

RADIO, TV and RECORDING

TECHNICIAN-ENGINEER

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International
Brotherhood
Of Electrical
Workers (AFL)

Recent Cost-of-Living Figures Reveal Sectional Wage Differential Errors

BY D. W. TRACY, *President, International Brotherhood of Electrical Workers*

THE Bureau of Labor Statistics recently released its latest annual edition of "the city worker's family budget," which sets forth the results of a survey of the cost of providing a "modest but adequate" standard of living for a family of four in 34 American cities.

These figures throw a monkey wrench into any idea that it is cheaper to live in the South . . . or the idea that it costs more to live in a large city than in a smaller one. The former has often been used to justify lower wage rates in Southern industry.

The actual tabulation of living costs shows that sectional wage differentials do not give adequate or honest remedy to the problem of wage scales.

The most expensive place to live in the United States is the nation's capital, Washington, D. C. It costs about \$4,454 a year to support a family of four in the District of Columbia.

Next on the list is Milwaukee, Wis., with \$4,387.

Where do such major cities as New York and Chicago stand?

Chicago is about 15th on the list. New York is not among the first 20.

But to make the picture more topsy-turvy, booming cities like Los Angeles, Houston and Atlanta are high on the list. Atlanta stood at \$4,315 a year; a Los Angeles worker requires a minimum of \$4,311; in Houston \$4,304 is needed. Also in the top six is Richmond, Va., with a \$4,338 needed annually.

The Costliest Cities

Five out of the six costliest cities, therefore, are in relatively warm-climate areas, south of the Mason-Dixon Line.

Out of five cities with the highest food costs, four are in the Deep South. These include Savannah, Ga.; Mobile, Ala.; Atlanta, and Birmingham, Ala. The fifth is Seattle. The cost of food in these cities has literally zoomed since a tabulation in June, 1947. Five years ago, Atlanta was 21st on the list, Mobile was 19th, and Birmingham was 10th.

One explanation for the current high cost of eating in these cities lies in the fact that each of the states in

which they are located has imposed a three per cent sales tax on foods. Out of the dozen cities which are now at the bottom of the food cost list, only one has a sales tax on groceries.

The housing situation about the country is pretty much on a merry-go-round, too, the Bureau of Labor Statistics report reveals. For instance, in June, 1947, Houston, Tex., ranked about 32nd on a list of 34 representative cities in terms of the relative cost of housing. The state of Texas subsequently removed all controls on rents. Today, Houston is tied with Milwaukee for third place on the living costs list.

Quite a number of interesting facts are revealed by an examination of the budget figures for various cities. The average city worker in Buffalo, N. Y., required \$4,092; in Jacksonville, \$4,174; in Detroit, \$4,129; in Indianapolis, \$3,896; in Pittsburgh, \$4,132; in Memphis, \$4,119; in Cleveland, \$3,981; in Norfolk, \$4,082; and in Philadelphia, \$4,041.

For Wage Adjustment

All of these figures reveal the fact that there is still much to be done for a proper wage adjustment in the broadcasting industry. Wage stabilization must be applied so as to bring about a correction of these wage inequalities, rather than being used as an instrument to broaden sectional wage differentials.

Much has been said pro and con about escalator wages and the principle of having wages follow the cost of living. The International Brotherhood has never felt that labor should be forced into a follow-me procedure on wages, waiting for the rising prices of big business to bring about a forced wage negotiation. Instead, it has advocated a steady march of wage scales toward a secure standard of living at all times, especially in a time of relative prosperity, such as this, so that these advantages will not be totally lost during lean years.

We do feel, however, that the Wage Stabilization Board and other agencies concerned must take a more realistic view of living costs in the various cities and permit wage raises where the cost of living index clearly shows their need.



NO BLUES IN MEMPHIS

BY ALBERT O. HARDY

*Director, Radio, TV and
Recording Division, IBEW*

Delegates to First Annual Radio, TV, and Recording Division Progress Meeting Work Overtime to Formulate Plans for the Coming Year. Agenda Included Discussions of Welfare Plans, Legal Problems and Much More

BY late Saturday afternoon, June 7, the exodus of tired and sleepy IBEW delegates from the City of Memphis was noted at the airport, railroad station, and on the highways. They were tired and sleepy, because for three days and nights of grueling sessions they had continued beyond the hours of formal adjournment in informed discussions in the various rooms of the Hotel Peabody. Never did so many concentrate so hard on such a diversity of subjects.

Beginning on Thursday morning, when an agenda for the first annual Radio and Television Division Progress Meeting was formulated, the delegates enthusiastically tackled one subject after another. Pencils were flying; page after page of notes were turned out. One local union was enterprising enough to bring a tape recorder to the meeting, and hour after hour of the deathless verbiage was recorded until the supply of tape ran out.

Shortly after the opening of the first session on Thursday morning, International Vice President Petty addressed the assembled delegates, welcoming them to the largest city of the 12th District. In the course of his remarks he dwelt on the need for trade unionism, gave freely of his advice on various aspects of the new and rapidly

expanding field, recalled several anecdotes from his many years of experience and expressed his interest and confidence in the Radio and Television Division.

Local union reports began immediately after lunch, and the very full program was under way. By adjournment time on Saturday, many jocular remarks had been made about the utter disregard of the delegates for any 12-hour rest periods or any standards of "conditions." Many comments were made about the interest and the diligence of the candidates. Not a single person went away from the meetings for any longer than was absolutely necessary the whole time the meetings were in progress. Many old-timers, who had been to numerous other meetings and conventions, expressed their surprise and their pleasure. A composite of their remarks being: "I have never seen anything like it."

On Friday morning, the Officer-in-Charge of the 32nd Regional Office of the National Labor Relations

Board, Mr. Anthony J. Sabella, spoke on the interpretation and application of the National Labor Relations Act and the functions of the NLRB in the administration of the Act. Mr. Sabella emphasized such points as the necessity of having unfair labor practice charges concisely set up. He said in this connection that quite often charges

THE BOX SCORE

Number of sessions	8
Total hours of sessions	27
Local unions represented	35
Local union delegates	46
International representatives	11

are filed with the NLRB which contain references to practices on the part of the employer which are thought to be necessary to show an employer's attitude, rather than emphasizing the basic act of the employer in the particular case. In other words, "Don't clutter up the record with incidental information."

Immediately after lunch on Friday, International Secretary J. Scott Milne addressed the delegates on the general subject of the functions of the International office. Brother Milne went into great detail on the status of the death benefit and pension plans of the Brotherhood and certainly cleared the air of a number of questions which have bothered the delegates and the membership for a long, long time.

