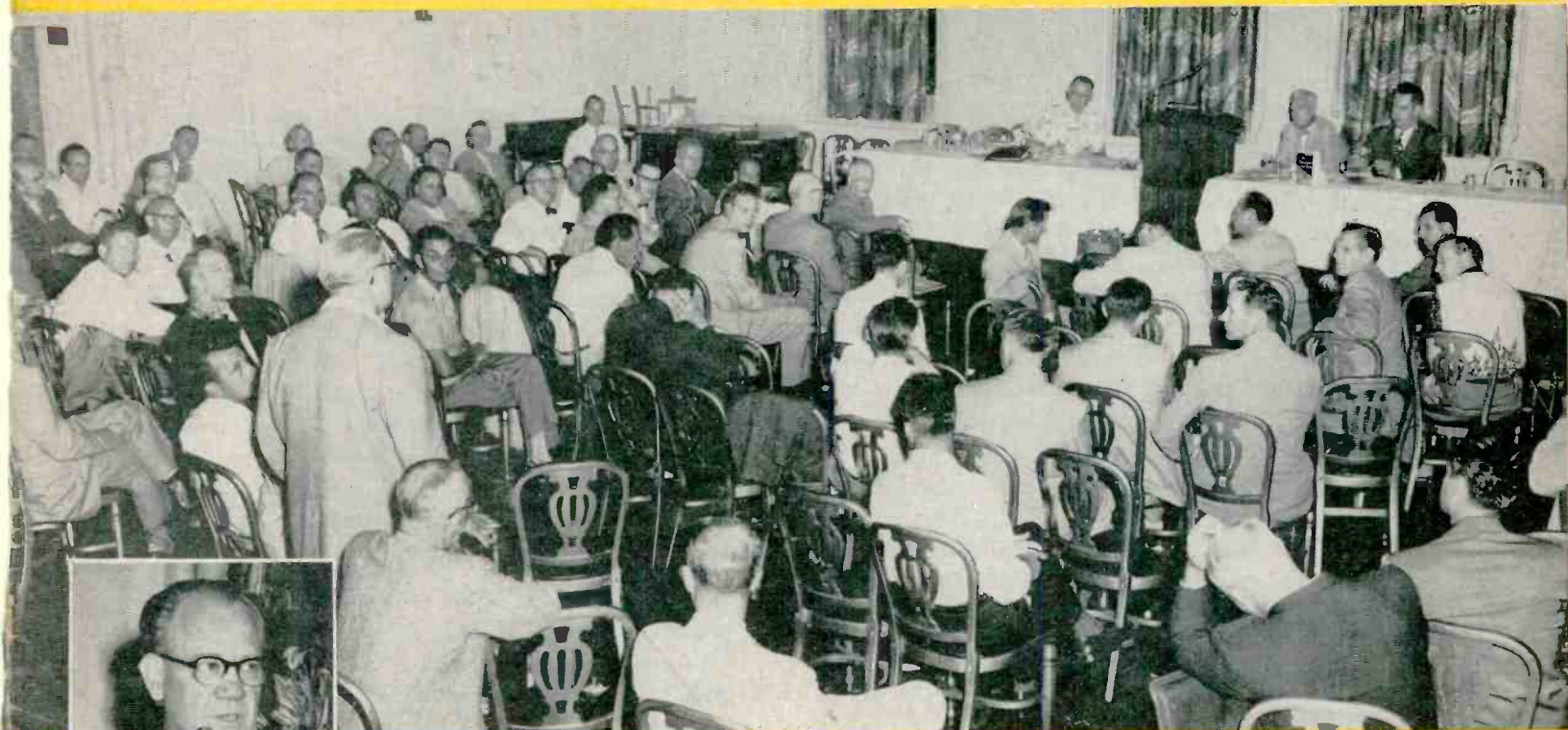


RADIO, TV and RECORDING



TECHNICIAN-ENGINEER

SEPTEMBER, 1954



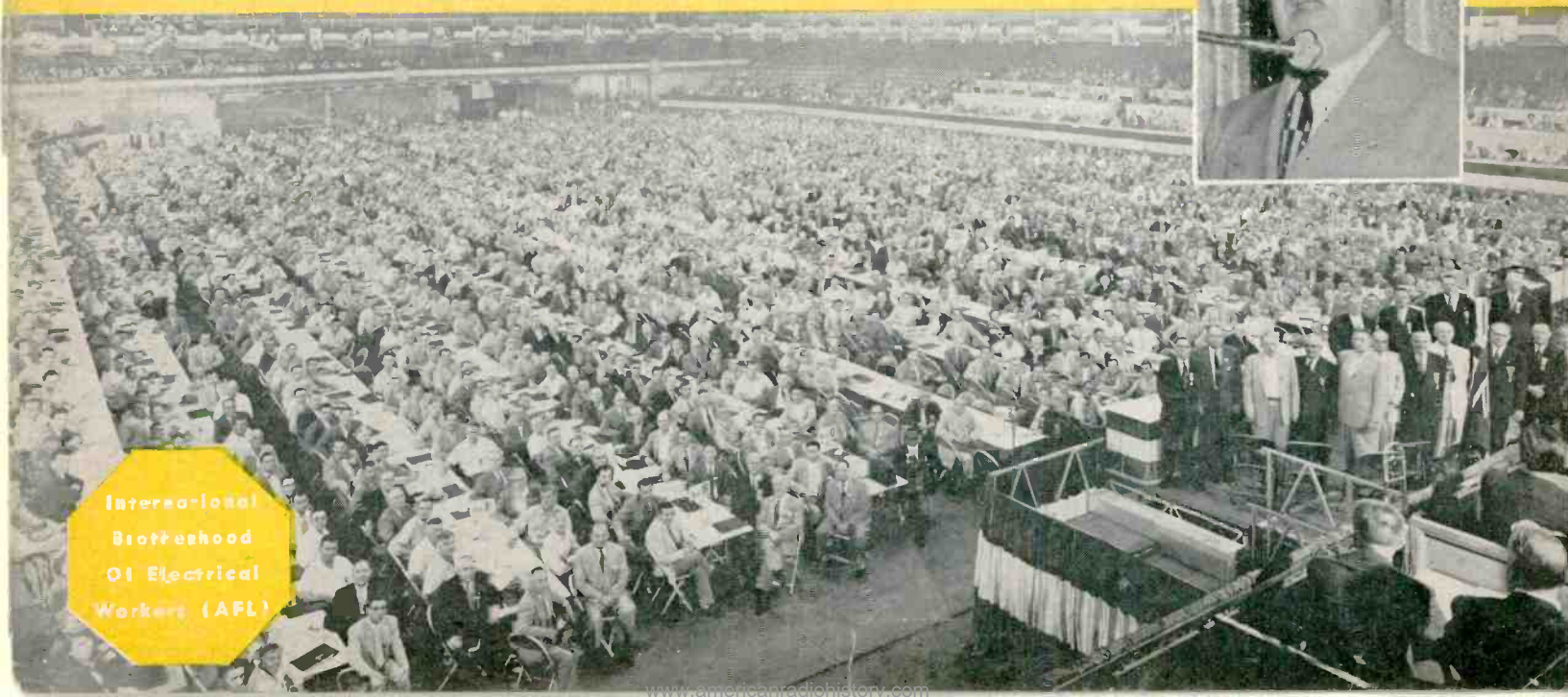
J. SCOTT MILNE
President

Third Annual Progress Meeting of the Radio, TV and Recording Division

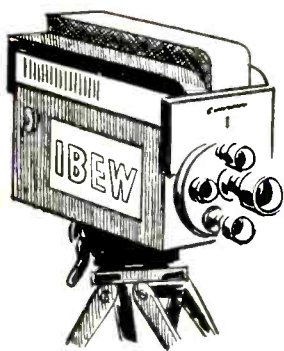
JOSEPH KEENAN
Secretary

CONVENTION REPORT

25th Convention, International Brotherhood of Electrical Workers



International
Brotherhood
of Electrical
Workers (AFL)



