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ABSTRACT

This paper provides a brief overview of collective bargaining in public education in Indiana in 1975, the second year that school boards and teachers operated under a collective bargaining law. The authors analyze major factors and apparent trends related to bargaining and impasse issues, mediation and fact-finding practices, teacher strikes, and provisions of negotiated contracts. Throughout their discussion, the authors frequently compare the bargaining practices observed in 1975 with those of 1974, the first year the collective bargaining law was in effect. (Author/JG)

TEACHER NEGOTIATIONS IN INDIANA: THE SECOND FRUSTRATING YEAR

by

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A revised version of a paper presented at the National Conference of Professors of Educational Administration, Knoxville, Tennessee, August 1976.

This paper provides a brief overview of collective bargaining in public education in Indiana in 1975, the second year that school boards and teachers operated under a collective bargaining law.[1] The first year of bargaining under the law, 1974, had proven to be frustrating to both groups. Especially troublesome during 1974 were problems caused by the difference between "discussable" and "negotiable" items, the constraints on tax levies for schools as a result of frozen property tax rates, and the ostensible slowness of the Indiana Education Employment Relations Board in sending mediators to handle disputes.[2]

Bargaining and Impasse Issues

In 1975, 291 of the 305 districts in the state engaged in collective bargaining, an increase of 15 over the number the previous year.[3]

Tax levies still could not be increased and, consequently, financial issues predominated and led to several impasses. Many other issues, however, also resulted in impasses.

One such impasse was caused by representation issues. Impasses in this area, which declined 88 percent between 1974 and 1975, included unit clarification, the "twenty percent" petition for exclusive representation, decertification, majority recognition, and unit alteration. This decline could be expected since most of the serious representation issues had been resolved during the first year of bargaining.

Cases requiring mediation remained relatively stable, rising only eight percent above the number in 1974, while cases involving fact finding rose 62 percent. The increase in fact finding apparently was due to the desire of both teachers and boards to remove themselves from possible criticism for the final results attained during the collective bargaining process.

Cases involving unfair practices increased by 66 percent between 1974 and 1975. The major issue was refusal to bargain or to discuss on the part of the school board. In 32 cases, the issue was refusal to bargain; and in 25 cases, it was refusal to discuss. All these cases were based in whole or in part upon interpretations of "discuss" and "bargain." The remaining cases were varied: eleven involved allegations by teachers that boards unilaterally altered existing policies or proposals; eight involved charges of bad faith bargaining; four were concerned with charges of discrimination, intimidation, or interference; others involved refusal to meet with designated representatives, refusal to extend employment, refusal to provide information necessary to bargain, and contested recognition of a teacher organization.

The Discussable-Bargainable Issue

As noted, a majority of the unfair labor practice cases involved the issue of discussable versus bargainable items--in effect, the scope of bargaining. Such issues also strongly contributed to many demands for mediation and fact-finding. Thus, even though several interpretative decisions had been rendered by the Indiana Education Employment Relations Board on the meaning of "bargain" and "discuss," there was much confusion. It was estimated that from 50 to 60 percent of disputes were related in some measure to scope of bargaining.[4] The legislature had provided for bargaining--that is, dealing with matters that had to be included in the written contract--on salary, wages, hours, salary- and wage-related fringe benefits, and grievance procedures that could culminate in final and binding arbitration of unresolved issues. Under the law, other matters could be discussed; but the school employer, the board, was not required "to bargain collectively, negotiate or enter into a written contract concerning, or be subject to or enter into, impasse procedures."[5] Discussable items

included working conditions, except insofar as they involved the financial issues noted previously as bargainable; curriculum development and revision; textbook selection; teaching methods; selection, assignment, or promotion of personnel; student discipline; expulsion or supervision of students; pupil-teacher ratio; and class size or budget appropriations. Any items included in agreements made between school districts and teachers the year prior to the collective bargaining law would continue to be bargainable, even if they fell under the discussable rubric.