Early History Recalled

Brother Milne recalled the history of the Brotherhood and the struggles of the wiremen, the linemen and the other branches of the electrical trade and brought to the attention of the membership some of the remarkable similarities between those growing pains and the troublesome times which the broadcast membership has been plagued with only recently. He also spoke of his wish that the membership would feel that the International Office is really a service organization and that requests for help and advice are welcomed, as is constructive criticism.

As has been said, pencils were flying all through the meeting. Many local union problems and area problems were posed by delegates. It was found that other local unions had already solved remarkably similar problems; many helpful suggestions were thus extended. One nearly universal problem seems to be attendance at meetings. Several suggestions were offered, but nobody seemed to have a sure-fire panacea for this

illness. Some locals have had success with the post-card notification process. At least one local union reported that they have tried sending the postcards *after* a meeting. Some benefit seemed to come from the post-notification since, as one delegate put it, "When the member had checked out to go to the union meeting and later got a card asking 'Where were you?', a vigilant wife with a good memory seemed interested in just where the member *had* gone at that time."

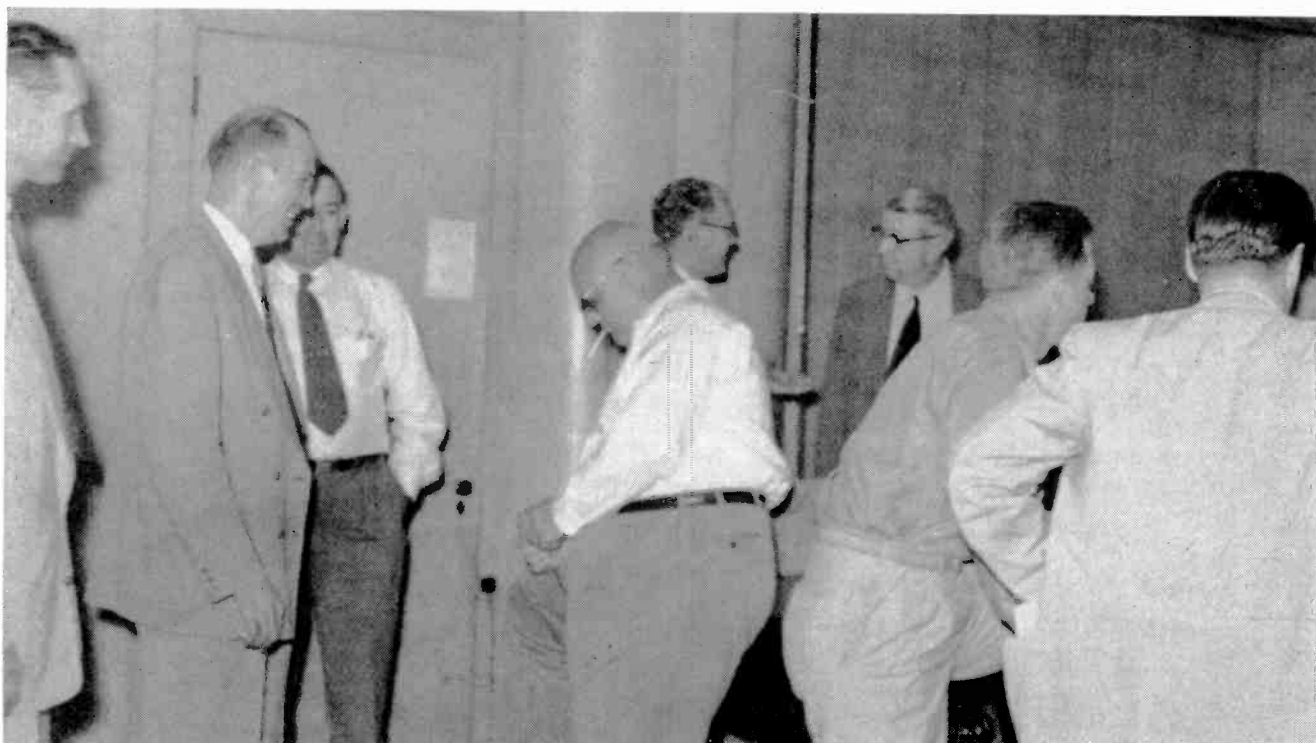
Methods of refunds of part of the local union dues, fines, assessments and additional dues came in for their share of discussion. General agreement was found, however, that meetings should be kept short and business-like, with a minimum of long and tedious reading of correspondence, etc.

Much interest was displayed in the proposition that the local unions should have a full-time salaried business manager. Local Unions 715, 202, 1228 and various others have been able to take this forward step and all the delegates were interested in the particulars of just how it was and is being done. Another subject of very avid interest was the training of men for TV operations. Local Union 1259 has done some pioneering in this field and with a great measure of success.

Opposition to FCC Action

The proposed rule-making with respect to unattended broadcast transmitter operation was gone over and reasons were advanced to show unalterable opposition of the membership to any such action by the FCC. Each delegate was urged to carry the story back to his local union and to ask each of the individual members to write his Congressman, his Senator and the White House, expressing this opposition to this latest attempt to abolish jobs. It was pointed out that the individual

Time to stretch and compare notes. A Progress Meeting recess, left to right, Forrest Conley, International Representative; Business Manager Carl Gustafson, LU 271; President Calvin J. Miller, LU 1295; President Roy C. Barron, LU 1259; International Secretary J. Scott Milne; President Walter L. Reed, LU 715; International Representative Taylor L. Blair, Jr.; (back to camera) International Representative George A. Mulkey, LU 45. All sessions were held in the Peabody Hotel.



members owes it to himself and his fellow-worker to raise his voice in protest. (Since the meeting adjourned, the FCC has issued a public notice of its proposed rule-making and has asked that comments be filed by August 4, 1952.—Editor's note). Local Union 1224 was probably the first to pass a resolution on this subject and has taken the matter to the local Central Labor Union and similar organizations; this should be done by every IBEW local union in the country.

Good, steady and encouraging progress was noted in many areas where some success has been enjoyed in the past by a competitive organization. Mention was made of the re-affiliation of former IBEW members at KIEV, Glendale, Calif., and KGIL, San Fernando, Calif. Unrest has become quite evident at some of the other stations which were formerly under IBEW contract. The employees have now decided that they should never have voted against IBEW in representation elections and they now propose to do something about it. The tide has, obviously, completely turned as a result of their bitter experience.

Generous support of LU 1216 was reported, in the KSTP dispute in St. Paul, Minn. Considerable time was spent in explanation and discussion of this situation. Many of the delegates felt so strongly about the justice of the cause of the local union that a purse was made up and transmitted to the delegate from 1216, as a token of support and admiration.

