

RADIO, TV and RECORDING



JUNE-JULY, 1958

# TECHNICIAN-ENGINEER



RADIO, TV and RECORDING  
**TECHNICIAN-ENGINEER**

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The INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS

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ALBERT O. HARDY

Editor, Technician-Engineer

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**... the cover**

Live-quality TV recording bound for Osaka, Japan. Electronic racks of Ampex Videotape Records, which magnetically reproduce TV sight and sound, are lowered into the hold of The Tarheel Mariner of the Pacific Far East Lines. Osaka TV, a commercial Japanese network, will be the first overseas customer to receive the machines, according to Ampex Corporation.

With video tape coming into more and more prominence in the broadcasting industry, IBEW technicians in North America are learning the new skills required to operate and service the equipment.

**commentary**

A radio and television executive said in a recent speech in Ames, Iowa, that the greatest single need of broadcasting is for professionally-trained young people to come into the programming and business ends of the industry. The statement was made by Joseph Weed, director of the Station Representatives Association.

Weed called upon universities to improve their broadcast curricula and plan for the day when degrees would be offered in the field.

"I believe our profession is being neglected," he said. He commented that there was a "great hue and cry" to train qualified technical and engineering personnel to meet the demands of the electronic age.

"I would like to submit, however, that there is also equal, if not surpassing, need to train people to employ our great means of communication in order that we may not only be able to conquer unknown worlds in the distance, but in order that we may also be able to understand each other and to live together."

We agree with Mr. Weed. We would like, for example, to deal with more station managers who understand personnel problems and who have some background in technical matters. It is time that many station operations changed from get-rich-quick ventures into solid, professional undertakings with public responsibility.

**the index . . .**

For the benefit of local unions needing such information in negotiations and planning, here are the latest figures for the cost-of-living index, compared with 1957 figures: April, 1958—123.5; April, 1957—119.3; May, 1958—123.6; May, 1957—119.6.

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# OUR STAR SPANGLED BANNER

THE busy hands below belong to five modern Betsy Ross's, employed at an East Coast flag factory. All day long these workers arrange cloth stars in even rows vertically and horizontally, placing the states properly on their field of blue. They arrange the red and white stripes and prepare each flag for its final sewing. Day after day, scores of more new flags come beneath their nimble fingers, as America calls for additional star spangled banners for its schools, its post offices, its Federal buildings, its parades.

This month, particularly, these emblazoned banners will wave unfurled over The Land of the Free, for June 14 was Flag Day. On this day in June, 1777, the Continental Congress adopted the flag of Betsy Ross, the star spangled banner. Congress did not officially promulgate the design of the new flag until September 3 of that same year, but June 14 is commemorated as the day when this nation first selected its red, white, and blue banner.

Congress resolved at that time that : "The flag of

the United States shall be thirteen stripes, alternating red and white, with a union of thirteen stars of white on a blue field, representing a new constellation."

There is some debate as to whether Betsy Ross actually designed the first flag. Some historians believe that she may have only sewed the first one together from the specifications of an artist, Francis Hopkinson. Whatever is the case, the United States of America today has a flag known throughout the world and highly respected.

There is currently a move in Congress to make Alaska the 49th state. If Alaska statehood is approved, Old Glory's star pattern may change from eight-by-six stars to a constellation of seven-by-seven.

On the other hand, there's no law against a fancier design. If the Government wanted to follow any of the numerous suggestions so far received from citizens all over the country, it could use a big wheel, a single huge star, an eagle, or the letters USA.

How new stars should be placed is a question that has no prescribed legal answer, the National Geographical Society notes. No machinery exists for the redesign of the United States flag. When entry of New Mexico and Arizona added the 47th and 48th stars in 1912, President Taft decreed an arrangement of six horizontal rows with eight stars each.

Whatever the pattern, a new star would have to appear for Alaska. A law passed April 4, 1818, says that each additional state requires another star, and that "such addition shall take effect on the Fourth of July next succeeding admission."

Contrary to popular belief, the individual states are not represented by specific stars.

When the flag law of 1818 raised the question, a Congressional committee reported that the stars are supposed to "signify numbers and not local and particular sections of the Union."

And what will happen to the old flags should a 49th star for Alaska (and perhaps a 50th for Hawaii) bring about a new design? They will continue to be proper and usable as long as they last. For old flags, like old soldiers, may fade away, but there is no law saying they are obsolete.