COMMENTARY

Progress Meeting, 1954

P RINTING all of the proceedings and all of the interesting comments made at the Progress Meeting would obviously be impossible. Hence, this issue actually contains only a small part of the meat of the Chicago meeting. Condensing and editing has obviously been a considerable undertaking. We hope that our editorial judgment has been exercised to a degree which will afford each of our members a reasonable digest of the highlights and that the printed record makes a lasting impression of the serious and businesslike mien which pervaded the meeting.

In the impressive stonework of the Federal Archives building in Washington is engraved "What Is Past Is Prologue." We can aptly apply that statement to the operation of the Brotherhood. The experiences of other local unions, of other business managers and representatives are helpful to all our local unions. Thus, no small part of the good derived from a progress meeting is the exchange of information on past experiences.

Differences in Approach

It was particularly interesting to see the variations in philosophy—the differences in approach and attack and thinking—no one brashly proceeded to tell anyone else that there is only one way to tackle problems of jurisdiction, escalators, wage differentials, fringe benefits, etc., but by the time several speakers had expressed themselves on each of such subjects it was quite evident that many of the points of view had given other delegates food for thought. Such information and an exchange of ideas can be accomplished only by personal contact and direct conversation; the Progress Meetings

were set up for just such purposes and it is quite evident that the meetings cannot help but be worthwhile.

President Milne made a significant statement during his address to the meeting which is worth repeating here:

"You will probably be one of the greatest roots of our organization in the years to come. You are founders, actually, of this particular phase (electronics) of our organization and you can establish the working rules, the conditions and the wages to be passed on to those coming after you. You have a challenge—to maintain what you have and to go ahead."

Each Member's Obligation

Make no mistake about it—you are an important part of the IBEW. But you, as a union member, owe it to yourself to attain and maintain conditions for your fellow-members and for those who will follow you. Each member has this obligation and the responsibility to see to it that our progress continues undiminished. One of the most basic ingredients of our progress is the interest of our members in bringing new members into our organization.

United in brotherhood, the International officers, representatives, business managers and officers of our local unions are dedicated to service. The industry-wide effect of that service can be expanded in direct proportion to the interest and cooperation of each and every member. We now operate in 265 cities in the United States, Canada and Hawaii—let's all work together to the end that our next Progress Meeting can represent the thinking, the joint effort and the concerted will of twice our present membership, in twice as many cities.

RADIO, TV and RECORDING
TECHNICIAN-ENGINEER

VOLUME 3 17 NUMBER 8

PRINTED ON UNION MADE PAPER

Published monthly by the International Brotherhood of Electrical Workers, AFL, 1200 Fifteenth St., N. W., Washington, D. C., for the men and women in the recording, radio and television industries.

J. SCOTT MILNE, *President* • JOSEPH D. KEENAN, *Secretary*
ALBERT O. HARDY, *Editor*

Entered February 20, 1952 as second-class matter at Washington, D. C., under Act of August 24, 1912. Subscription Price: United States and Canada, \$2 per year, in advance.



Delegates assembled for the opening session of the Third Annual Progress Meeting, held on the Friday preceding the 25th International Convention.

Progress Meeting Tackles Many Topics

Information on each local union, plus printed reports, available to all delegates

THE Third Annual Progress Meeting convened on August 27 at the Sheraton Hotel in Chicago, Ill., with 14 International Representatives and 67 delegates representing 43 local unions in attendance.

Local union reports were printed and made available to each delegate, along with pattern form agreements suggested for use in educational television stations and pattern form agreements for reference in writing agreements with companies engaged in the production of recordings for television release. By use of the printed reports, a great deal of time was saved in individual statements by local union delegates and full and complete information regarding the operation of each local union was made available to each delegate.

An Agenda Committee was appointed to set up a list of subjects to be discussed on the floor of the meeting and a tentative schedule was evolved for the sequence of the topics selected by the committee. The commit-

tee consisted of George T. Cairns, business manager of Local Union 1228, Boston; Roy LaViolette, president of Local Union 45, Los Angeles; Roy Renoud, assistant business manager of Local Union 49, Portland, Oreg.; H. Walter Thompson, president of Local Union 1220, Chicago and Freeman L. Hurd, International representative for the Sixth District.

The Agenda Committee met during a luncheon recess and proposed discussion of the following subjects: (1) The future of UHF television; (2) premium payments, holiday payments and the application of the Fair Labor Standards Act to the industry; (3) politics and economics; (4) wage structures in AM, FM and television; (5) the practicality and effect of remote control of broadcast equipment; (6) the effect of State labor laws; and (7) the relationship of the IBEW to other unions in the determination of jurisdiction. Suitable pauses in the formal proceedings were anticipated for addresses by International officers.



PROGRESS MEETING SPEAKER

President J. Scott Milne

You will probably be one of the greatest roots of our organization in years to come, President Milne told broadcasting delegates. He urged that they accept the challenge and establish the rules.

I'M happy to be here to see the Radio and TV members. I've had a working knowledge with them for a long number of years, having done a little organizing in their field in the early thirties—to be exact, in 1930 and 1931.

So far as the administration, which we hope to give to the Brotherhood is concerned, we must attempt through every means legally and lawfully within our power to do the work that is rightfully ours. As I recently stated in an editorial, I'm not going to be particular that, because any particular work involved belongs to us, we will necessarily judge the jurisdiction that way. Rather, we must take into consideration the desire of the individual person to join our Brotherhood. We have 625,000 members. Rightfully, we should have twice that many. Now we don't want 625,000 more members just so that we will be able to say that we are a huge powerful organization. Because unless we can meld them into a working whole of the total membership and we can do something for them and they in turn can do something for us, individually and collectively, then, of course, there is no sense in enlarging our organization.

Greatest Potential Increase

Your field is one that will probably have the greatest potential of increase. Some people say you are going to be limited to just radio broadcasting and television. Who knows? If anyone had told you or told me when I started out to work in 1912 that we would have radio or that we would have television—I would have told them that they were crazy and they should be in an institution. Who knows what's going to happen in this field? With the electronic age approaching, the whole sphere of our organization is actually in flux.

You will probably be one of the greatest roots of our organization in the years to come. You are actually the founders of this particular phase of our industry, and you can be proud that you can establish the working rules, the conditions and the wages which you can pass on to those who are coming after you. You have something of a challenge to accept and to go ahead.

I think our Brotherhood has the greatest possibility for good of any industry in the United States. It depends upon—and you—and me and all the rest of us as to where we're going. I only hope that when the going gets tough, as some day it may, that you'll remember that it is in cooperation and unity and the strength derived therefrom that we get spirit to continue the job.

