers 8,000 varieties. A plant—yet it moves—and has a silica covering or "shell." Under the microscope it assumes strange, fantastic shapes—like snow crystals on a window pane.

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Rock Made Into Wool-like Insulations

For the control of heat, cold and sound, Johns-Manville uses special rock as a raw material to produce Rock Wool from a man-made volcano. This special rock is melted under terrific heat and subjected to steam pressure which blows it into the silken rock fibres known as Rock Wool.



The molten rock pours from the cupola into a jet of live steam which literally "blows" it into particles of Rock Wool. The particles settle like snowflakes.

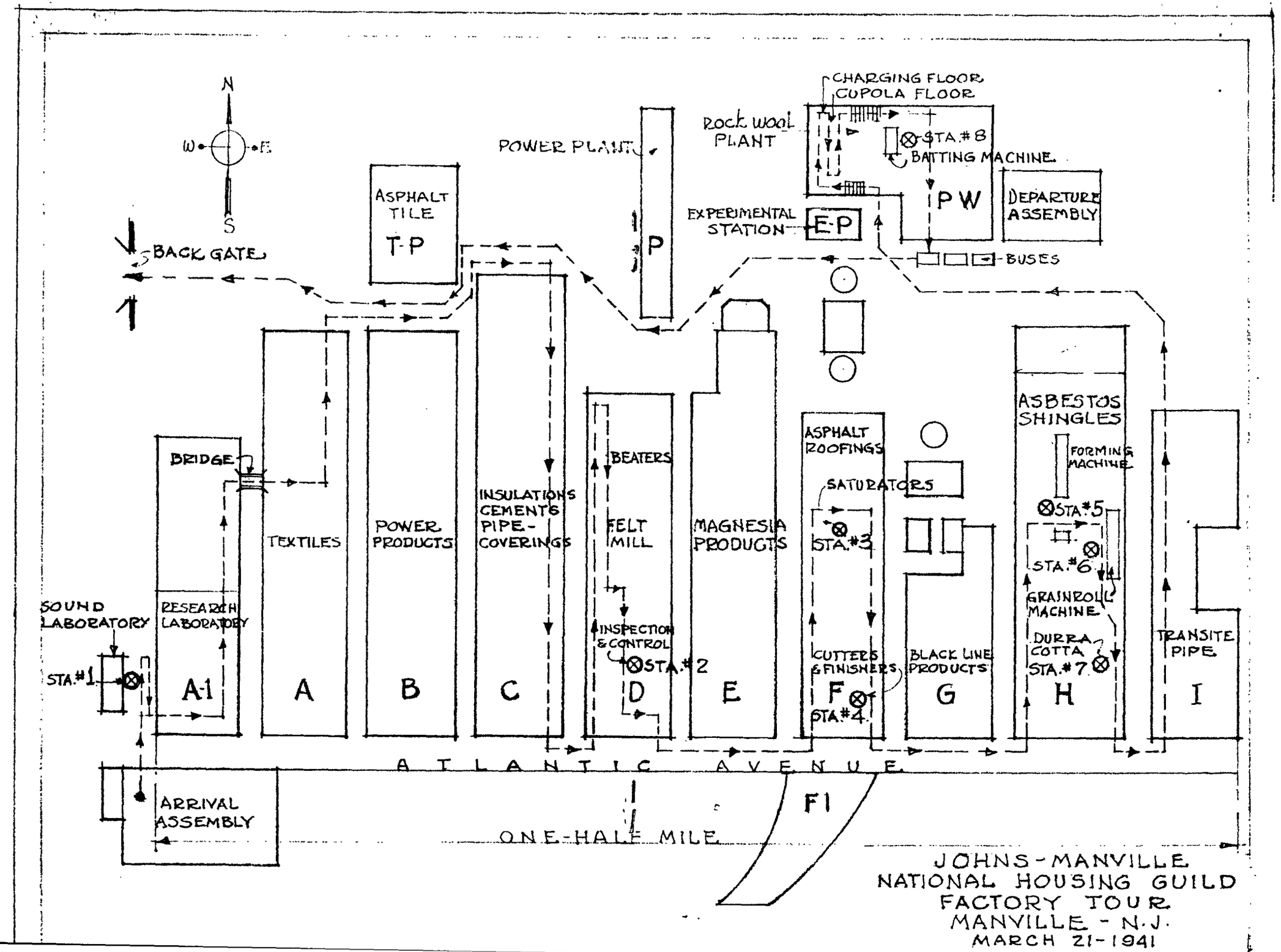
Rock Wool, when used as home insulation in the hollow wall spaces and attics of today's homes, assures all-year living comfort such as a King's palace never enjoyed in the olden days. This remarkably versatile material is also used in the manufacture of special insulations for sound-absorbent material in J-M products for the quieting of noise in hospitals, offices, restaurants, broadcasting studios and theatres; and as the chief constituent in J-M Rock Cork, the highly efficient and permanent insulation in sheet or pipe covering form for use around refrigerated spaces and other low temperature areas.