# WTVJ Decision Issued

*Many months of consideration by NLRB results in findings of unfair labor practices in Miami*

ON January 17, 1957, Local Union No. 349 of Miami, Fla., filed a petition for certification with the NLRB on behalf of employees of WTVJ, the Miami Channel 4 affiliate of CBS-TV. The employer resisted organization, coerced and threatened its employees and refused to recognize their being represented by the IBEW. One after another—and on one pretext or another—five employees were discharged. Local Union 349 established a picket line at WTVJ and filed charges of unfair practices against the station. The picket line has been maintained and the charges processed ever since the original charge was filed with the Board in January of 1957! The charges were subsequently amended, on two occasions and the Board issued a complaint on April 10, 1957. The case was heard on May 14, 15 and 16, 1957. The final decision of the Board issued on May 28, 1958.

Some of the text of the Board's decision makes very interesting reading. Excerpts from the Decision are reproduced here, deemed to be the items of greatest interest to our readership.

120 NLRB No. 155

## UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

WTVJ, INC.

and

Case N. 12-CA-31

LOCAL UNION 349, INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, AFL-CIO

### DECISION AND ORDER

On July 17, 1957, Trial Examiner Albert P. Wheatley issued his Intermediate Report in the above-entitled proceeding, finding that the Respondent had engaged in and was engaging in certain unfair labor practices and recommending that it cease and desist therefrom and take certain affirmative action, as set forth in the copy of the Intermediate Report attached hereto. He also found that the Respondent had not unlawfully refused to bargain collectively and recommended that the complaint be dismissed insofar as it so alleged. Thereafter, the General Counsel, the charging party, and the Respondent filed exceptions to the Intermediate Report, and the General Counsel and the Respondent filed supporting briefs, including reply briefs pursuant to leave granted.

Pursuant to the provision of Section 3 (b) of the National Labor Relations Act, as amended, the Board has delegated its powers in connection with this case to a three-member panel.

The Board has reviewed the rulings made by the Trial Examiner at the hearing and finds that no prejudicial error was committed. The rulings are hereby affirmed. The Board has considered the Intermediate Report, the exceptions and briefs,

and the entire record in the case, and hereby adopts the Trial Examiner's findings, conclusions, and recommendations, except as modified below.

1. We agree with the Trial Examiner insofar as he found, in substance, that the Respondent violated Section 8 (a) (1) of the Act in that John Shay, the Respondent's vice president in charge of its operations division, and Ashley Dawes, the Respondent's director of production operations, threatened employees with reprisals for engaging in union activities, promised them job security for withdrawing from the union, and interrogated them in a coercive manner concerning their union activities, as more fully set forth in the Intermediate Report.

2. The complaint alleges that, because of their union activities, the Respondent discharged Joe DeSimone, George Schwartz, Dmitry Alexander, Wilson Griffith, and Lloyd Gaynes. The Respondent contends that they were discharged for cause.

In his Intermediate Report, the Trial Examiner indicated, in substance, that, in the case of all 5 discharges, the Respondent initially decided to discharge them for cause, but that, in the interim between the date of the Respondent's initial determination to discharge the 5 employees and the date of their actual discharge, the Respondent reformulated the basis for its discharge decision and decided to discharge them not only for cause but for the additional reason that they were engaged in union activities. Thus, according to the Trial Examiner, these dual motives were the operating reasons for the discharge of the 5 employees. Applying the rule that "where an unlawful reason is a motivating cause, the coexistence of separate lawful reasons do not eliminate the unlawful aspect of the conduct,"<sup>1</sup> the Trial Examiner concluded that the Respondent violated Section 8 (a) (3) of the Act in discharging the 5 employees. He further concluded that these discharges were part of the Respondent's efforts to discourage "concerted activity" and were, therefore, violative of Section 8 (a) (1) of the Act, even if they do not constitute violations of Section 8 (a) (3).<sup>2</sup>

We agree with the Trial Examiner that the Respondent unlawfully discharged the 5 employees in question. However, unlike the Trial Examiner, we conclude, for the reasons hereinafter indicated, that the causes assigned by the Respondents were pretexts and that the Respondent discharged the 5 employees because of their union activities.

The facts, as found by the Trial Examiner, with respect to the discharges of DeSimone, Schwartz, Alexander, Griffith, and Gaynes are correct except as follows:

The Trial Examiner found that, because of frequent disagreements, Dawes would have discharged Gaynes long before January 28, 1957, but for Shay's intervention. The Trial Examiner also indicated that, *before* the union meeting of January 13, in a private conversation between Dawes and Shay, Dawes issued an ultimatum that he would quit unless Shay discharged Gaynes, and that Shay at that time agreed to discharge Gaynes at a future date. We reject these findings. These findings are based solely on the testimony of Shay and Dawes. In resolving numerous conflicts in testimony with respect to other aspects of the case, the Trial Examiner repeatedly and consistently discredited the testimony of Shay and Dawes. Their testimony, now in

<sup>1</sup> See, for example, *NLRB v. Whittin Machine Works*, 204 F. 2d 883 885 (C.A. 1).