Strength Without Numbers

This particular branch of the industry can't, at the moment, be as big as the others because there are not the people working at it. But, forgetting numbers and taking into consideration the relative position of strength without numbers, I would like to see this group as strong as any other group in our Brotherhood, and you can be, by working together and by recognizing that you are small in numbers. You can be a potent power to help the other fellow and do your job.

One of the policies that I established in the Ninth District, when I became vice president there, was to have meetings of the staff—periodic meetings of the staff—during which we went over every phase of the operations with which we were faced. That's actually where these progress meetings started, because in discussing the meetings with the International officers and building on the state conferences and the sectional conferences we then developed the progress meetings.

Now I propose, effective as soon after the convention as is possible to put it into operation, and we're now getting the facts and material ready, that we have a school in Washington which all of the International representatives will attend. We are going to give those people everything that it is possible to give them in relation to the job they have to do to help you. Naturally, when we come to talk about the radio and television representatives, we will have to give them the basic fundamentals that we're giving to all the representatives, but they will have some special schooling with respect to their own field.

The next important step comes to you and directly affects you. Out of those men who will take that course in Washington we hope to pick a number of representatives who are able to teach others—so that we can take those representatives and let them go into the various states, call all of the local business managers into a session in the various states or localities where we can set them up, and we will then have a school for business managers. We can then pass on to them the information that the International has. It is my hope—and it is certainly my plan that these schools will not be “one-shot” affairs. They will be continuing, and each year, through that means, we will bring up to date any new developments. In the end, we will have a trained group of International men and a trained group of local union representatives.

In our Brotherhood we have a large number of groups. We have, of course, some people who want to set up a separate vice president for this and a separate vice president for that. I am opposed because it sets us aside and separates us. The only reason that the railroad members have a separate vice president is because the railroads, under the Railway Labor Act, channel all their problems through one person. As far as the other branches are concerned, it is my intention, as I have told others, to have competent people to handle their affairs, the same as is being done at the present time in radio. We will departmentalize to give you service but, at the top, it will still be one organization. I'd like to close, as I have on many other occasions by repeating a little poem: “It ain't the individual nor the army as a whole, but the everlasting teamwork of every bloomin' soul.” Thank you.

★ ★ ★

Why be concerned with employee morale, anyway? The answer to that one is simple: because it pays—in dollars and cents—in the immediate present and in the distant future. It reduces turnover. It makes labor trouble and strikes less likely. It cuts down absenteeism and tardiness; lifts production. It lowers the cost of accidents.

—GLENN D. BLAKE, J. D. Roszell Co.,
Peoria, Ill., *Personnel Journal*.

Highlights of the 25th CONVENTION

- Adlai Stevenson sharply attacked the Eisenhower Administration for its labor policy and declared that “politics dropped to a new low plane, indeed, in connection with the matter of revising the Taft-Hartley Act.”

The 1952 Democratic Presidential nominee told 3,500 delegates to the annual convention of the International Brotherhood of Electrical Workers that “this has been a year of futility—or worse—in meeting what may be considered the particular problems of labor-management relations.”

Recalling that President Eisenhower told the voters in 1952 that union-busting provisions of the Taft-Hartley law should be removed, Stevenson said:

“Well, they haven't been.”

The Democratic leader said that President Eisenhower destroyed the confidence of labor when he suggested that strikes should not be permitted before a secret vote under supervision of Government or the employer.

He charged that the National Labor Relations Board has been reconstituted with men who have for years been pro-management—“one of them even admitting that he could be described as a union-buster.”

- The Eisenhower Administration has fallen down miserably on its promises to labor, George Meany, AFL president, told the 25th convention

“We find today we have a new type of opposition,” he said. “Those who find something dangerous in the rise of organized labor have chosen a new battleground—the field of legislation. We must turn our attention to politics.”

- J. Scott Milne, IBEW president, said the atom has given the electrical industry the brightest future of all industries in North America.

Milne told delegates to the convention that “we are only on the border of the atomic age, but already the effect of the atom in industry, defense and medicine is a going concern.”

Milne estimated that more than 560,000 of the union's 625,000 members received pay increases this year ranging from 4 to 25 cents an hour. He said raises must be granted to help make up for buying power lost by layoffs and to adjust Electrical Workers' rates in several areas in the U. S.



PROGRESS MEETING SPEAKER

Secretary Joseph Keenan

A veteran labor leader urges that local unions take aggressive action in the November elections so that Labor can overcome some of the setbacks suffered in recent years in the states.

IT is a pleasure for me to be here today and say a few words on a subject that I think is very important to all of us. First of all, this is my first appearance before your group since I became Secretary, and I want to assure everybody here that I will try to carry on the program that was established by my predecessor. And he and I together, I assure you, will do everything we can to develop the International Brotherhood of Electrical Workers to be one of the greatest organizations in this country.

I have had many different positions in the American Federation of Labor during the last twenty-five years and I've had a first-hand chance to see some of the hardships and some of the finer times in the course of those years. The election of 1932 brought a change in this country. It brought the Roosevelt administration into power and with the Roosevelt administration came the so-called "New Deal." You know that we were in the depths of a depression. We had millions of people out of work and it was impossible to find work and it was impossible to maintain working conditions because people were desperate.

NIRA's Enabling Clause

Shortly after Congress convened in 1933 it passed a law known as the NIRA. In the NIRA there was a 7(a) clause which was put in in the last few days before final vote and in that 7(a), Labor, for the first time in the history of this country, could operate under the same conditions that employers had maintained all through the years. The United States Supreme Court declared the NIRA unconstitutional in 1935. But because of the experience of that relatively short time, organized labor came to realize that in that clause there

was something that could put labor on its feet if they could get it passed as a law. Finally, work was started on the Wagner Act, and in 1935 Congress passed the Wagner Act. For the first time in the history of this country labor became a first-class citizen.

Now, in order to pass that law, in order to pass social security, in order to pass wages and hours, in order to pass all those other liberal laws you have to have a liberal Congress. During the Congresses of 1933, '34, '35, '36, '37 and '38 we witnessed the passing of the greatest number of liberal laws in the history of this country. We must again have such a progressive Congress. We have but little time between now and next November to do a job.

Spread of Right-to-Work Laws

Before we go into this November election I would just like to warn you what's going on around the country. At the present time, there are seventeen states which have passed Right-To-Work laws. These laws are vicious. In some states they are worse than others, but, in general, they have but one intent—to destroy your method of operating and just make you a token or a paper organization. In the National Labor Relations Board in the last three or four months we've witnessed administrative rulings that take millions of people from under the coverage of the National Labor Relations Act. And your branch of the IBEW is one that is affected by the arbitrary rulings of the National Labor Relations Board. But the state laws are the way they are *really* going to destroy us. How many of us every day read in the papers about Civil Rights? Or State Rights? When they talk about State Rights they have this intent; it is to take all of your Federal laws and put them back

into the States and let the States administer them in their own way.