Although most boards were satisfied with the distinction between discussable and bargainable, teacher organizations made strong attempts to secure open-scope bargaining. The Indiana State Teachers Association lobbied strongly for a change in the law, and succeeded in enlisting the mild support of the Republican governor and the strong support of the House Democratic majority leader and the House Republican minority leader. A bill which eliminated a large portion of the discussable items passed the lower house, but failed to receive approval in the Senate, where it was opposed by a majority of the Republicans and a substantial number of conservative Democrats.[6]

Public Law 254

Public Law 254 was passed in the 1975 Indiana General Assembly session. This collective bargaining law covered all public employees except teachers, college professors, policemen, firemen, and professional engineers. It granted open-scope bargaining to groups covered by the law and was to become effective on January 1, 1976.[7] However, on February 4, 1976, this law was ruled unconstitutional by a Benton County, Indiana circuit court. The court held that the provisions of Public Law 254 which attempted to bar judicial review were unconstitutional, and that it was beyond the power of the legislature to deny the right of judicial review of administrative decisions.[8]

Mediation and Fact Finding

The tendency increased for participants in bargaining to view mediation as merely a step toward fact finding. Moreover, the teacher organizations and the boards often continued to criticize the apparent slowness with which the Indiana Educational Employment Relations Board (IEERB) sent mediators and fact finders to cases. In 1974 the Board had assumed that certain issues could be settled before actual mediation by having a preliminary investigation. Teacher organizations--both the Indiana State Teachers Association and the Indiana Federation of Teachers--disagreed. The former organization sued the IEERB in order to end its investigative process. In June, 1975 a county circuit court of appeals upheld the suit and ordered the Board to cease its investigative practices.[9]

In addition to the six regular staff members, 38 different people were used as ad hoc mediators. The ad hoc mediators handled 117 mediation cases, and the staff handled 25. June was the peak case load for mediation, and most cases were completed by the middle of August. The average number of working days between the filing of a request for mediation and the sending of a mediator was 3.7 days. Of the 142 mediation cases, 73 went to fact finding, 4 were mediated after fact finding, and 1 was withdrawn. Of the cases settled by mediation, 2 were mediated by telephone, and 53 were mediated by the mediator in person. These results are summarized in Table 1.

Fact finding began in June and reached its peak in July. Fact finding cases took longer to close than mediation cases, chiefly as a result of the amount of time spent by fact finders in preparing the reports. Of the 111 fact finding cases, the ad hoc mediators handled all but one, and the time between the filing of a request for a fact finder and the sending of a fact finder constituted 3.9 working days. Of these cases, 33 were mediated

successfully by the fact finder, three were settled by the parties involved before the fact finding report was released, and 53 were settled by the parties after the report was released. In 14 cases the parties went back to mediation after the report was released. One case went to artitration, three were followed by a strike, and two were still unresolved in mid-1976.

Table 2 is presented to show the time spent in formal sessions during mediation and fact finding. The ad hoc mediators spent an average of 2.55 sessions mediating. For unsuccessful mediation the average time spent for this group was 2.72 sessions, with two sessions at the mode. IEERB staff members spent an average of 1.85 sessions in successful mediation and 2.27 sessions in unsuccessful mediation. During mediation, the ad hoc group was successful in 35.5 percent of its cases, while the IEERB staff was successful in 28 percent. As measured by number of sessions and success rate, the ad hoc panelists appeared to be functioning as well as the IEERB staff members during mediation.

Fact finders spent on the average 1.41 sessions hearing reports. Generally, the greater number of sessions in fact finding than in mediation was due to the fact finders' attempting mediation. The success rate in terms of both sides reaching agreement was 82 percent—91 cases out of 111.

Strikes

Although the law governing collective bargaining in public education prohibits strikes, five districts in 1975 had strikes. In 1974 there were no strikes. The major issue in virtually all the districts was that of money, although also of importance was evaluation, class size, preparation time, voluntary extracurricular duties, grievance procedures, and a maintenance of standards clause. In Fort Wayne, the largest of the districts involved in a strike, some 1,300 of approximately 1,600 teachers were on strike for three

TABLE 1

MEDIATION CASES

	Frequency	Percent
Mediated by telephone	2	1.4
Mediated by Mediator	53	37.3
Went to Fact Finding	73	51.4
Withdrawn	1	0.8
Mediated after Fact Finding	4	2.8
Mediated after previous mediation and Fact Finding	9	6.3
TOTAL	142	

FACT FINDING CASES

Mediated by Fact Finder	33	29.7
Settled by parties before report	2	1.8
Settled by parties after report	53	47.7
Went to Mediation after report	14	12.6
Settled after strike	3	2.8
Withdraw	2	1.8
Settled by parties before Fact Finder entered	1	0.9
Arbitration	1	0.9
Still in Fact Finding	2	1.8
TOTAL	111	

Source: Indiana Educational Employment Relations Board, Public Law 217: Statistical Analysis for 1976 (Indianapolis: The Board, 1976).