<sup>2</sup> In view of our decision herein, we do not reach and therefore do not pass on the question whether the Respondent in this respect violated Section 8(a)(1), except as such a violation derivatively flows from a violation of Section 8(a)(3), hereinafter found.

question, was conclusionary or self-serving in nature, difficult if not impossible to contradict, and of a type easy for untrustworthy witnesses, such as Shay and Dawes, to fabricate. Moreover, on January 22, 1957, after the union meeting, Shay solicited Gaynes' withdrawal as a union adherent, thus indicating, for the reasons hereinafter more fully set forth, that the Respondent had not previously decided to discharge Gaynes for cause. Under the circumstances, we do not credit the testimony of Shay and Dawes now in question and hence we do not adopt the findings of the Trial Examiner based on such testimony.<sup>3</sup>

For the following reasons, we conclude that the causes assigned by the Respondent for the discharges were pretexts and that the 5 employees in question were discharged for their union activities.

On January 13, 1957, the Union held a meeting, attended by 2 of the Respondent's supervisors, at which the 5 employees in question signed union authorization cards and all 5, except Alexander, made statements favoring union organization.

\* \* \* \* \*

It is true that the floor crew reported late at the studio after dinner on January 16 and that they had taken more than an hour for dinner on many occasions theretofore. It is also true that, on the night of January 16, the Respondent at least considered discharging them at a future date. However, the late appearance of the floor crew on the night of January 16 was the fault of management. The Respondent knew of the employees' practice, if not the extent thereof, of taking an extended dinner period and had acquiesced therein for a long time. And, the Respondent had knowledge of the union meeting of January 13 on the night of January 16 and was at that time, as well as at the time of the actual discharges, opposed to union organization and disposed to eliminate union adherents from employment. Indeed, the presence of anti-union motivation in these discharge decisions is further emphasized by the fact that Respondent's president had "fought the unions for 4 years" and, by subsequent statements of Shay and Dawes hereinabove related.

It is also true that Gaynes did not get along with Dawes. However, this situation had existed for at least several years. And in explaining to Gaynes the reason for his discharge, the Respondent found it necessary to resurrect an incident which had occurred more than a year before, thus indicating that Gaynes' performance as an employee had not substantially deteriorated since April, 1956, when the Respondent signed him to a 3-year contract and gave him a pay increase.

In sum, all 5 employees engaged in union activities. The Respondent knew of the union meeting. It had knowledge of their union activities before it decided to discharge them and did decide to discharge them only after the employee began to engage in union activities. The Respondent was opposed to union organization of its employees. It questioned the employees concerning their union activities and made statements hostile to union organization. The Respondent threatened its employees with reprisals for engaging in union activities. It warned them that remote broadcasting would be discontinued or the station would be sold to thwart union organization, and that they would be discharged to preclude their voting in an election to determine whether they desired union representation. The discharges occurred less than 1 month after the employees began engaging in union activities. When asked for the reason for the discharge, the Respondent gave shifting explanations and, in at least one instance, when pressed, admitted that the employee in question was actually discharged because he had been "agitating." In the discharge interviews, the Respondent acknowledged that union activity of each of the 5 production department employees in question was at least a reason for the discharge. Indeed, the Respondent also acknowledged that it was eliminating employees from the production department because they wanted unionism. We think it significant that, between the date when the Respondent allegedly decided to discharge the 5 employees for cause and the date of their dis-

<sup>3</sup> While the Board attaches great weight to a Trial Examiner's credibility resolutions (see *Standard Dry Wall Products, Inc.*, 91 NLRB 544, 545), we are persuaded that the Trial Examiner's resolution was incorrect in this instance.

charge, the Respondent engaged in a persistent effort to induce these employees to revoke their union authorization. We believe it unlikely that the Respondent would have sought to sever the union ties of these employees if, in fact, they had been slated to be discharged for cause as the Respondent contends. Under all the circumstances, we find that the Respondent would not have resorted to the drastic remedy of discharge, without warning, for the shortcomings of these 5 employees, but for their union activities.<sup>4</sup>

3. The complaint also alleged that, in violation of Section 8(a) (5) of the Act, the Respondent refused to bargain with the Union with respect to a unit of production department employees. The production department includes such employees as directors and employees handling physical equipment such as cameras, microphones, and lighting equipment.