General satisfaction was expressed with THE TECHNICIAN-ENGINEER magazine, the consensus of opinion being that it fills definite needs—both to the membership and to unorganized people. A suggestion was made that additional copies be furnished to local unions, so as to reach people not already on the regular mailing list. (Any local union which has a need for extra copies may secure them by requesting the quantity desired from the International Office.) It was pointed out that the magazine truly belongs to the membership and that one of the greatest handicaps in its publication has been the lack of interest displayed by many locals in failing to supply stories, articles and pictures.

Many delegates mentioned their local's dissatisfaction with escalator wage scales and berated the position they have been forced into by virtue of wage stabilization regulations. Much comment was made on this subject and some of the delegates related the details of their experience with the WSB. The WBKB (TV) case was given special emphasis, and several delegates



International Secretary J. Scott Milne at the mike.

were given suggestions which were the result of experience in this case. A plea was made by the International Office that copies of petitions and information on case numbers be sent to the I.O. for reference purposes. Similarly, when a case is closed the I.O. would appreciate being advised of it.

It became quite evident by late Friday afternoon that time was running short and that a Friday evening session would be very much in order. It should be noted here that because of some late developments in the interpretation of the very recently-concluded CBS agreement, it was thought necessary to have a Thursday evening session. It was a particularly opportune occasion, since some members

of the negotiating team were present as delegates to the Progress Meeting; however, the calling of the meeting on the CBS agreement included the statement that anyone who cared to was welcome to attend. The attendance at the Thursday evening meeting was amazing—only a few of the delegates to the Progress Meeting were absent! It was therefore no surprise to anyone to find a full attendance at the Friday evening meeting.

On Saturday morning, the General Counsel of the IBEW, Louis Sherman, spoke to the delegates on the problems of the NLRA, from the point of view of the IBEW. Particular reference was made to an oft-re-



Louis Sherman, General Counsel of the IBEW, speaks.

peated view of the membership, to the effect that "Taft-Hartley hasn't hurt me—why all the fuss about it?" Brother Sherman pointed out that only now—five years after its passage—the cases and disputes which arise from the Taft-Hartley law are reaching their final disposition in the courts, and the courts are making final and definite the provisions of the law which will "hurt." He added that the only relief for the worker and his union is a change on the statute books; action by Congress. He cautioned the locals against hasty action and recommended long and careful deliberation of any move which might lead to litigation. A question and answer period followed Brother

Sherman's talk and it became quite evident that the delegates were startlingly familiar with legal questions and quite aware of the responsibility of the local unions and their officers in the operation of a business enterprise—which is very much a function of a local union.

The balance of Saturday afternoon was taken up with a continuation of local union reports. This final session was adjourned at 6:15 p. m. Unfortunately, since nobody could predict how long the Saturday ses-

sions would last, some of the delegates had made reservations and plans to leave Memphis on Saturday afternoon. Thus, the last few hours of the Saturday sessions were attended by fewer men than were the others. But, as might be expected by observation of the preceding sessions, those delegates who were leaving Saturday evening or Sunday morning were in the meeting room until the very last minute. As has already been mentioned, it was quite evident by Sunday morning that the meeting had continued, on a less formal basis, until the wee hours.

With no exaggeration whatever, it can be said that the meeting was even more of a success than anyone had hoped. Everyone got his problems off his chest and onto the floor, met delegates with similar problems and established a personal relationship with everyone else. Certainly, everyone went home with renewed faith and real confidence in the future.

Photo credit: The title picture for this report, Page 3, was taken by Woodward Photographers of Memphis. All others are by Rolla A. Hall, assistant business manager of IBEW Local 271, Wichita, Kans.

Memphis Recording

Local Union 1178 is offering tape recordings of the Memphis Progress Meeting to any local union interested. Members of the Shreveport local will undertake to dub the recording in their spare time. The only costs involved will be that of postage; but interested local unions must supply their own tape. If you wish to take advantage of this generous offer, you should contact President Charles A. Ellis, 1426 Oakdale Street, Shreveport, La. Such requests will be honored only if made by an authorized officer, on a local union letterhead which bears the SEAL of the local union.

Local 1178 has recordings of speeches by International Secretary Milne; International Representatives Walter Reif, O. E. Johnson, and H. J. Becker; and NLRB Representative Anthony Sabella. Also available are reports by Locals 1178, 1212, 1215, 1216, 1217, 1220, 1221, 1224, 1225, 1228, 1258, 1259, 1272, 1275, 1281, 1286, 1299, and 1400. If you'd like a copy of any of the above, send a tape or disc to President Ellis of Local Union 1178. Specify whether you want double or single track tape recordings and the speed desired (single or double at $3\frac{1}{4}$ inches per sec. or $7\frac{1}{2}$ inches per sec.; discs at $33\frac{1}{3}$ or 78).

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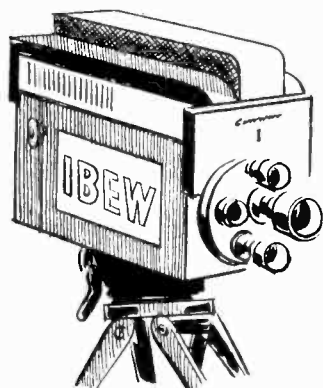


THE COVER

A Proper Picture for Proper Bostonians

The scene is the 1952 AFL Union Industries Show in Mechanics Hall, Boston. The cast includes Camera-man Donald L. Smith, a member of IBEW Local 1224, Cincinnati, and Lora Lyle, Boston model. There is no script, for Smith was sent from WLW-TV, the Crosley station, to demonstrate the work of the TV cameraman and put a picture on the Crosley sets displayed about the booth. Let there be no doubt that the demonstrations were a highlight of the week-long show.

Several companies with IBEW contracts—and using the IBEW label—participated in the Boston exposition. The Union Industries Show is staged annually by the AFL's Union Label Trades Department as a means of emphasizing to the general public the need for buying union and buying label. Each AFL international union and many union-label concerns are invited to participate. The Boston show, May 17-24, was the seventh annual presentation. Each year a different major city is selected as show site. Next year, the show will be held in Minneapolis, Minn., giving Mid-Westerners a view of AFL products and AFL labor.



CAMERA LIGHTS on the **POLITICAL** **CONVENTIONS**

POLITICAL conventions next month in Chicago will be tailored to television, India Edwards, vice chairman of the Democratic National Committee, said a few weeks ago.

Continuous TV coverage will cause more complications than are immediately apparent, she added. TV cameras could catch delegates in situations not calculated to impress home audiences, and party representatives will have to be on good behavior or the family and the voters back home will definitely know about it.

It'll be something to see; of this, everyone is certain. And the major TV and radio networks intend to make the most of it.

Seven-Million Dollar Show

Television fans will watch a 7-million-dollar show when the networks bring the conventions into their living rooms this month.