TABLE 2

TIME SPENT IN MEDIATION AND FACT FINDING

MEDIATION

SESSIONS	CASES SETTLED AD HOC	CASES SETTLED STAFF	CASES NOT SETTLED AD HOC	CASES NOT SETTLED STAFF
0 (phone)	1	2	1	
1	9	1	14	5
2	11	1	19	6
3	8	2	17	4
4	4		7	3
5	4		10	
6	1	1		
7			1	
TOTAL	38	7	69	18

FACT FINDING

SESSIONS	CASES SETTLED AD HOC	CASES SETTLED STAFF	CASES NOT SETTLED AD HOC	CASES NOT SETTLED STAFF
0 (phone withdrawn)	5			
1	61		12	
2	16		5	1
3	3		1	
4	4		1	
5	1 (by phone)			
6	1			
7	0			
TOTAL	91		19	1

Source: Indiana Educational Employment Relations Board, Public Law 217: Statistical Analysis for 1976 (Indianapolis: The Board, 1976).

days in September. In Lafayette 400 of 500 teachers struck for six days in October and November. In Marion some 340 of 400 teachers went out in early September for two and a half days. In Jennings all schools were closed when 82 percent of the 187 teachers went on strike for seven days in early October and, in Northwest Allen County, all schools were closed when 104 of 121 teachers struck during the second week of October.

The Negotiated Contracts

In non-economic benefits resulting from bargaining in 1975, there appeared to be no change in the basic power relationships between teachers and boards. In terms of money, the average increase between 1974 and 1975 for holders of Bachelors degrees, without increments, was 6.61 percent, and with increments, 9.19 percent. The average increase for holders of Masters degrees was 6.77 percent without increments and 9.51 percent with increments.

Range in base Bachelors degree salary was $7,300-$9,500 in the state in 1975; in top Bachelors, $14,550-$15,288; in base Masters, $8,050-$10,010; in top Masters, $11,720-$17,108.

Conclusion

The second year under the law proved as frustrating as the first year to participants. The limitations on tax levies did not allow salaries to rise as steeply as the cost of living, at least in the minds of teachers. Moreover, the discussable-bargainable distinction remained a barrier for teachers who expected to attain greater power in educational decision-making. In both cases the ultimate solutions lie not in bargaining itself but in the actions of the governor and the legislature. It is for this reason that both the Indiana State Teachers Association and the Indiana Federation of Teachers have not only accelerated their already active lobbying in the legislature but have prepared unprecedented political work in the coming elections. Furthermore, there

appears to be some evidence that the mediation process does not appear to be working well but that fact finding is gaining popularity.

Notes

1. Indiana, Code (1973), 20.7.5-1-1 to 20.7.5.-1-14 Indiana Public Law 217.

2. For a discussion of the problems in 1974, see: R.E. Munsterman and Roy R. Nasstrom, "Collective Bargaining in Indiana: A Year of Frustration." Paper presented at the National Conference of Professors of Educational Administration, Bozeman, Montana, August 1975. A revised version of the paper is included in American Association of School Administrators-National Academy of School Executives (Ed.), Program Notebook: Collective Bargaining in Education (Arlington Virginia: AASA-NASE, 1976).

3. Much of the statistical information in this report is derived from: Indiana Educational Employment Relations Board, Public Law 217: Statistical Analysis for 1976 (Indianapolis: The Board, 1976).