How do we correct all of this? There's only one way that it can be corrected. It can only be corrected by using the instrument that was initiated by the American Federation of Labor in the Convention of 1947. That is by using and getting in behind Labor's League for Political Education. You can only repeal these laws by the same method that they were enacted and that is by getting liberals into Congress and into your State Legislature who will repeal these laws. They have two or three gimmicks to put these repressive laws on the books. In some states they can circularize a petition with so many names on it and then put it on the ballot. We had that happen three times within the past two or three years. If that is the case, then they must be repealed by petition. If they are enacted in the Legislature then they must be repealed in the Legislature unless they are declared unconstitutional by your State Supreme Court.

States Seeking Industries

This thing is getting serious. It has gotten to the point where some states have to have Right-to-Work laws in order to meet their competition. I know that to be a fact. There are six or seven southern states on the eastern border who have people circulating all over the middle west and the northeast—trying to induce these manufacturing plants to move into Mississippi, South Carolina, Georgia and Alabama and some of the others. And they give them quite a favorable inducement. They are given tax concessions—they build plants—and they have a number of other ways in order to take care of them. But I have found that there were two or three states—Louisiana, Mississippi and South Carolina—which had people working up in the North and they got to a certain point in their negotiations. They were asked if they had a Right-to-Work law. When the prospects were informed they had no Right-to-Work law their states were scratched off the list. So, just in the last three months they passed a law in Mississippi, passed a law in Louisiana and passed a law in South Carolina. And those laws are now on the books although I was told by people in Louisiana, which I consider a very liberal state, that they felt that there wasn't a chance of the law passing. But it was passed. Next year there will be 44 State Legislatures meeting. I feel—I know that if our people are informed that they will vote right. We can do a job between now and next November. I don't think there is anything more important between now and next November than this coming election. I think that if we could get our stewards interested in going to the people on the jobs and they in turn will take information back to their families we can do something about this in the next few months.

One thing that really bothers me is the way our people

were convinced that the Health Insurance Law, sponsored by the American Federation of Labor, was nothing but socialized medicine. That proposed law was developed in the Research Department of the American Federation of Labor. And what does it do? All it does is to set up an insurance so that if you have a major illness you won't have to worry about putting your house in hock or put your belongings in hock in order to meet the bills. I wonder how many people here can afford, at this minute, a major sickness, a major operation or a prolonged stay in bed because of heart trouble or something else. I'm sure there aren't very many, if there are any. But, because the doctors and the medical profession were able to get out and organize the bill was defeated; every time you went into a drug store they gave you a story or threw you a pamphlet. If you went in to see a dentist, it was the same thing. If you went in to see a doctor, it was the same thing. Consequently, they convinced our own people that this law, that *our* law, was socialized medicine.

I've seen what can happen—I was in Germany for three years. They had a great labor movement. They were complacent—they watched Hitler move along and then when they really got excited, it was too late because Hitler was on the way and he destroyed that great labor movement in one day. They can do it here. We have a group in this country that is working every day. The people are confused. They don't know where they are going and that's what this group wants. Now, the only force that can straighten out their thinking is this labor movement that is so powerful in this country—if we want to exert ourselves. Take any country in the world where totalitarian government was set in—first of all they had to destroy the trade unions. They destroyed the trade unions even before they destroyed the churches. That is their program here.

Boost Political Program

All I ask of you is that you go back home and get into the State Federation of Labor. Get behind Labor's League for Political Education in your State and get behind its program. Participate in the same way in your City Central Body. Get out and support the group that is supporting *your* group and get behind those Congressmen that have made a record, that have voted for our program and you can't make a mistake. If we all go out and do our job between now and November 2 I'm sure that we can elect enough people to Congress, with conditions as they are, to at least hold the line. And it may be possible, if we work hard enough, that we may be able to have enough representation there to pass laws to give Labor an even break. If we follow the right course we will be all right in November and I'm sure we'll be all right in 1956. Thank you very much.

Convention Discussions

A HIGHLIGHT of the annual division meeting was a round-up discussion of politics and economics at the first session. Chairman for this discussion was George T. Cairns, business manager of Local 1228, Boston. His opening remarks contained much of interest to the membership. Excerpts from his talk follow:

GEORGE T. CAIRNS

"We would like to keep this discussion in the form of something like a forum. Not in the form of speeches, but chiefly questions and answers . . . if anybody has any answers.

Being here reminds me: I was born in the South Side of Chicago, and during a school vacation, I got my first job there. It was with the Clark-Jewel Stove Co. With fuzzy cheeks and bright eyes I reported for work, and the first assignment I got was to go over to another part of the plant and get a bucket of steam. Well, it was a great gag. But years later I turn up in Boston, and I have a contract up there and I find out that that is the bucket of steam I was looking for, and that I'm still carrying it around.

That is the sort of thing that partially prompted this subject of politics and economics. There are many other contracts that we have that call for some kind of study. The trouble is that everybody has questions and if you look around for answers you come up with so many different kinds.

This is the type of thing that prompts me today: The company takes on a tele-

vision station and, in the course of development, it shows up with 60 technicians, and we (Local 1228) are in there, of course, trying to get some money for them. The discussion finally revolves around money, so, through researching into the past association that the technicians had with the company, we find out that in 1940 they got \$76.50 a week. Well, getting \$116.00 now makes it look like they are getting more money. Of course, they can't buy as much as when they were getting \$76.50, so what's the answer? Well, if they were getting paid off in Russian rubles they would take a look at the coins to find out what they were. But they are still getting paid off with Washington's picture and that's the same money they got in 1941. You search elsewhere, and you find that their money is worth fifty cents where it was worth one hundred cents before. That's the answer.

When you present that to the man on the other side of the table, he says, "Well, you may have a point there, because I am not getting as much for my product." So that sets you off on another road and you find out that he actually is getting paid in full—he has made all the adjustments for his manufactured product on a fifty-cent dollar and you find out his television operation has made three times the adjustment. The auto manufacturers have made the adjustment; the man selling hamburgers. Everyone has made the adjustment. In the meantime, our people are deflated to the extent of \$38.00 per week. That's the reason they are not as well off as they were before.

Well, you probably assume that the logical conclusion here is: "We've got you pinned on that one, and we are pretty smart guys."

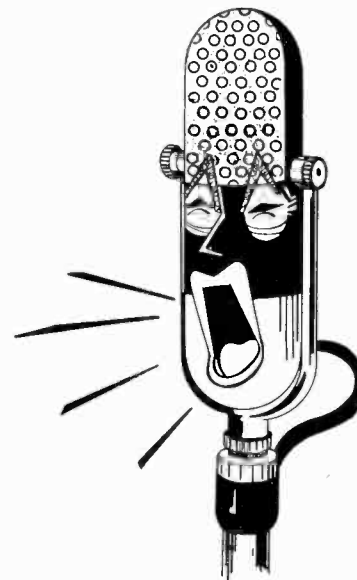
Opposite Reaction

I got the opposite reaction I thought, we have been stupid for a long time—how much else don't we know?

So we come down to a short heading of politics and economics and find it is a great field to wallow around in.