Network officials estimate it would cost them at least that much to televise the conventions on a nationwide basis.

Practically all the networks expect to lose money on the two big events.

CBS, for example, has its convention programs sponsored by the Westinghouse Company in the amount of at least \$3,000,000, but the network still does not expect to show a profit for the deal.

Philco Radio Corporation is paying \$2,000,000 as the exclusive sponsor of NBC's coverage, but an NBC spokesman said his firm still may run in the hole.

Admiral Radio producers will pay another \$2,000,000 in order to sponsor coverage by ABC. ABC is not sure it will break even.

In addition to almost 1,000 men and women employees of the networks staffing the convention teams, AT and T will have several hundred additional technicians working on the task.

Every Inch of the Race

Engineering and construction crews have been busy for weeks preparing for the two big events. Television will cover the presidential marathon every inch of the way.

On July 7 the Republicans will settle the Taft-Eisenhower dispute. Two weeks later, the Democrats will saddle up their donkey and send their chosen candidate on a stumping tour till November.

To bring the viewing and listening audience a full account of the hassle the networks will have on hand almost as many technicians, reporters, cameramen, and so on, as the convention has delegates. CBS will send about 275 of its personnel into the brawl, and NBC will probably have a comparable number.

Compared to early radio days, it takes a good-sized staff to handle the job. Back in 1928, less than a year after the CBS network was organized, seven men and a few microphones were enough to cover the Republicans at Kansas City and the Democrats at Houston.

Ted Husing and Maj. J. Edward White handled the commentary that year, and the remote pickup apparatus



The three WGN-TV Mobile Units will cover the Chicago conventions. Unit 1 is a Diamond-T Chassis with custom built body. Unit 2 is a Ford Vannette. Unit 3 is a Dodge Route Van. WGN-TV is a Dumont affiliate, associated with the Mutual net.

Here is a view of WGN-TV's Mobile Unit 3, looking from the rear of the truck. Note the tripod storage space and pulse generating equipment on the right. A few unusual features of the truck are . . .

- High and low level tone of four selectable frequencies available on the patch panel for checking inputs to the amplifiers, as well as equalizing lines and trouble shooting circuits.
- Inputs and outputs of all talkback amplifiers, monitor amplifiers, mike lines, program amplifier inputs and other pertinent points appear on patch panels to allow quick substitution in case of trouble as well as quick localization of trouble.
- Inputs and outputs of video circuits appear on jacks to allow ease of trouble shooting, substitution, and provide great flexibility.
- Three distribution amplifiers are available to provide feeds to points which the normal system will not allow without a quality compromise.
- Pulse generator changeover switch to allow immediate switch of pulse generators.
- Pin jacks beside video jacks to allow quick check with oscilloscope.



required only four engineers. There were no special studios or other microphone points except on the convention floor.

In 1948 the convention coverage reached only five cities—New York, Philadelphia, Boston, Richmond and Washington. Today the potential network is close to 108 stations, and the band, via microwave, extends from coast to coast. As John Crosby, the newspaper columnist, points out, one television speech today is the equivalent of many “whistle stops” for the candidate.

Only one per cent of the nation's TV sets will not be able to receive live coverage of the conventions, according to AT&T, which reported recently that 107 out of 108 stations in 65 cities will carry live programs. New cities on the network which will carry live telecasts include Miami, New Orleans, Dallas, Fort Worth, Houston, San Antonio, Oklahoma City, Tulsa, Phoenix and Seattle. Non-TV areas, Portland, Denver and Fresno will see closed circuit telecasts in theaters and hotels. In addition, more than 1,200 network radio affiliates will be serviced. Five thousand miles of radio relay and coaxial cable have been added.

Within the huge Chicago Amphitheater, which will house the two gatherings, much preparatory work is being completed. The building has a capacity of 12,000 persons, fewer than the Philadelphia Convention Hall, but it offers advantages of air-conditioning and 200,000 square feet of floor space off the convention floor for press, radio, television, and photographic dark rooms.

The Amphitheater will have nine coaxial cables, 2,200 pairs of telephone and telegraph wires, worldwide radio broadcast and news and photo transmission.

On the second floor, back of the bleachers, carpenters with blueprints have been hammering away, putting up beaverboard walls for scores of rooms for radio and TV operations costing approximately \$350,000.

To meet an expected demand for rush film development work, Eastman Kodak is readying its Chicago Processing Laboratory for rapid servicing of 16mm Cine-Kodak film.

Plans have been worked out at Chicago for coverage of the convention by independent stations, too. Any independent wishing to use the existing facilities for broadcasting may do so by bearing a pro-rated portion of the costs involved.

TWO YEARS

on the

KSTP Picket Line

THE men on the picket line at KSTP, Minneapolis, are fast approaching an endurance record. July 5 will mark their twenty-seventh month on strike. All indications are that much more placard carrying is in order, before the station management acknowledges defeat.

What can happen in two years of picketing and lock-out?

Just about everything.

All the elements of an Horatio Alger story are involved in the struggle at the Minnesota station—sink or swim, do or die, and much more.

Beginning with a refusal to arbitrate April 5, 1950, and a lockout two days later, the management of the Minneapolis station has tried almost everything to shatter the determination of the IBEW members out on strike.

Strikebreakers have been imported from Chicago.

Newspaper ads condemning the union have been published.

Scab labor has been employed throughout the station.

No Offer to Negotiate

And through two years of strife, the station president and manager, Stanley Hubbard, has never offered to sit down and negotiate a settlement.

In early 1950 Local 1216 began negotiating with every station in the Twin Cities of St. Paul and Minneapolis for a wage increase. All stations except KSTP reached a satisfactory settlement with the union.

"KSTP refused to attend the meeting in the office of Federal Conciliator Carl Carlgren for the purpose of negotiating a final settlement, although representatives of all other stations were present at the meeting," Gene Brautigam, Local 1216, stated later.

After eight months of negotiation with KSTP proved futile, technicians at the station went out on strike, April 5, 1950. A statement issued to the newspapers by the local tells what followed:

"Twenty-seven hours after the strike began, the company was notified through their international representative that all the technicians offered to return to work



● Three members of IBEW Local 1216 (Minneapolis) and a friend on the KSTP picket line. Technicians at KSTP have been picketing the station since they were locked out more than two years ago.

with commencement of normal operational time, April 7, pending further negotiations.

"The normally scheduled men reported at the regular time on this date and were on the job one hour and 36 minutes when Stanley Hubbard ordered them off the premises.

"The strike then became a lockout. Thereafter, Stanley Hubbard agreed to take back 16 of the employees only on condition that the union and the employees agree that five of the men be discharged in favor of five strikebreakers who have been employed by Hubbard since the beginning of the dispute.