Equal in insulating value to eleven feet of stone, three inches of Rock Wool between the inner and outer walls of a house will make it up to 15° cooler in hottest weather. And it will help maintain cozy warmth in every room during the winter — with savings up to 30 percent in fuel.

Asphalt, too, is Important Raw Material

Asphalt in its purest form, produced in America's oil refineries, is another important basic raw material which Johns-Manville jobholders use in the fabrication of many J-M products. Thousands of tons of asphalt are used each year in the manufacture of roofing shingles of great beauty and durability; as the water-proofing agent in Built-Up roofs; in decorative tile flooring and industrial flooring and as a principal constituent of modern bridge-surfacing materials.

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Part of the crowd of 4,500 people who took part in a recent J-M Club Field Day celebration at the Manville, N. J. Johns-Manville plant.

Manville, N. J. Factory is J-M's Largest Plant

The Manville, N. J., factory is the largest of all Johns-Manville plants operated at 17 locations in the United States, Canada, and Moll Donck, Belgium. It was placed in operation in 1912 and observed its silver jubilee in July, 1937.

This large plant consists of twelve, one-story factory buildings and one office building, altogether occupying approximately 1,400,000 square feet of floor space. A separate power house is operated in conjunction with the plant.

The Manville factory produces practically all types of the company's line of more than one thousand products including: asbestos textiles, packings, friction materials, insulating materials, asbestos paper and millboard, asphalt and asbestos-cement roofings and shingles, roof cements and putties, flooring materials, asbestos-cement sidings, Rock Wool insulation, Transite pipe and conduit.

More than 10,000 cars of manufactured products are shipped from this factory each year and this is augmented by more than 20,000 truck loads of products expressed annually. Employment is provided for well

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over 2,000 men and women, the most of whom live in Manville or other Somerset county towns. More than $5,000,000 a year is put into local community circulation by the Manville factory in the form of payrolls, taxes and the purchase of supplies.

Many questions are asked by visitors about the power plant and company fire department. The factory has a steam consumption of about 65,000,000 pounds each month. It has an 8,000-pound boiler capacity and operates the third largest power plant in the state of New Jersey. Its electric load averages 2,000,000 kilowats each month and its coal consumption is 3,200 tons monthly. Fifteen car loads of oil, containing a total of 150,000 gallons each, are consumed monthly in addition to the coal. The smoke stacks are 200 feet high.

To guard against the dangers of fire, the company maintains a Fire Department consisting of 3 pieces of rolling equipment. The company Fire Department, manned by volunteers from among the employees, has 5,800 feet of 2½-inch hose with a pump water pressure of 100 pounds. A supply of chemicals for fighting oil or electric fires is kept on hand.



White heat! That is not flame coming from this electric induction furnace in the Manville Research Laboratories. It is white heat, with a temperature of 3200° and is used for testing the softening point of J-M refractory cements and materials.

The Manville, N. J., factory is located within 35 miles of New York City, and is closely linked with the economic development of the community in which it is situated.

The history of the Borough of Manville, as recalled by those who have watched it grow from a few scattered farms, at the time J-M built its Manville Factory in 1912, to a thriving little community of more than 7,000 inhabitants, is a remarkable story of enterprise and community spirit in which the company joined with local residents.

The local payrolls, alone, put into circulation by the J-M Manville Factory in the community exceeds $400,000 on an average month. Some idea of the growth of the factory and the community may be gleaned by comparison with the company's first payroll for the first five men employed during May, 1912, which totaled $91.92.

One of the most modernly equipped factories in the east, the J-M Manville Plant is visited by hundreds of persons each year. Whole classes of high school students from New York City often visit the location to study industrial organization and production first hand, under the personal direction of their teachers. J-M customers and business men swell the ever-growing ranks of plant visitors.

J-M Research Leads the Field

The large General Research Laboratories of Johns-Manville are the world's leading laboratories in their field. Here, approximately half a million dollars are spent annually in research and development work carried on by 170 technicians guided by a staff of expert research engineers. Their work is co-ordinated with a progressive Factory Development program.

Evidence of the far reaching results of Johns-Manville research is seen in the fact that more than half of J-M sales are of products which have been added to the line by the company's research, expansion and factory development program of the previous 12 years.

The recent development of Marinite, Marine Sheathing and Stonefelt have been three outstanding examples of the achievements of these laboratories and J-M factories. Stonefelt is used as an insulation for railroad cars and for airplanes. Marinite and Marine Sheathing have found instantaneous and wide acceptance in fireproof ship construction and Marinite also is used for certain types of industrial insulation. The development of these three new products necessitated the establishment of two new J-M plants in 1939, with the consequent employment of several hundred more persons, and the expenditure of many thousands of dollars in the communities in which they are situated.

Business Founded Before the Civil War

Behind all of the products now marketed by Johns-Manville, is the cumulative business experience of a company founded before the War Between The States. The business was founded as the H. W. Johns Manufacturing Company in 1858 in a New York City basement where the founder, H. W. Johns, and a helper used to make roofing with the aid of a clothes wringer. In 1901, the Manville Covering Company of Milwaukee, which had been started in 1886, was merged with the H. W. Johns Manufacturing Company under the firm name of the H. W. Johns-Manville Company. In 1920, the initials were dropped and the company became known as Johns-Manville, Incorporated. In 1927, the present period of wide-spread public ownership of the company was inaugurated. The company became known simply as Johns-Manville Corporation and it is now owned by more than 8,000 stockholders in all walks of life throughout the United States and other parts of the world.