As two examples of politics:

Three days after Eisenhower was inaugurated, the F. C. C. gave the broadcasters permission to remotely control their transmitters—certain types. The F. C. C. also authorized the third-class ticket. There had been a lot of work done by the I. O. in the form of briefs, arguments and so forth, and the I. O. was able to get a temporary stay on the F. C. C. order and finally succeeded in getting a slight modification of the original order. There had been no change in the laws—all it amounted to was a political interpretation of



stuff that was on the books. The end result of that is that we have lost people and jobs, and the F. C. C. has given the broadcasters a tremendous boost in their campaign to cut down personnel in broadcasting stations. At one of their most recent meetings, the trade association was told that they can make individual application on an experimental basis for remote-controlling transmitters with directional antennae and up to 50,000 watts. There was also expressed at the meeting, I understand, that they hope, in time, to be able to do the same thing with television transmitters.

Tearful Question

So with tears in their eyes our people come into the office with "What are we going to do?"

Of course, 65 out of every 100 of them who come into the office voted Republican two years ago. So you might say, "Well, the answer is Democrats."

But we have a lot of information displayed here in the way of State Right-to-Work laws—and a lot of them are in effect in Democratic states. So, obviously, the name "Democrat" is not the answer.

State labor laws constitute the second example of politics which concern us. We don't have a state right-to-work law in Massachusetts, but from a remote-control look at it, it seems to me that they are gimmicks on the part of the states to get industry to move into some of those states. To my mind, there is a lot more hope in a thing like that than the remote control thing—with a remote-control transmitter, the people are gone. If the idea is to attract industry, by enactment of a state right-to-work law, they are at least also attracting more candidates for you to work on. It is a political thing that in time can be changed, provided the working man understands the things that are good for him. In other words, information given to the

Technician-Engineer

George T. Cairns
L. U. 1228



working man can produce a desirable result—through politics. There is no other way to secure legislative acts in favor of the working man. Some of our people, and I know this first-hand, have been sold on the idea that what the unions are doing is not a good thing. In this meeting, I am a Democrat convincing a Democrat or a Republican convincing a Republican. We are all under the same house. When you get across the table from an employer, then you have other things to knock down—it's an entirely different situation. You're very likely to get the answers that you want to hear sitting in a group like this. But sitting across the bargaining table the employer is using all of the committee as a sounding board and the end result of what he is actually saying (and you've got to put it into words to make it as ridiculous as it is) is that, "Anytime I get \$10 it has benefited the country." So long as he has the \$10, everything is fine.

Looking through *Time* magazine one day I noticed a review of the book, "The Standards We Raise." In reading the review I thought that Walter Reuther must have written the book. Turns out that the man who wrote it is a partner in the banking firm of Lehman Brothers. He is a member of the Board of Directors of Western Union and fiscal counselor for several leading business organizations. He sets forth in this book exactly what our economy is—not what it should be—or what he would prefer it to be, or what you think it is, but actually what it is. He states that the interested groups in this country are mainly labor and management, and that both of them make the same two false assumptions as to what our economy is. Labor usually makes the false assumption that the thing

that makes the cart go is purchasing power. And then he shows that there is an abundance of purchasing power in the banks and still the national economy is slowing down. Conclusion—it isn't purchasing power, it is purchases.

This often leads to the mistaken point that the thing that makes the cart go is production. At the present time, we have the highest standard of living that the world has ever seen. We are turning out billions of dollars worth of goods each year in the form of armament and help and aid to allies to help us stop Communism. In addition, we have so much butter that we don't know what to do with it. We have campaigns going on to get people to drink milk—to use up the surplus. So, the author asserts that production is not the answer. We can produce and produce and produce but it doesn't mean anything unless the production is used. At the present time, as you can see in the production of automobiles, production works wonderfully but the lots are getting filled with cars that need buying. There is naturally a lot more that goes with it but he admonishes labor and business and government that the thing they should do should be measured by how it increases the standard of living in the United States. He says the one measuring stick is the improved and increased standard of living in our country.

A little sidelight on that—say you have fifty billion dollars worth of armament that you have to turn out for your own protection. It is an absolute figure—you can't do anything with it. That figure is then related to what the national income is. If it is three hundred billion a year then you've got fifty billion against three hundred billion. If you improve the standard of living—improve the incomes of all the

people to the point where the national income is four hundred billion or is five hundred billion a year—the absolute figure of fifty billion then becomes a smaller thing and of less importance. Production-wise, we can do it. The whole point is distribution and consumption.

In automobiles, we buy not through utility but obsolescence. You know, come the first of January they will change the shape of the tin on the side and—shame on you!—you've got a '54 instead of a '55. It sounds pretty ridiculous when you've got a car that has only 15 or 16 thousand miles on it. On the other hand, suppose we all bought automobiles from the standpoint of utility and that each car would run 19 years. Our economy, as we know it, would break down completely. If automobile production falls off a slight percentage people begin to get out of work and we are in trouble. So you have a patriotic duty to go out and buy a new automobile come January 1.

The Four-Day Week

Another thing in that same line came out in the June issue of *Fortune* magazine. The particular article was in preparation for some eight or ten months. To prepare for it, *Fortune* magazine sent out hundreds of questionnaires to industrial leaders and the question was essentially this—"What do you think of the four-day week?" Without exception, the replies that came back were in this gist—"You are talking yourselves into the hands of the labor leaders, you are going to wreck the national economy." Without exception, they were against it. There was more to the article but at the end of it there was a box score. Perhaps these industrial leaders would be interested in what their fathers said 25 years ago when Henry Ford introduced the five-day week and the five-dollar wage. Their fathers had said exactly the same thing.

Paul Mazur, in his book, "The Standards We Raise," explains the reasons for those things. A man working six days a week as it used to be, had no desire to live in the suburbs because he had to live close to work, but when he got the five-day week the two days represented to him the opportunity to get out into the country. And there were scads of them who moved out into the suburbs and the country and that started a chain reaction in the form of houses and sewers, utilities, gasoline back and forth to work and so on. His standard of living increased immediately just as it did for the community that he moved into. There was additional business; the thing mushroomed. For an increased standard of living as an individual, starting from the individual, you look for ways of improving what you have both from the standpoint of money and time. The time that you have free helps you as a consumer—provided you have enough money to enjoy it. So your efforts are not only selfish in that direction, they are basically good economy. There's only one way it can go. And that is bigger and better. So the bigger and better chrome-plated yo-yo is in the works for our economy, as far as we know.



Jack Dunn, LU 202, is interrupted by our candid cameraman.

CONVENTION DISCUSSIONS, CONTINUED

Discussion of wage differentials between AM and TV personnel spurs comments from many delegates.

THE discussion of politics and economics was quite comprehensive and it would be impossible to cover everything that was said. However, the general tenor of discussion of oft-proposed wage differentials between AM and TV employment was kicked off by Representative Roy Renoud, Local Union 49.

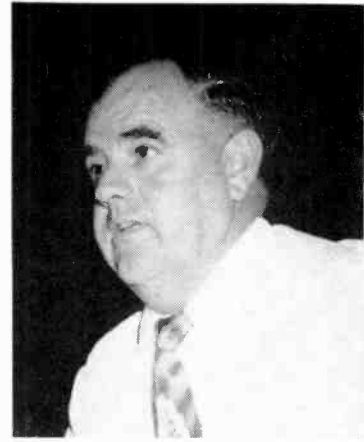
BROTHER RENOUD mentioned an AM, TV combination in his area and the proposal of the employer that a differential be instituted. Since the AM station showed an increase in revenue of between 11 and 13 per cent and the associated television station had enjoyed an increase of some 22 per cent, it was not altogether illogical to conclude that wage increases could be based upon those factors.