4. Journal and Courier (Lafayette), November 3, 1975.

5. See Code.

6. The Indianapolis Star, January 27, 1976.

7. Indiana, Code (1975), 22.6-4-1 to 22.6-4-13, Indiana Public Law 254.

8. See Warren v. Indiana Telephone Co. (1940), 217 Indiana 913, 26 N.E. 2d 399 (due process requires judicial review of the orders of an administrative body); Coleman v. City of Gary (1942), 220 Indiana 446, 44 N.E. 2d 101 (jurisdiction of courts to investigate action of administrative agency is not dependent on statutory authorization); Metropolitan Dev. Commission of Marion County v. Cullison (1972), - Ind. App. -, 277 N.E. 2d 905 (beyond power of legislature to deny the right of judicial review of an administrative decision); Joseph E. Seagram & Sons, Inc. v. Bd. of Com'rs., etc. (1943), 220 Ind. 604, 45 N.E. 2d 491; Slentz v. City of Fort Wayne (1954), 233 Ind. 226, 118 N.E. 2d 484 (legislature cannot deny courts their inherent power to review actions of

administrative agency); and Article I, Sec. 12 of the Indiana Constitution (every man, for injury to person, property or reputation, has a remedy by due course of law).

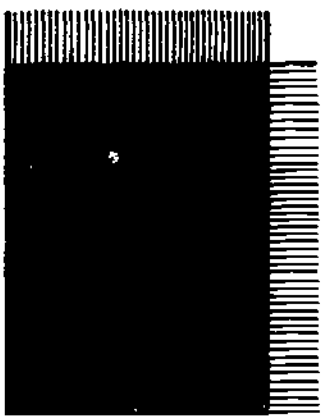
9. Indiana State Teachers Association v. Indiana Educational Employment Relations Board (Marion County Circuit Court, Indianapolis, Indiana, 1975).

8

CARPET CONSTRUCTION CHARACTERISTICS

A carpet construction specification prescribes how a carpet is to be manufactured without reference to its end use or performance. Here are the construction criteria you will look at most closely.

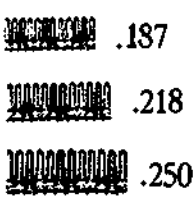
Magnification continuous filament yarn



Number of tufts per sq. inch is determined by multiplying needles corresponding to a particular pitch or gauge by rows or stitches per inch. Example: 1/8 gauge, 8 needles times 8 stitches per inch equals 64 tufts per square inch.

PILE HEIGHT

WIRE HEIGHT

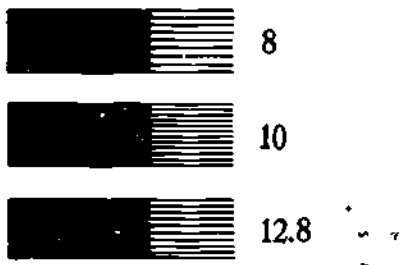


GAUGE (Tufted Fabric)

The distance between two needle points expressed in fractions of an inch.

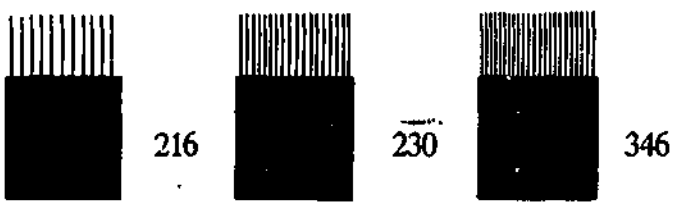
STITCHES

The number of lengthwise yarn tufts in one inch of carpet.



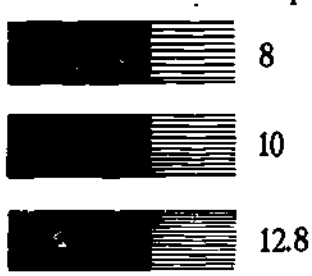
PITCH (Woven Fabric)

The number of siugle ends per 27 inches of width.



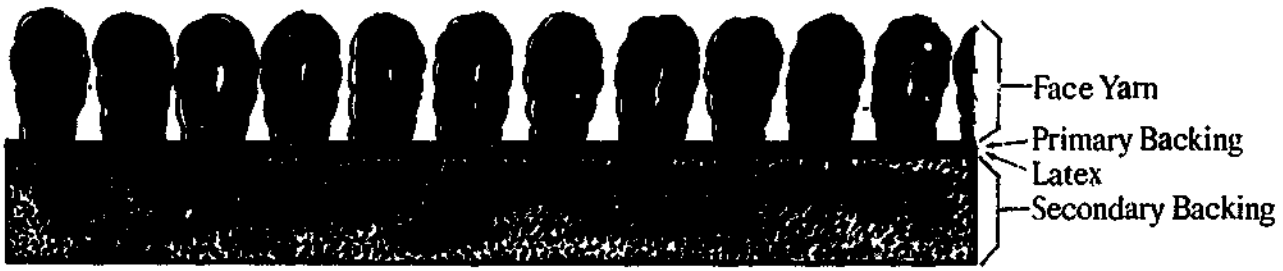
ROWS

The number of lengthwise yarn tufts in one inch of carpet.