"This was rejected because it was conditional and because Hubbard refused to negotiate. All attempts to negotiate on a fair basis have failed. The company also refused arbitration, which was agreeable to the union. . . .

Strikebreakers Imported

"... Prearranged strikebreakers were imported immediately from out-of-state. Many arrived. Many returned to their out-of-state homes when they discovered upon arrival that they were being obtained as strikebreakers. . . ."

As the early months of strike and lockout passed, difficulties developed in KSTP's operations. The city electrical inspector condemned the TV wiring at Nicollet Baseball Park, and Hubbard suspended telecasts of the Minneapolis Millers baseball games.

Almost immediately the station management had a statement published in the Minneapolis papers, hinting that the union was partly responsible for the suspended telecasts.

The photograph used with this article was taken by Bruce Sifford Studio, Minneapolis, and was sent to the TECHNICIAN-ENGINEER by Int'l Rep. Russell Lighty.

Local 1216 disagreed: "The equipment installation at Nicollet ball park, used by KSTP in televising the games, is not the same as used during 1948 and 1949.

"The installation for 1950 was made after the labor dispute between KSTP and Local 1216 had been in progress for three weeks. It was done by imported technician strikebreakers under the direction of John Klug, assistant chief engineer, one day prior to the scheduled opening home baseball game."

Other engineering problems prevented the station from making telecast pickups of the University of Minnesota football games for NCAA-Westinghouse on NBC-TV last fall.

In an early statement to the press, Station President Hubbard quoted the station pay scale as \$95 to \$110 per week for operators. The union responded that the scale for operators was actually \$71 to \$95 per week and that a few supervisors received \$110.

Pay Scale Compared

"Compared to similar high power stations, this pay scale is \$5 below WDGY and \$35 below WCCO," Local 1216 said. "The WCCO (Chicago) agreement is not negotiated at the living standards of New York. The WCCO scale applied to midwest Columbia Broadcasting System stations, the New York and Los Angeles CBS rate being much higher. . . ."

KSTP soon began to feel the strength of labor unity in the Twin Cities. It was listed as unfair by the Trades and Labor Assembly, the Minneapolis Central Labor Union, and the Minnesota State Federation of Labor.

Hubbard couldn't get anyone to paint the station's steel tower on University Avenue. Union iron workers refused to cross a picket line.

The *Minnesota Union Advocate* of St. Paul, strong voice for AFL labor in the area, ardently supported the cause of the striking broadcast engineers. Its editor wrote, "KSTP is managed by an individual who has a penchant for thumbing his nose at labor and then walking into a labor editor's office or an AFL union headquarters to cry on the shoulders of those who are least sympathetic toward him. . . . Asked why he just talks to trade unionists outside the Radio Technicians' Union and never to the representatives of the 21 AFL men he locked out, he continued to cry discrimination."

With the strike and lockout in its second year, KSTP petitioned the FCC for a boost in power from 25 kilowatts to 98 kilowatts. The IBEW local and all the major labor groups of Minnesota immediately joined in an appeal to the FCC to hold an open hearing on the petition. The state federation and the two central labor bodies expressed a wish to appear before the Commission and oppose a power grant. To date, the FCC has taken no action on the KSTP petition or on the joint labor appeal.

There can be no doubt that the Minneapolis station

A Horse of a Different Color



The announcer-technicians at KMBY, Monterey, Calif., have been on strike since April 18, 1952, seeking recognition for their union. Thus far all attempts at conciliation have failed, despite the offer of assistance from the local Chamber of Commerce and intervention by the Federal Mediation Service.

Here members Rick Hendricks and Al. Helms admire their art work. (KMBY is owned in part by Bing Crosby Enterprises, hence the reference to Bing and his horses.) In the background, on the left, are International Representatives Marvin Larsen and Ken Wright. The transmitter shack is located on the city pier in Monterey. (Photo by Monterey Studio.)

is beginning to feel a financial pinch because of its labor attitude. Many advertisers have cancelled their contracts or refused to renew them. According to William Engellbretson of Local 1216, the Minneapolis Savings and Loan Association discontinued its advertising via KSTP last November.

In what has been considered a financial retrenching effort, Hubbard recently undertook a re-issue of station stock, keeping enough for voting control of station operations.

Complete Scab Operation

Meanwhile, the strike-ringed station continues to broadcast either canned music or "fink" music. Its non-union commentators, announcers, maintenance help and technicians pass through a picket line every time they go to work. Even the truck driver who carts oil into the place is a non-union driver. The station management says it will never negotiate.

Your International Union recently assigned one of its top trouble-shooters to the dispute. Russell Lighty will remain in the Twin Cities indefinitely in an effort to adjust the lengthy and taut controversy.

Quoting Lighty as he took up his task, "The IBEW believes this dispute can be adjusted, if both parties will sit down in a spirit of conciliation and work out a settlement."

Oil Companies Charged With Waste of Motor Oil

Every technician who drives a car between home, the station, the transmitter and town will be interested in two serious charges made in an article in the June issue of *True*, a national magazine. The charges are:

- The big oil companies have bamboozled automobile owners into wasting hundreds of millions of dollars, by "changing oil" much more often than is necessary. Actually, under "normal driving conditions" and with an "oil cleaner" in good working condition, the article says, motor oil need not be changed for 3,000 to 10,000 miles.

- Contrary to the claims of the big oil companies, "oil never wears out." When it becomes dirty or diluted with gasoline, it can be "re-refined," made even better than when it was new, and thus be used over and over again. Some of the oil used in Greyhound bus engines, for example, has been repeatedly re-refined, used for as much as 200,000 miles, and still is at least as good as ever.

Yet, the article says, the big oil companies, which profit from selling new oil and scaring motorists into changing it too soon, are putting all sorts of obstructions in the path of the smaller companies which re-refine oil so it can be used repeatedly. As a result of this obstruction, most oil is used once and then thrown away.

Thus, this article declares, the "Oil Trust" is responsible for a serious crime—huge waste of oil—a natural resource vital in both peace and war.

The article marshals impressive authorities and evidence to support its charges.

The magazine quotes scientific and government authorities as saying re-refined oil is even better than new oil, because the former is "triple-refined"—once when it was first produced, again by heat and pressure in the car engine, and a third time by the re-refiner.