DELEGATE CECIL MULLEN, Local Union 1241, suggested that the philosophy of his Local Union should be adopted. He said, "Regardless of whether a station makes a profit of twenty dollars a week or a thousand dollars a week wage scales should be based on the service rendered by employees. Technicians are selling their service—an employer engaged in the radio business or the television business should recognize that the service rendered should be on the same basis as the telephone company's; the same quarter-mile rate applies to all customers."



Albert O. Hardy, Director of the Radio, TV and Recording Division, reports to the gathering of delegates.

Roy Renoud of Local 49 speaks from the floor during the discussion of economic issues.



DELEGATE GARTMAN, Local Union 1264, added that the necessity of more supervision in television leads to a higher average rate and emphasized that his Local Union has made great efforts to transfer men from AM to TV, resulting in individual increases in many cases.

DELEGATE REED, Local Union 1259, reminded the meeting of some past history. He said, "It took a long time to break down the notion that there should be separate wage scales for studio men and transmitter men. In St. Louis, for example, it took many years to abolish the established wage differential. Certainly, employers feel that AM and TV differentials are justified—they felt they were justified years ago in AM. When you split the employees wage-wise, the next step is separate seniority lists. Someone here mentioned other crafts—electricians, plumbers, painters and so on. Such people don't have different wage scales for different jobs—they get the same rate whether they wire or paint AM studios or TV studios. Maintenance electricians receive the same rate of pay whether the office building, newspaper plant or employer's business is big or small."

DELEGATE CALAME, Local Union 1212, said, "I think what we are faced with here is a throw-back to the Dark Ages and what has taken so long to get away from—classifications. When you say classification, I immediately think of NABET. They have so many classifications as of the last count, I can't recall the number of them. You're going to be repeatedly faced during negotiations for propositions to take x-dollars for TV men and y-dollars for AM men. I think differentials and classifications are effective union-busting tools and should be recognized for just what they are."

DELEGATE GREVENBERG, Local Union 1139, pointed out that job classifications and wage differentials make rotation of men impossible. He went on to say, "We have tried to negotiate agreements which guarantee the rotation of men. For years we had no success but about two years ago we half convinced one of our employers that

it was good for the men and the employer as well as the Union. At that time, some men had been working there for as long as two and a half years in the same job. . . . At first it was quite a problem to take video men and send them out to the AM transmitter—which one or two of them had never seen during their employment with the station. But it has worked out well and has resulted in a good staff, more valuable to the employer and better for the men themselves.”

DELEGATE BRANN, Local Union 1259, pointed out, “There is a further differential that we’ve been faced with—we have had experience with some men being put on a shift and the management insisting that they stay on that shift. For a while it looked like they were doomed to die there. The last three or four times we’ve negotiated we have invariably hit management, because of this, with a wage differential based on shift-times. We’ve looked at other industries where a wage differential is paid for work after six o’clock p. m. or before some starting time in the morning. Management’s resistance has been very high—taking a leaf from management’s book I think our resistance to wage differentials between jobs or job classifications should be just as good as theirs has been in the case of our time differentials.”

A very pertinent set of facts was contributed by Representative Taylor L. Blair when the agenda for discussion turned to transmitter remote control. He read a letter received from the Secretary of the Federal Communications Commission which said (in part): “You indicate that interpretation of Section 3.165 of the Commission’s Rules and Regulations relative to the full-time employment of radiotelephone operators is requested, with particular reference to the term ‘regular full-time employment by the station.’”

“Full-time employment at a Standard Broadcast Station is interpreted to mean employment for the full broadcast week—as, for example, the number of full-time weekly hours for which other full-time station employees are normally employed. If the station’s Chief Engineer is ill or unavoidably absent from the station for one or two days at a time no relief engineer need be employed for this period. If, however, he is absent for more than two days, whatever the cause, a full-time substitute possessing a radiotelephone first-class operator’s license should be employed for the time he is absent. This interpretation is believed to answer your inquiry relative to the steps which should be taken by the station if the Chief Engineer is absent from the station on a two weeks’ vacation. If the station is later licensed by the Commission to operate its transmitter by remote control with present power and non-directional antenna, and provided the conditions of the license do not stipulate operator requirements other than



Louis Sherman, IBEW General Counsel on legal matters.



Nick Foster, LU 77, tells of Vocational School in Seattle.



H. Walter Thompson, President of LU 1220, Chicago.

CONVENTION DISCUSSIONS, CONCLUDED

The hours employed and work performed by full-time chief engineers discussed

those outlined in Section 3.165(c), it appears that the full-time employed Chief Engineer 'whose primary duties shall be to effect and insure the proper functioning of the transmitter equipment' could well work a regular shift each day and be on call to make needed adjustments during 'off-shift' hours.

"In closing and further clarification, it may be pointed out that the full-time employed Chief Engineer cannot engage in the maintenance of more than one Standard Broadcast Station during his full-time employment unless all transmitting apparatus is located on the same premises."

At the time the meeting began it appeared that the General Counsel of the IBEW, Louis Sherman, would be unable to be present because of the press of his current work. However, he later found that he would be able to attend, did so on Sunday morning and was roundly applauded and warmly welcomed.

BROTHER SHERMAN spoke of the State "Right-to-Work" laws and reminded the delegates that there are now seventeen states which have such laws in effect. These are: Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Louisiana, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas and Virginia. He also went to considerable length to comment upon the new jurisdictional limits set by the NLRB and suggested that the manner and fashion of the Board's announcement reminded him of the young lawyer, who, in the course of the presentation of his first case, told the court that his "conclusion supported the facts." The Board has made a conclusion and has indicated that the facts will be developed in subsequent decisions. Despite this cart-before-the-horse statement, the cases which have issued since the conclusion was announced on July 15 have not made evident the facts which were supposedly responsible for the conclusion.

As a matter of some consolation to the delegates he enumerated the states which have existing machinery for election and certification of bargaining representatives, which may offer a degree of relief in cases where the NLRB refuses jurisdiction. These states are: Colorado, Connecticut, Pennsylvania, Massachusetts, Rhode Island, New York, Wisconsin, Minnesota and Oregon.

Following his remarks, a question and answer period became the order of business and many interesting items of information were gathered from the questions and their answers.



Various views of delegates listening attentively to the proceedings at the Third Annual Progress Meeting.

No attempt will be made here to detail discussion and remarks on the various other subjects discussed at the meeting—let it suffice to say that the delegates were both diligent and extremely interested as well as articulate.

Just prior to the end of the meeting, Delegate Birdsong, Local Union 1257, stated that he spoke for his Local Union and was sure that Local Union 1234 would join in expressing the hope that the next meeting would be held in Dallas and that he wished to be recorded as inviting the delegates to partake of Texas hospitality. Brother Birdsong was thanked for his kind invitation and was informed that it would be given serious consideration. Following a rising vote of thanks to Business Manager Long of Local Union 1222 for his labors during the meeting and a similar vote of thanks to Local Union 1220 for the many courtesies shown the delegates, the meeting was adjourned at 2 p. m. on Sunday, August 29.