Pitch to Gauge Conversions

Pitch	108	143.9	172.8	180	189	216	243	252	256	270	346
Needles	4	5.3	6.4	6.6	7	8	9	9.3	9.5	10	12.8
Gauge	1/4	3/16	5/32		9/64	1/8	1/9			1/10	5/64



FACE FIBER

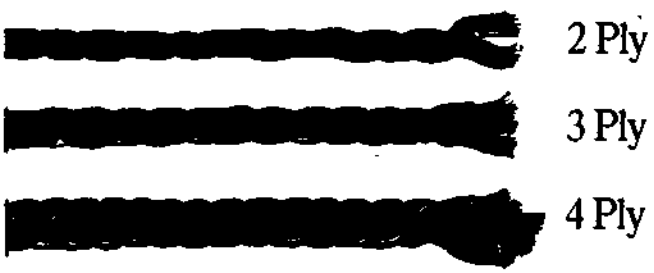
"the face yarn of carpet shall be pile of 100% 'Ultron' advanced generation nylon" or "the face yarn shall be advanced generation soil hiding, static resistant nylon fiber."

Pile Weight per Square Yard

Pile weight is measured in ounces per square yard. It is the amount of yarn used in the pile of the carpet, excluding the primary backing.

Total Weight
Pile weight + Latex + Backing
= Total Weight

YARN PLY

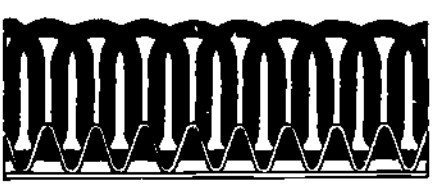


CONSTRUCTION METHODS


TUFTED


WILTON Weave


AXMINISTER Weave


KNITTED


VELVET Weave


FUSE-BONDED

SPECIAL REQUIREMENTS

BUDGET

The carpeting budget is usually the first item to be trimmed when budgets are being reviewed. Carpet takes as much abuse as any building material on the market and thus should be selected based on the performance requirements, not solely on a budgeted figure.

Ultron® nylon was engineered with "use cost" savings in mind. Longer effective life plus a high degree of soil hiding means reduced maintenance cost.

TEXTURE

Texture can be achieved by varying pile height, by a combination of cut and uncut tufts and by yarn size and construction. It should be noted that texture should never become more important than function. Under heavy traffic conditions and where roll casters are used, a low pile height, high density, level loop construction is recommended.

COLOR

Your color specification may be determined by function of area to be carpeted, by traffic, by the need to create a mood or atmosphere, by the color of the soil in your locality, or by a combination of all these factors. In general, the lighter colors, pale golds and off-whites, will exhibit soil more readily and require more frequent cleaning. This should be considered when planning colors for heavy traffic area.

TUFT BIND

A measure of how well the individual tufts are held in the structure of a carpet. The force required to pull the tuft out of the face of the carpet is determined utilizing Test Method ASTM D-1335 expressed in pounds. Tuft bind is obtained by proper application of the back coating. A single tuft should withstand a minimum of 6-8 pounds of force for most end use applications. Monsanto recommends a higher tuft bind when the possibility of deliberate ravelling exists such as in grade school installations.

Traffic Classification

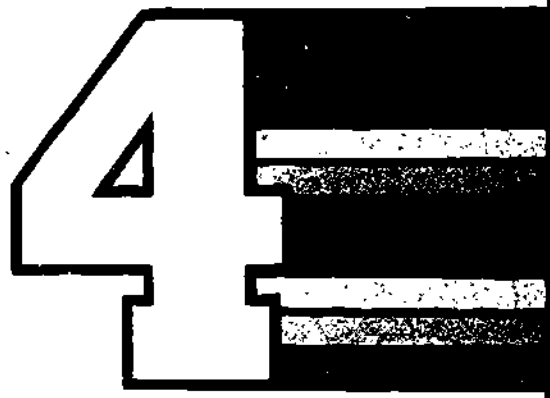
Typical traffic levels of commercial and institutional installations are listed below. Determination of the traffic conditions of your installation will be most helpful in developing specification criteria. (L-M) denotes light-medium traffic, (H) denotes heavy traffic.