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Manville Jobholders Active in Community Affairs

Many jobholders in the Manville factory of Johns-Manville take an active part in civic affairs in various Somerset county communities surrounding the plant, there having been represented in the plant personnel from time to time Mayors of some of these towns, members of town councils, members of chambers of commerce, and members of other civic and community groups. One Manville factory employee was recently elected a member of the New Jersey State Legislature.

The J-M Club, an organization of plant employees with a plant-wide membership, is active in welfare work in the community and sponsors various types of social affairs. This club also is in charge of an annual plant Field Day in which the whole community participates.

There is a Credit Union, organized and operated by employees, in which members invest their money for emergency loans to plant workers.

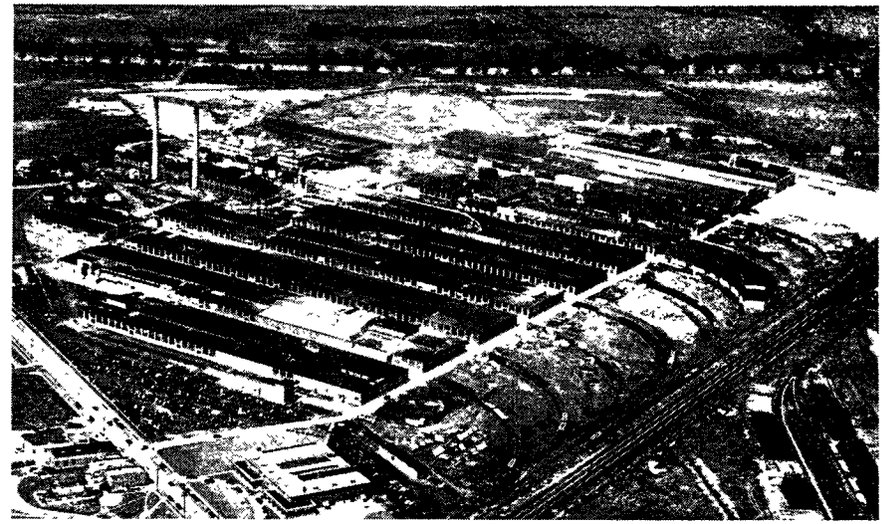
The company maintains a completely equipped first aid room and medical department, carries on a continuous safety campaign in charge of a trained safety engineer, and employs an industrial hygiene engineer whose full time is devoted to improving healthful working conditions as part of the company policy to make the plant a safe and healthful place to work. Johns-Manville has long had a policy of practicing collective bargaining, signing written contracts with the A. F. L., the C. I. O. or Independent Unions, when such a union represents a majority of the employees.

The company observes the 5-day, 40-hour week, and makes group life, health and accident insurance available to jobholders. Johns-Manville has announced a policy of hiring as many men over 40 years of age as are hired under that age, and a recent survey showed that 21.7 percent of all hourly paid plant workers in J-M factories are over 40 years old.

The company honors longevity of service in its Quarter Century Club, honor organization composed of J-M jobholders with more than 25 years of service. At the end of 1938 there were 300 Quarter Century Club members throughout the company, with some 80 other employees having had a total service in excess of 20 years.

Bowling, soft ball and football are among the sports in which J-M employees indulge in the communities in which their factories are located. Nearly every factory has its own softball or bowling league, and most of the plants have factory teams in the industrial athletic leagues of their respective localities.

Individual members among J-M factory jobholders are active in Rotary Clubs, Kiwanis Clubs, the Lions Clubs and similar civic organizations. Many J-M employees are members of the American Legion and the Veterans of Foreign Wars.



An aerial view of the Johns-Manville plant at Manville, New Jersey.

J-M Plants and Mines

The Johns-Manville plant at Manville, New Jersey, comprised of twelve separate factories, is one of the largest asbestos manufacturing operations in the world.

The complete list of Johns-Manville plants and mines follows:

PLANTS

MANVILLE, NEW JERSEY	WAUKEGAN, ILLINOIS
JARRATT, VIRGINIA	NASHUA, NEW HAMPSHIRE
MARRERO, LOUISIANA	LOS ANGELES, CALIFORNIA
REDWOOD CITY, CALIFORNIA	BILLERICA, MASSACHUSETTS
ALEXANDRIA, INDIANA	WATSON, CALIFORNIA
LOMPOC, CALIFORNIA	RICHMOND, INDIANA
ZELIENOPLE, PENNSYLVANIA	PITTSBURG, CALIFORNIA
ASBESTOS, QUEBEC	MOLL DONCK, BELGIUM

MINES

ASBESTOS, QUEBEC (Asbestos)
CHRYSOTILE, ARIZONA (Asbestos)
LOMPOC, CALIFORNIA (Diatomaceous Earth)

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