New Labor Board Policies Evident in Late Decisions

Limit on Amended Charge

In a recent case, the NLRB deviated from its past practice by ruling that an amended unfair labor practice charge is subject to a six-month time limit if it raises a new and separate issue. Future policy of the Board will be to reject amended charges unless the action complained about in the amended charge has taken place during the past six months, or unless the amended charge relates directly to the original charge. If a charge is based upon discharge for union activities, for instance, a later amendment claiming that the worker was unlawfully refused employment will not be accepted—unless the latter action took place during the six-month period preceding the filing of the amended charge.

New Election Rule Issued

In the *Associated Food Distributors, Inc.* case (109 NLRB No. 86), the NLRB has stated that it is no longer necessary to notify an employer of the union's claim of representation of a majority of the employees. Where the former rule (*General Electric X-Ray*, 67 NLRB 997) required such notice and a union was required to file a petition with the Board within the next 10 days, the Board has now stated: "We believe that to say a union may invoke the 10-day rule only by claiming a majority in its notice to the employer is to perpetuate a needless technicality which bears little relation to any desirable objective and which raises more problems than it resolves. Accordingly, we shall abandon it. Realistically viewed, the policy established in the *General Electric X-Ray* case does not require that a union use any particular form of words in notifying an employer of its interest in the employees. It is enough that the employer be reasonably apprised that the petitioner actively seeks to become the exclusive bargaining representative, whether by notice of the outside unions' assertion of a majority, by notice of its request for recognition or by notice of its intention to initiate a representation proceeding before this Board to challenge the position of the incumbent union."

Mr. Murdock dissented from the majority opinion, stating, in part: "The Board . . . held, in the *General Electric X-Ray* case, that a naked claim to representation must be followed by a petition within 10 days to prevent a contract signed in the interim from operating as a bar to an election. In the instant case the majority (of the Board) holds for the first time that a Petitioner need make no claim of majority status. *It is sufficient . . . that the Petitioner notify the employer of an intention to file a petition. . .*"

Local 49 Wins NLRB Election Bid at KPTV

As we go to press, we learn that Local Union 49 has been certified by the National Labor Relations Board as representative of the technicians employed by KPTV, Channel 27, Portland, Oreg. This station received a great deal of publicity some time back when RCA furnished the transmitter originally used for UHF tests in Bridgeport, Conn.

Annual Meeting Delegates Enjoy Local 1220 Dinner

Delegates to the third Annual Progress Meeting at Chicago and their guests enjoyed a smorgasbord dinner while in Chicago. It was given by Local 1220 in the Kungsholm Restaurant, and, as the pictures below show, was enjoyed by all.



The Local 1220 dinner offered a relaxing break from the steady reports and discussions of the progress meeting.



Technical NOTES

Record Makers Push 45s

Record manufacturers are standing pat on their determination to distribute only 45 rpm pressings to broadcasting stations. They will, however, try to supply 78s during the period of equipment conversion. The National Association of Radio and Television Broadcasters disclosed after a recent survey.

After meeting with executives of five major record makers and voicing broadcasters' objections to 45s, John F. Meagher, NARTB radio vice president, said, "The record companies uniformly state that the standard 78 rpm record rapidly is passing out of existence and is being replaced by the 45s in the pop tune field and LPs in the classical field." They told him broadcast conversion is but one step in transition with similar changeover taking place in juke boxes.

Half of records now bought by public are 45s, Mr. Meagher was informed, about 25 per cent LPs and 25 per cent 78s. Majors said they did not want 45 policy to work unfair competitive hardship on any station. Those interviewed by Mr. Meagher Thursday and Friday were Frank B. Walker, MGM Records; James B. Conkling, Columbia Records; William H. Fowler, Capitol Records; Leonard Schneider, Decca, and H. L. Letts, RCA Victor.

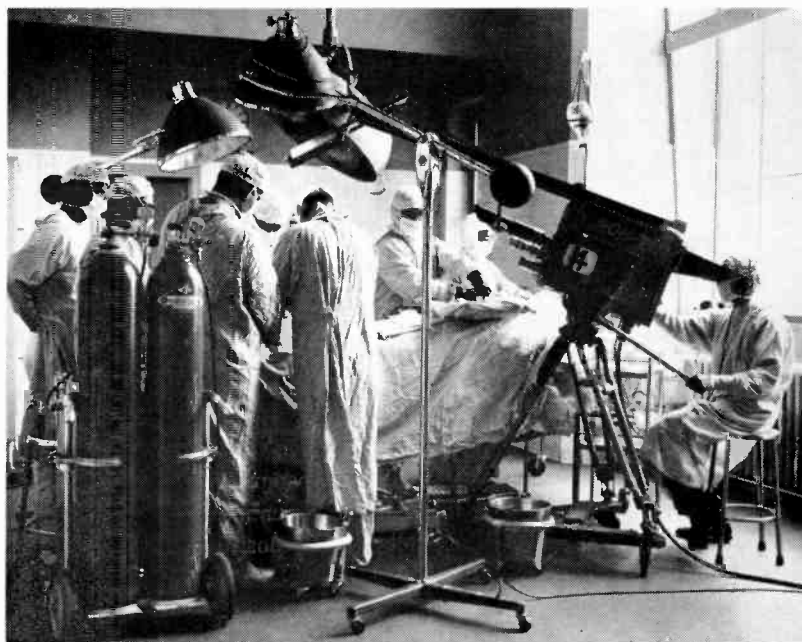
Mr. Meagher reviewed with each representative of record firms principal objections to use of 45s and cited objections of seven state broadcasting associations and individual NARTB members. Companies are arranging to supply broadcasters with 45 rpm versions of standard tunes. They said stations paying fees for record packages can expect cost to be reduced 25 per cent to 50 per cent, with more stations served on no-fee basis. They upheld quality of 45s though conceding cueing problems.

Columbia's Midget Speaker

Columbia Records has introduced the kilospher, phonograph speaker size of candy bar yet capable of relaying frequencies up to 20,000 cycles per second, according to announcement by James B. Conkling, president. Twin "K" speakers are to be incorporated in Columbia's latest 1954 models of "360" phonograph as well as in new tape recorders, he said.

New "K" speaker is perforated metal oblong with more than 500 tiny apertures, enclosed in thin plastic foil, each aperture acting as loudspeaker when electric signals from phonograph system set foil to vibrating.

Bird's Eye View of an Operation



KRON-TV'S GIRAFFE IN ACTION. This custom-built attachment places a mirror directly over the operating area in a special closed circuit telecast at University of California Hospital, San Francisco. In another room a large group of doctors watched this operation, seeing more than anyone else except the surgeon performing the operation. By means of an intercom system, the operating surgeon was able to talk to the group and answer questions while the operation was in progress.

In order to give a "surgeon's eye view" of the operation a front surface mirror was mounted directly above the operating area and the vertical scanning in the camera was reversed. Jack Mooney is the cameraman.

Another camera was set up in a second operating room so that continuous viewing material was available to the audience of surgeons.

Price Cut on Tubes

The Tube Division of RCA has announced price reductions ranging from 11 to 17 per cent on its four types of "Special Red" electron receiving-type tubes which are sold with a minimum-life warranty of 10,000 hours—longest in the industry for tubes in this general class.