CARPETED AREAS	TRAFFIC RATING
EDUCATIONAL+	
1. Schools & Colleges	
a. administration	L-M
b. classroom	H
c. dormitory	H
d. corridor	H*
e. cafeteria	H
f. libraries	L-M
2. Museums & Art Galleries	
a. display room	H
b. executive	L-M
c. lobby	H
MEDICAL+	
1. Health Care	
a. executive	L-M
b. patients room	H
c. lounge	H
d. nurses station	H
e. corridor	H*
f. lobby	H
COMMERCIAL+	
1. Banks	
a. executive	L-M
b. lobby	H
c. teller windows	H
d. corridors	H*
2. Retail Establishments	
a. aisle	H*
b. check-out	H
c. sales counter	H
d. smaller boutiques, etc.	H
e. window & display area	L-M
3. Office Buildings	
a. executive	L-M
b. clerical	H
c. corridor	H*
d. cafeteria	H
4. Supermarkets	H
5. Food Services	H

CARPETED AREAS	TRAFFIC RATING
RECREATIONAL+	
1. Recreation Areas	H
a. club house	H
b. locker room	H
c. swimming pool	H
d. recreational vehicles	H
e. boats	H
2. Theaters & Stadiums (Indoors)	H
3. Convention Centers	
a. auditorium	H
b. corridor	H*
c. lobby	H
TRANSPORTATION+	
1. Terminals	
a. corridor	H*
b. administration	L-M
c. ticket counter	H
MULTI-RESIDENTIAL+	
1. Apartments, Hotels & Motels	
a. lobby/public areas	H*
b. corridors	H
c. rooms	L-M
RELIGIOUS+	
1. Churches/Temples	
a. worship	L-M
b. meeting room	H
c. lobby	H

+Major Construction Categories

*If objects are to be rolled over an area of carpet, the carpet should be of maximum density to provide minimum resistance to rollers. For safety, select only level loop or low, level dense cut pile.



Density

Basically, density is a measure of the weight per unit volume of the face fiber in the carpet. By definition, it can be seen that this takes into consideration the height of the pile above the carpet backing as well as the weight of the yarn in a square yard of the face pile.

Obviously the denser the pile, the less weight each tuft of yarn must support. Therefore, carpets of denser pile generally give greater resistance to crushing and longer wear. The mathematical formula for calculating density and weight density is listed below:

$$\text{FHA DENSITY} = \frac{36 \times \text{Pile Wt.}}{\text{Pile height}}$$

EXAMPLE

$$\frac{36 \times 28\,\text{Oz.}}{.187} = 5390$$

$$\text{WT. DENSITY} = \text{FHA Density} = \text{Pile Yarn Weight}$$

EXAMPLE: 5390×28 oz. $= 150{,}920$

Typical face weight and recommended maximum pile height constructions are listed below along with the density factor:*

PILE WEIGHT	PILE HEIGHT	DENSITY
16 oz./yd.	.125	4608
20 oz./yd.	.140	5143
22 oz./yd.	.156	5077
24 oz./yd.	.187	4620
26 oz./yd.	.203	4610
28 oz./yd.	.218	4624
30 oz./yd.	.250	4320

Assuming that the yarn denier remains the same and the same machine gauge is employed, a drop in the pile height requires an increase in the stitches per inch to obtain the same face weight fabric. This will also increase the density.

EXAMPLE: 30 oz fabric with a .250 pile height—decrease pile height to .218—density factor is increased from 4320 to 4954.

*Recommendations are for Ultron® nylon carpets.

Installation Requirements

Often the carpet specifications relate directly to the type of installation. You'll want to specify a reliable, proven installation procedure that meets the requirements of the area involved. Factors to consider before making a final decision include:

1. Traffic Classification in terms of load and nature (foot traffic, wheeled equipment, etc.).
2. Acoustical requirements, heat transfer factor, and resiliency.
3. Dimensional stability.
4. Condition and type of subfloor.
5. Budget.