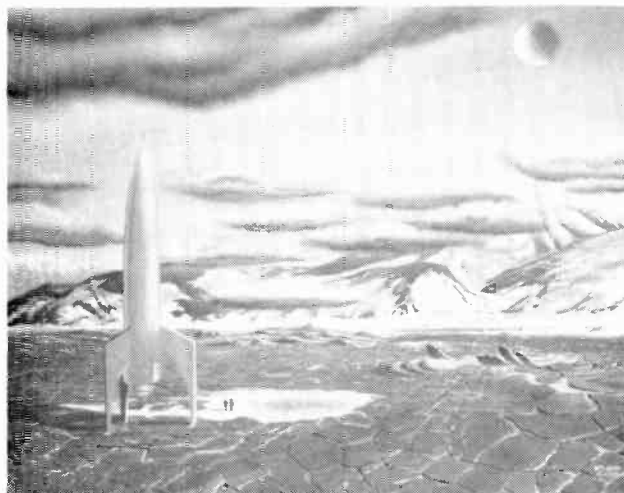
Memphis Progress Meeting Speakers



International Vice President Petty, left, and International Representative O. E. Johnson in serious talks to delegates at the First Annual Progress Meeting of the Radio, Television, and Recording Division at the Peabody Hotel in Memphis last month.

KEEPING A PICTURE

'Wonderful Time ... Wish You Were Here!'



It hasn't become a union bargaining issue, as yet, but Al Browdy, union steward and video engineer at KLAC-TV, Los Angeles, suggests that some day it might be: He has designed a space ship large enough to hold a full manifest of IBEW engineers. (William Haas, KLAC-TV scenic designer, did the art work for the project.) Now Browdy suggests that all IBEW members be permitted one trip per year to the nearest planet, to permit them to recuperate from the toils of earth-bound broadcasting. All, of course, depending upon the construction of the ship. Main purpose of such a vacation plan would be to offer periodic escape from program directors. For all interplanetary shop contracts incorporating the plan, the clause should read: "Each member of the local union shall be permitted not less than five (5) days or more than ten (10) days of rest leave at Station 1052, the Planet Venus, depending upon asteroid disturbances, for the purpose of overcoming combat fatigue, per se, at the hand of an agent of the party of the first part, namely, the program director."

'Will He Escape? ... Listen Tomorrow'



No, not the Hoosier Hot Shots, Spike Jones' City Slickers, or a scene from Hellzapoppin! This, instead, is a tableau of early-day broadcasting sound effects. The devices used to create sounds for AM drama were sometimes crude, but the public, already jarred by static, didn't seem to mind. This photo, taken to commemorate a radio anniversary several years ago, shows the horn blowing, the ball rolling against bowling pins, and the water poured into a pot which got Jack Armstrong, Little Orphan Annie, and others into the middle of their highly-competitive cereal serials.

54 Changes in Recent CBS Agreement With IBEW Locals

Clauses clarify travel time, rule out part-time men, improve vacation schedules, give the union a voice in safety planning, more clearly define working time and minimum overtime.

SEVEN local IBEW unions and the Columbia Broadcasting System, Inc., executed a new union shop agreement, May 16, in New York City. The new contract incorporated a total of 54 new features not in the previous agreement. Each of the changes means improved working conditions for IBEW members at Columbia.

The new two-year pact covers more than 900 engineering department employes and includes the laboratory technicians, draftsmen, and machinists in the Engineering Research and Development Department.

The 54 new features include:

1. No split seniority between AM and TV. (Formerly split)
2. Network agreement—no wage differential between cities.
3. Four-year pay escalator. (Was five years)
4. Four weeks vacation for five-year men. (Was three weeks)
5. Three weeks notice of layoff. (Was two weeks)
6. One week notice during probationary period. (NEW)
7. Severance pay upon discharge, except for drunkenness, gross insubordination or dishonesty.
8. No Assistant Technician can be promoted if a previously laid off Technician is available for re-hire. (NEW)
9. Mike boom operation after May 1, 1953 by Technicians only. (NEW)
10. No part-time men. (NEW)
11. No temporary men except for construction work (at area construction rate) and for vacation relief, with limit of six months employment in such cases. (Vacation relief men to be employed only at Boston, San Francisco, St. Louis and/or Minneapolis.) (NEW)
12. Men cannot be penalized for refusal to cross an authorized A. F. of L. picket line. (NEW)
13. Company cannot sub-contract work for any reason except lack of facilities to handle job. (NEW)
14. Five days notice of changes of days off. (Was four days)
15. Men cannot work more than seven consecutive days without receiving two days off or be paid for additional day/s at overtime rates. (Was eight at New York, unlimited elsewhere except San Francisco)

16. Premium pay for violation of 12-hour rest period \$3.25; applies to all assignments. (Was \$2.25; did not apply to out-of-town assignments of more than one day)

17. No extension of probationary period for any reason. (NEW)

18. Five-minute rest period each hour on assignments to continuous studio duty of more than 1½ hours. (NEW)

19. Travel time credit of eight hours if sleep is interrupted in transit between Midnight and 8 a. m. (NEW)

20. Living accommodations (as well as travel) must be first class. ("If available" discarded)

21. Eight hours at straight time for all regular days off occurring on out-of-town assignments, if no work is performed. (Was only first two days off)

22. Automobile mileage 12½ cents per mile, \$2.50 minimum. (Was 10 cents, \$1)

23. Increased transmitter travel allowances:

St. Louis & Chicago.....	\$3.00	(Was \$2.50)
Novato	\$4.50	
Delano & WCCO.....	\$2.00	(Was \$1 at Delano)
KNX, Wayne & Brentwood	\$1.00	
Mt. Wilson.....	\$4.75	(Was \$3.80)

24. Automobile use fully covered by CBS, with respect to collision, property damage and liability. (NEW)

25. Transfers to studio from transmitter or vice versa is a temporary assignment for first 90 days or for entire period of vacation relief and mileage difference between distance from regular work and new distance calls for rate of 12½ cents per mile. (NEW)

26. Assistant Supervisors are subject to all working provisions of Agreement. (NEW)

27. Agreement stipulates that Supervisors and Assistant Supervisors are properly within the bargaining unit. (NEW)

28. Work schedules may not be changed after 4 p. m. of second day preceding day in which change occurs except by adding time to either end of the day (as overtime). (Gain of about 26 hours)

29. Work schedules for day following regular days off will be given each man before he leaves job on day prior to days off. (NEW)

30. Schedules for TV groups will be placed in the hands of the respective Assistant Supervisors. (NEW)

31. Language "requiring" overtime work is eliminated. (NEW)

32. Four-hour minimum overtime if called back after completion of day's work. (NEW)

33. First overtime unit is $\frac{1}{2}$ hour; thereafter, $\frac{1}{4}$ hour. Except overtime necessary for "clean-up" purposes which will be credited in $\frac{1}{4}$ segments. (NEW)