The tubes are the RCA-5690, a full-wave vacuum rectifier, repriced from \$11.25 to \$9.35; the RCA-5691, a hi-mu twin triode, from \$9.50 to \$8.45; the RCA-5692, a medium-mu twin triode, from \$9.75 to \$8.15; and the RCA-5693, a sharp-cutoff pentode, from \$7.75 to \$6.40.

These new suggested user prices result from increasing market demand for each of the four types, aided by stepped-up production.

The RCA "Special Red" line was introduced in 1948 to meet a need for receiving-type tubes capable of operating at peak efficiency under adverse operating conditions. These tubes incorporate those characteristics essential for general industrial use in critical applications.

During the past decade, the industry has developed numerous premium-type tubes to meet specific requirements of new and more complex electronic equipment, he explained. Some of these premium tubes are designed specifically for resistance to shock and vibration, others for maintenance of tight characteristics limits throughout life, and still others for extreme stability. The "Special Reds" are designed to incorporate all of these features. They are named after their special red-colored bases, made of material which assures low moisture absorption and very high resistance between terminals under high-humidity conditions.

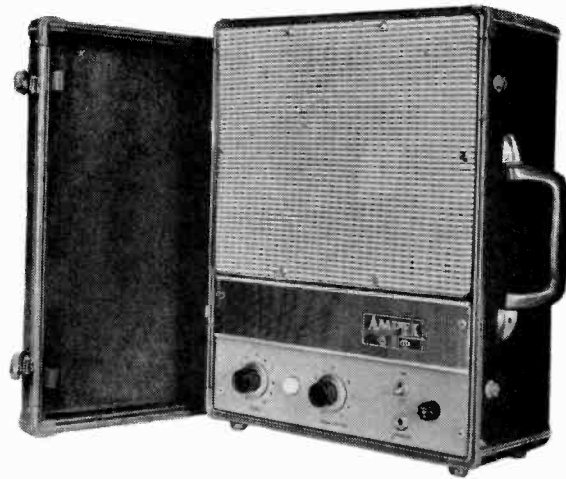
They are used in the fire control equipment of military planes, in relatively new traffic control devices, in a wide range of industrial monitor equipment, in specialized equipment designed to provide local reports on pressure in remote oil pipelines, and in numerous other critical industrial applications in which lives, equipment, and valuable production time may depend upon tube performance.

Portable Amplifier-Speaker

A 25-pound portable amplifier-loudspeaker unit that "amounts to a packaged high fidelity music system" has been introduced by the Ampex Corporation, pioneer manufacturer of tape recording equipment.

Known as the Ampex Model 620, the unit incorporates a specially-designed loudspeaker with a complementary 10-watt audio amplifier in an acoustically correct enclosure.

Response of the 620, measured in air by accepted acoustical standards, is essentially flat from 60 to 10,000 cycles—an achievement considered remarkable in the largest console speakers and previously considered almost impossible in a portable unit.



The new Ampex Model 620 amplifier-loudspeaker

In home applications, the Ampex 620 will improve the quality of sound from phonographs, tape recorders, radios and television receivers. For the sound enthusiast, it is a "walking hi-fi system," combining portability and performance in a previously unattained degree.

Commercially it is expected to be used as a portable public address system, as a monitor unit for broadcasters, as an auditioning unit for advertising agencies, as a sound demonstration unit for music stores and as a teaching device.

Ampex engineers stress that the 620 is an integrated unit in which every element has been designed and built to complement every other element. Hence, loudspeakers, amplifiers and enclosures will be sold only as a packaged unit, not separately.

Selling for \$149.50, the new Ampex amplifier-speaker was created to fill the need for a portable unit of quality to complement the Ampex Model 600, a portable professional-quality tape recorder introduced earlier this year.

For Striping 16mm Film

Reeves Soundcraft Corp., New York, announced recently that it has developed a new machine for striping 16 mm film with magnetic oxide that should prove valuable to local television stations.

Frank B. Rogers, Jr., vice president and general manager of the company, pointed out that the machine is identical with the 35 mm Magna-Striper which won an award from the Academy of Motion Pictures Arts & Sciences last spring.

"The machine is entirely self-contained, semi-portable and one-man operated," Mr. Rogers said. "This means that as local striping laboratories are established throughout the country, local television stations, most of which use 16 mm film, can shoot their own news and other local programs and broadcast them, with top quality sound, while the news is still hot."

Station Breaks



How to Get NLRB Action

Despite the NLRB's new jurisdiction ruling, Local Union 202, San Francisco has had no word on the petition asking for an election at KNCS, Hanford, Calif., which has been pending since August 4, 1953.

"An amusing (?) sidelight of all this is that with our recent elections completed new Taft-Hartley affidavits were required of all officers. The election results were known on June 28 and the first Board meeting was on July 7. The T-H Oath forms were signed that evening. However, on the morning of July 7 the NLRB informed us we were no longer in compliance, and the Hanford case would be tossed out. The oaths were in the hands of the NLRB on July 8 as planned. It was impossible to have them there sooner," stated *The Local 202 News*.

Moral—Workers can wait a year, unprotected while the NLRB overturns 19 years of precedent—but, the NLRB can't wait eight days for a discriminatory oath. Who says it's the commies they're worrying about?

AFL Speaker Defends System

How many times has organized labor been called socialistic? How many accusations have there been that American labor organizations are honeycombed by Communist cells?

Last month, we ran across an item in *Broadcasting-Telecasting* which shows that even management sometimes cannot ignore the evidence. We quote from the August 23 edition of *Broadcasting-Telecasting*:

"Reports reaching U. S. tell of fine impression made by Morris S. Novik, radio-television consultant for American Federation of Labor and other interests, as one of seven U. S. delegates to UNESCO Television Workshop in London last month. He defended American system of private ownership; said labor had no trouble working with broadcasters and bought regular network schedules. His exposition won plaudits of Americans present."

School in Wisconsin

To meet the need for advanced technical knowledge required by the advent of highly complicated "color television," the Wisconsin Broadcast Engineers, Local 715, IBEW, comprising the engineers in radio and television

stations in southeastern Wisconsin, including Milwaukee, Racine, and Kenosha, are conducting a school for members.

To this end they have engaged the services of Dr. John E. Jacobs as lecturer. Dr. Jacobs is the Manager of the Advanced Development Laboratory at the X-ray Department of the General Electric Company. He is also a member of the staff of the Northwestern University Graduate School at Evanston, Ill., and teaches a television engineering course there.

With more than 90 members enrolled in this course, Local 715 has an ambitious program running one day each week for 36 weeks. To enable men working at many different hours to attend, each lecture will be presented first in the morning, and then the same lecture will be repeated in the evening.

Successful Indiana Vote

An election recently conducted by the NLRB at WKJG, WKJG-TV, Ft. Wayne, Ind., has been won by the IBEW on the basis of a vote of 17 to 3. We welcome more Hoosiers to membership and are looking forward to further organization in the area. WKJG is a 5000-watt affiliate of the Mutual network and WKJG-TV is the only television station in the area.

Labor Report Expands

The Bureau of National Affairs, Inc. has announced that, in response to many requests, more arbitration material is being incorporated in the weekly Bulletin. The new feature—"Grievance Guide"—consists of four or five brief descriptions of cases helpful to union officers and stewards in processing their members' complaints.

"Grievance Guide" is an expansion of the services of Union Labor Report, which the editors try to tailor to fit the needs of subscribers.

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