There are basically two types of commercial carpet installation methods. A specification will include one or both of the following techniques depending on the size of the area to be carpeted and the attributes you expect from the carpeting.

STRETCH-IN—TACKLESS

This is the conventional method of installing carpet by power stretching over a separate cushion. A padded carpet installation offers superior sound control, resilience, and added foot comfort.

This method is not recommended for large open areas where shifting and buckling could present a problem or in areas where heavy wheeled traffic is anticipated.

A tackless strip of water resistant plywood is employed to securely fasten the carpet to the floor.

DIRECT GLUE DOWN

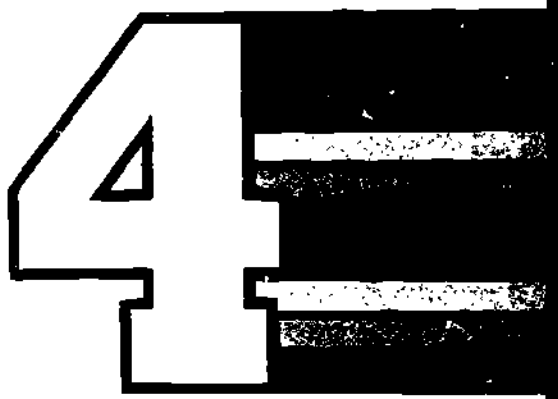
This method is recommended for large areas where heavy, wheeled traffic is anticipated and for maximum carpet stability. When the carpet is adhered directly to the floor, shifting and buckling is minimized and restretching is seldom necessary. This method also significantly reduces seam splitting and delamination problems. The initial cost of this method will usually be lower since padding purchase and padding installation are eliminated. You can minimize any loss of resilience, thermal and acoustical control by specifying correct pile density.

The direct glue down method will usually involve three basic types of carpet backing products: conventional back products—either jute or non-woven synthetic secondary back, an attached cushion back—usually high density foam rubber, or a unitary back—those finished with latex, polyvinyl chloride, or polyurethane compounds.

This method has been used effectively on all types of subflooring ranging from below-grade concrete, on-grade concrete, suspended concrete, suspended wood to existing resilient floors. Preparation of the subfloor is of primary importance when specifying this method.

SEAMING

The three main methods of seaming are heat seams, sewn seams, and latex seams. Regardless of seaming method used, all edges along seam must be sealed to prevent face yarn unravelling. Factors that influence location of seams are traffic, pile lay, economy in cutting/sewing and client satisfaction.



Maintenance

Programmed maintenance is the key to retaining the original appearance and texture of the carpet and thus extending the life expectancy. Maintenance is just as important to the life and appearance of carpet as fiber content, type of construction and method of installation. Regardless of the method used, the purpose is to keep the soil content to a minimum.

Since maintenance is so important, it should be considered and planned for before the carpet is even installed and the cost of maintenance, in terms of labor and equipment, should be considered as part of the total life cycle costing.

PLANNING

Just as your choice of fabric is based on the amount and type of traffic in a particular area, so is carpet maintenance in direct relation to the amount and type of traffic. Therefore, you can plan basic maintenance programs and schedules and purchase correct equipment during the specification period.

EQUIPMENT

Good carpet cleaning equipment is indispensable to an effective maintenance program. The type of equipment necessary will depend on the area to be cleaned and the cleaning frequencies required. The basic types of maintenance can be grouped into the following categories:

1) Preventive
2) Interim
3) Restoration

The following maintenance methods and equipment suggestions will help prolong the life of your carpet:

PREVENTIVE MAINTENANCE

Major carpet wear or abrasion is caused primarily by "dirt" and not foot traffic. Dry soil, i.e. sand, grit and other particles that are transported by foot traffic, have sharp cutting edges that when pressed repeatedly against the fiber can do extensive damage to the pile.

WALK-OFF MATS

As a matter of preventive maintenance, one method of reducing the amount of dry soil is to install walk-off mats at all entrances to collect dirt before it reaches the carpet inside. There are a number of commercially acceptable walk-off mats on the market. It is important that these mats be cleaned or changed frequently to maintain their effectiveness.