34. Restriction against excessive overtime and provision for arbitration as a grievance. (NEW)

35. Days off may not be changed to avoid sick pay. (NEW)

36. Reasonableness of advance scheduling or changes in schedules may be arbitrated. (NEW)

37. Sick leave pay for at least first two weeks during any calendar year, with oral agreement that company policy will be continued; sick leave pay is not necessarily limited to only two weeks. (NEW)

38. Vacations will start following each man's two days off. (NEW)

39. Choice of vacation by seniority within groups in each local union. (NEW)

40. No recall from vacation for any reason, without the consent of the local union. (NEW)

41. Leaves of absence for union business may run to maximum of one year, with full seniority credit during such leave. (NEW)

42. Absolute prohibition of any work on transmitters unless another Technician or engineer is present. (Was "when power is on")

43. Mutual determination of need for safety devices. (Was entirely company's decision)

44. Company's determination of need for secrecy must be reasonable; is therefore subject to arbitration. (Language improvement)

45. Technicians shall not be required to climb over 25 feet above floor, roof-top or ground. (NEW)

46. All work performed for one day or over as Supervisor or Assistant Supervisor will be paid for at corresponding rate. (NEW)

47. Technicians may not be required to fill out forms or reports except technical reports and/or logs while performing any technical duty. (NEW)

48. Men cannot be held responsible for errors which occur while performing more than one function at a time. (NEW)

49. Jurisdiction over attachments to our gear, except for operation of "Teleprompter" when attached to camera dolly. (NEW)

50. New schedule of wages, effective May 1, 1952 and May 1, 1953, with provision for immediate payment of all increases not subject to WSB approval.

51. Work performed between Midnight and 7 a. m. shall be paid for at the rate of an additional 10 per cent of the regular hourly rate for all such hours worked.

52. Vacation schedules must be posted 30 days prior to the beginning of the vacation period.

53. Retroactive pay—50 per cent of difference in new base rate (plus overtime difference) from May 28, 1951 to May 1, 1952; automatically approvable portion to be paid on or before June 1, 1952.

54. Company agrees to cooperate fully in seeking WSB approval.



Signing the new CBS-IBEW agreement, New York, May 16: Horace Guillotte, Director of Operations, CBS Radio; Edward C. Harley, Local 1212; Raymond A. Wood, Local 1212; Carl H. Harris, Local 1212; Albert O. Hardy, Director of Radio, TV and Recording Division of IBEW; Pat Iodice, Local 1212; Charles A. Calame, Business Manager, Local 1212; Lawrence W. Lowman, Vice President, CBS, Inc.; Robert E. Kalaidjian, Director of Personnel, CBS, Inc.; Henry Grossman, Assistant to Vice President of Operations, CBS-TV; Frank K. Falknor, Vice President of Operations, CBS-TV; and William C. Fitts, Director of Labor Relations, CBS, Inc.

TECHNICAL NOTES

So You Think You Know All About Color?

BEFORE very long the NPA may authorize some limited activity in the color TV field. This will revive many arguments as to the relative merits of this or that system.

The effect of color on the seven million "cones" of the eyes could pose many interesting problems besides those still to be settled electronically.

The eye does not see all colors as of the same size. The brighter the area, the larger it will appear. The brighter the color, the greater the stimulus on the nerves of the retina, producing an image that tends to swell in dimension.

For example, a flag consisting of three stripes; red, white and blue—to appear to be of equal size would require that the red stripe be 21 per cent wider than the white and the white 10 per cent wider than the blue!

A square painted yellow will appear larger than one painted red; a red square will appear larger than one in black.

The eye reflects this illusion even in the case of black and white (See Figure One). Both the small circles are of the same size, yet the white one appears larger than the black one. White is more stimulating than black, therefore tends to spread out over the nerves of the eye. This causes a bright area to swell in dimension—at the expense of the dark area.

Cut out the disc shown in Figure Two. Pass a pin through the center and whirl it around, first in one direction, then in the other. The whirling black and white disc will produce color where there is none. This offers interesting proof that color is primarily a matter of light waves—coming to life only when reflected on the seven million cones in your eyes.

—ATHAN COSMAS, *Vice President Local Union 1212.*

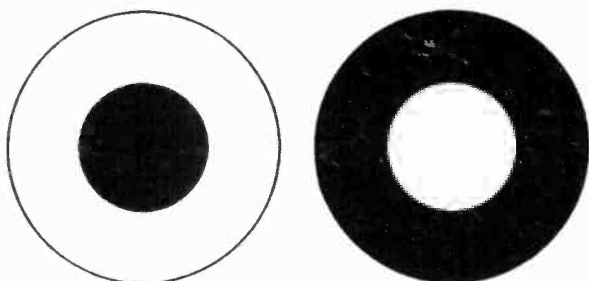


FIGURE 1

Both the small circles are the same size, yet the white one appears larger than the black one. White is more stimulating than black and tends to spread out over the nerves of the eye.

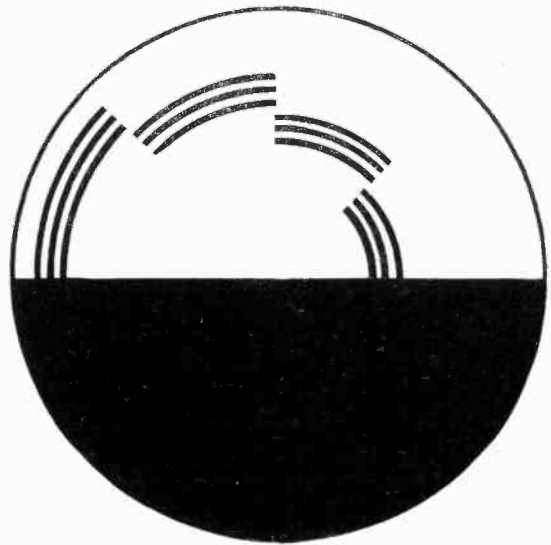


FIGURE 2

To get an illusion of color cut out the disc above. Pass a pin through the center and whirl it around, first in one direction, then in the other. The whirling disc will produce a color where there is none.

Now a Portable Walkie-Lookie

Television research is taking strides in seven-league boots these days. No better evidence of this fact is at hand than the portable TV camera recently developed by RCA. Called the "walkie-lookie," the unit is so compact that one man can strap its power supply to his back, carry the camera in one hand, and set out confidentially on a remote pick-up job for as long as one and one-half hours.

RCA research men report that the unit is completely free of encumbering cables and wires to the control center because of its built-in power supply. The power unit is made up of batteries contained in the 50-pound pack on the operator's back.

Housed in the pack are the tubes and circuits needed to transmit picture and voice. In operation, the walkie-lookie will transmit up to one-half a mile—far enough to cover most sports events well, to walk completely through most disaster areas, and to handle all manner of special events.

When covering events more than a half mile from the broadcasting station, the unit will relay the picture

and sound to a mobile unit, which will send it to the station via microwave.

The camera resembles a home movie camera in design. The operator, however, would not be such a common sight. He would have wire running around his body and a dipole antenna projecting overhead from the power pack.

Ready . . . Aim . . . Picture!

A gunsight developed for anti-aircraft gunnery has been found to be the TV cameraman's best bet for fast pin-pointing in rapid action shots, according to reports.

Known as the polaroid optical ring sight, the finder looks like an ordinary polaroid camera filter. But installed on a TV camera, and lined up with the picture tube, the cameraman sees a pattern of concentric circles "projected" on the scene. Anything the operator sees inside the center ring is accurately centered on the screen too.

The sight consists of a single glass-faced disk so constructed that a set of concentric rings appears at target distance in the field of view. No lighting or other accessories are needed.

Universal Focus Camera Reported

A camera which keeps foreground, middleground, and even objects touching the lens in simultaneous focus has been developed by VIP Productions, Inc., Hollywood. The camera will revolutionize TV film commercials, the patent holders say.

Fourteen years of development are behind the camera, and it now is undergoing trial runs. First to order test TV film commercial is Young and Rubicam ad agency for Goodyear Tire and Rubber Company.

New Transmitters Announced

Two new DuMont high-power TV VHF transmitters have been announced. One is a 25-kw model for Channels 2-6; the other a 50-kw unit for Channels 7-13, providing the maximum TV station coverage under the new FCC rules.

The national sales manager for DuMont's TV transmitter division says the price of the 25-kw transmitter, less than a \$100,000, "will make maximum power TV stations available to smaller markets than had heretofore been expected."

TV Relay to Europe Studied

A television link between the United States and Europe is getting serious consideration these days.

Government agencies and private concerns are both considering a North Atlantic communications relay system using known and proven microwave and VHF

facilities. The projected system—labeled Narcom—would have terminals in New York and London and would stretch across northern land and sea reaches, with the longest station-to-station jump being 290 miles over water from Iceland to the Faeroe Islands. The system would use relay methods that now enable TV programs to span the United States. It would cross Greenland's ice cap in nine relay legs.

Projectors of the Narcom plan say it would remove intercontinental television from such soft areas of speculation as ionospheric transmission—bouncing signals off gassy layers in the heavens—and the frequently proposed plan of spanning oceans with ship or plane relay stations. Narcom promoters even visualize global television in the not-too-distant future.

One Moment Please . . .



This one happened on the Robert Montgomery Show, NBC's super TV drama. Part way through the plot, a man was murdered while telephoning. As the shot rang out, he collapsed in a heap, and the telephone receiver was left dangling, swinging slowly for dramatic effect.

In sped a camera for a closeup of the swinging instrument. Everything seemed to be going fine. But, alas! The camera was aimed too low and it caught a stagehand crouching on the floor gently batting the receiver to keep it swinging.

—PAUL GARDNER in *The American Weekly*.

EDITOR'S NOTE: Every station has its tales of last-minute woe . . . unexpected breaks of silence . . . listener complaints. . . . Send them to the **TECHNICIAN-ENGINEER**. We'd like to have the best ones illustrated and passed on to the membership. Mail them to **The TECHNICIAN-ENGINEER**, International Brotherhood of Electrical Workers, 1200 Fifteenth Street, N. W., Washington, D. C.

Station Breaks



Five Colleges Offered Air Time

WBKB, Chicago, which is affiliated with WBIK (FM), has set aside a quarter-hour each weekday afternoon for representatives of the University of Illinois, Lake Forest College, Illinois Institute of Technology, Roosevelt College and Loyola University to discuss the needs of educational television. The five Chicago-area colleges are considering their own video outlet. Members of IBEW Local 1220 handle the WBKB engineering involved.

Suspects Not to Be Telecast

It is the duty of the police to refuse to permit any prisoner in custody to be telecast, prior to conviction, states Milton E. Winslow, superintendent, Bureau of Identification, Minneapolis Police Department, in an article published in the *Vermont State Trooper*.

The Minnesota state legal department was quoted by Mr. Winslow as stating that it is the duty of the police to refuse to permit such telecasts, because it would subject police to damage suit action by the prisoner.

Said the police superintendent: "Lately, and I presume many other police departments are faced with the same situation, I have been pestered by the television stations wanting to, and sometimes demanding that sensational arrests be televised."

Belated Credit—KFAB Flood Story

To Brother Harlan Underkofler, LU 1221, Omaha Control, KFAB. According to a letter from Brother Al Bates, the story in our June issue on the flood was written and mailed in such short order, nobody thought of the fact that the "by-line" belonged to "Har." Our thanks to all who participated and to "Har" in particular.

Changed Your Address?

The Post Office Department will NOT forward copies. Won't you cooperate by getting a Form 22-S from your post office and mailing it to THE TECHNICIAN-ENGINEER, 1200 Fifteenth Street, N. W., Washington 5, D. C. It will only cost 2c, and it will save the mailing department, time and trouble.

Memphis Lost-and-Found

We're running a lost and found department this month because a nickel-plated key was found on the floor of the Progress Meeting room in the Hotel Peabody. If anyone is missing the key to his suitcase, or some similar piece of luggage, write Al Hardy at the I. O., and it will be sent to you.

Exchange One WCCO for One WBBM

Somehow, the TECHNICIAN-ENGINEER got its wires crossed in the CBS hook-up, last month. In listing stations affected by the new CBS agreement, T-E mentioned WCCO twice and completely omitted WBBM. Thanks, H. Walter Thompson, President of Local 1220, Chicago, for calling the slip-up to our attention.

Radio Engineer Exam Announced

The United States Civil Service Commission wishes to bring to your attention a Radio Engineer examination coming up. The positions to be filled pay \$3,410 and \$4,205 a year and are in the Federal Communications Commission located in Washington, D. C., and throughout the United States, its territories and possessions.

To qualify, applicants must have had appropriate college study or progressive experience, or both. The age limits for positions paying \$3,410 are 18 to 35; for positions paying \$4,205, 18 to 62. Age limits are waived for persons entitled to veteran preference. Applications will be accepted from senior and graduate students who expect to complete all required courses within six months. No written test is required.

Program Participants

Minneapolis AFL leaders leveled criticism recently at wives of trade unionists who attend telecasts at KSTP and become dupes in the station's efforts to discredit the 21 IBEW technicians locked out there.

Seems that, once before a mike, the wives are asked their husband's occupation, then whether he is a union man or not, in an effort to show that all AFL labor is not opposing the station lockout.

Technician-Engineer

ALEXANDER BROWDY
1962 S STEARNS DR
LOS ANGELES 34 CALIF
45 BN