VACUUMING

Vacuuming methods and frequencies are fairly standard, but desirable frequencies are more difficult to establish. They depend to a great extent on the general layout of your project, the type of business it houses, the color of carpeting, traffic load and the type of outside soil commonly brought in by traffic.

A commercial upright vacuum machine with a beater action to agitate the soil from within the pile so it can be pulled out is recommended. Various size units are available for congested areas as well as the large open areas.

SPOT AND STAIN REMOVAL

Stains, usually resulting from accidental spillage, represent the greatest cleaning challenge. Identification and immediate action are the keys to effective stain removal procedures. The longer a stain sets, the more difficult it may be to remove. There are many excellent commercial spot removal kits on the market for the custodian to use. Most require no mixing or special skills and are very effective on almost any stain.

The use of walk-off mats, proper vacuuming and spot or stain removal are the essential daily requirements that represent the preventive aspects of the total maintenance program.

INTERIM MAINTENANCE

The interim maintenance procedures are primarily intended to surface clean and improve the appearance of the carpeting during the interim periods between major cleaning. These techniques are very effective in the high traffic areas.

PILE LIFTING

Prior to any carpet cleaning process, the carpet should be thoroughly vacuumed. A pile lifter (heavy duty vacuum with rotating brushes) is recommended to loosen caked solids and restore crushed pile. This will precondition the carpet to allow greater exposure of pile fiber for cleaning.

DRY COMPOUND CLEANING

There are three basic systems that are commonly used for interim maintenance: Absorbent dry cleaning compounds impregnated with solvents are used to absorb surface dirt. Compound is worked into the face fiber with a stiff brush or mechanically agitated. After the compound has dried completely it is vacuumed up.

DRY FOAM CLEANING

Dry foam machines are equipped with a pressure tank into which a detergent solution is poured. A compressor then converts the solution into a relatively dry foam fed through a revolving cylindrical brush. The brush thoroughly combs the foam through the pile to clean each tuft.

ROTARY BRUSH CLEANING

Applying a detergent solution with a rotary brush machine is the most commonly used method of wet cleaning carpet. Detergent is fed through a rotating brush which is about 16 inches in diameter. The brush agitates the solution into the carpet pile. It is important that the detergent "mix" which is applied be lots more foam than water to prevent over wetting. Most professional cleaners recommend following the shampoo immediately with wet pick-up vacuum to reduce drying time and remove suspended dirt. In addition, Monsanto testing has found that the use of dry absorbant pads used beneath the rotating brush after shampooing will greatly reduce the drying time.

RESTORATIVE MAINTENANCE

When carpet looks dirty or is no longer restored to near original appearance, a restorative maintenance procedure requires a thorough flushing of soil out of the carpet. Many installations will contract for this type of cleaning rather than invest in too much specialized equipment.

EXTRACTION CLEANING

Extraction cleaning injects the pile with a very hot water/detergent solution under pressure. The machine then immediately extracts the solution along with dirt and grime into a separate holding tank. Manufacturers claim between 70 and 80 percent moisture recovery. Total drying time will vary from 8 to 24 hours.

SET UP YOUR MAINTENANCE PROGRAM WITH HELP FROM MONSANTO

Expert help for setting up a carpet maintenance program for your installation is here waiting for you. Just contact the Contract Carpet Department, Monsanto, 320 Interstate North Parkway, Atlanta, Georgia 30339.

Since the most effective carpet decisions are made when the specifier fully understands the project requirements, the problem for many specifiers would be partly solved if a vehicle existed whereby the relevant details could be assembled in an orderly fashion. One suggested vehicle proposed by Monsanto is completion of a Space Analysis Work Sheet which is available from Monsanto on request. Once the proper information has been assembled, then and only then can a carpet specification be written. Information provided by means of the questionnaire presents the parameters of possible problems and helps define the goals and constraints. With such background, the specifier can write a specification and the manufacturers, based on their respective resources and experience, can submit bids for furnishing and installing the carpet.

For Space Analysis Work Sheets write:
Contract Carpet Department
Monsanto Textiles Company
300 Interstate North Parkway
Atlanta, Georgia 30339 (404) 955-4000

A Monsanto representative will be happy to review your completed work sheet and make fabric recommendations based on your specifications. If you desire such assistance, submit work sheets to the above address.

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