Asserting that he was bound by the Board's determination in *Southern Radio and Television Equipment Co.*,<sup>5</sup> 107 NLRB 216, the Trial Examiner found that the Respondent's production department was an inappropriate unit and hence recommended dismissal of the 8(a) (5) allegation.

\* \* \* \* \*

Thus, the issue in the representation case, now pertinent, was whether the program-planning employees should be included in a combined unit of production and engineering department employees. The issue there was not, as it is here, whether the employees of the production department by themselves constitute an appropriate unit. Hence, in the instant case, the Trial Examiner was not bound by the Board's determination in *Southern Radio*.

However, we find, as did the Trial Examiner and, for essentially the same reasons which underlay the Board's determination in *Southern Radio*, that the Respondent's production department alone does not constitute an appropriate unit. The duties of the program-planning employees are to plan the show, writing the script and determining the material, such as scenery to be used in it. They also prepare program logs which are used by operating personnel and also distributed for publication to newspapers. While the employees in the program-planning unit are not employed in the production department, they are essentially production employees and work in close contact with the employees in the Respondent's production department proper; and, like the production department employees, the program-planning employees are nontechnicians who contribute to the presentation of, but do not appear on, television programs.<sup>6</sup> Thus, without the program-planning employees, the production department constitutes but a segment of an appropriate unit.

Accordingly, as the Respondent was under no duty to bargain with respect to an inappropriate unit, we shall dismiss the 8(a) (5) allegation, as the Trial Examiner recommended.<sup>7</sup>

## ORDER

Upon the entire record in the case, and pursuant to Section 10(c) of the National Labor Relations Act, as amended, the National Labor Relations Board hereby orders that the Respondent, WTVJ, Inc., Miami, Fla., its officers, agents, successors and assigns, shall:

### 1. Cease and desist from:

(a) Discouraging membership in Local Union 349, International Brotherhood of Electrical Workers, AFL-CIO, or in any other labor organization of its employees, by discriminating in regard to their hire or tenure of employment or any term or condition of employment;

<sup>4</sup> As the preponderance of the evidence shows unlawful discrimination, the fact that the Respondent did not discharge other union adherents, including Carr, does not establish there was no such discrimination against 5 employees involved here.

<sup>5</sup> This is the same employer as the Respondent under another name.

<sup>6</sup> See *Bi-States Company*, 117 NLRB 86, citing *Southern Radio* (traffic assistant and promotion assisting working in close contact with other production employees and contributing directly to the production of television programs included in a unit of studio and engineering employees).

<sup>7</sup> In view of our decision herein, we do not pass on other contentions urged by the Respondent with respect to this aspect of the case.

(b) Interrogating its employees concerning their union activities in a manner constituting interference, restraint, or coercion in violation of Section 8(a) (1) of the Act;

(c) Threatening employees with reprisals for engaging in union activities or offering them any benefit to refrain therefrom;

(d) In any other manner interfering with, restraining, or coercing employees in the exercise of the right to self-organization, to form, join or assist the Union named above, or any other labor organization, to bargain collectively through representatives of their own choosing and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment, as authorized in Section 8(a) (3) of the Act.

2. Take the following affirmative action, which the Board finds will effectuate the policies of the Act:

(a) Offer to Joseph DeSimone, George H. Schwartz, Dimitry N. Alexander, Wilson Griffith and Lloyd Gaynes, immediate and full reinstatement to their former positions without prejudice to any rights and privileges previously enjoyed;

(b) Make whole Joseph DeSimone, George H. Schwartz, Dimitry N. Alexander, Wilson Griffith and Lloyd Gaynes for any loss of pay that they may have suffered by reasons of the discrimination against them in the manner described in the Intermediate Report;

(c) Preserve and, upon request, make available to the National Labor Relations Board or its agents for examination and copying all payroll records, social security payment records, timecards,

personnel records and reports and all other records necessary or useful to determine the amount of backpay due under the terms of this Order;

(d) Post at its place of business in Miami, Fla., copies of the notice attached hereto and marked as Appendix A.<sup>8</sup> Copies of such notice, to be supplied by the Regional Director for the Twelfth Region, shall, after being signed by the Respondent's authorized representative, be posted by the Respondent immediately upon receipt thereof, and maintained for sixty (60) consecutive days thereafter, in conspicuous places, including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to insure that such notices are not altered, defaced, or covered by any other material;

(e) Notifying the Regional Director for the Twelfth Region in writing, within ten (10) days from the date of this Order, what steps the Respondent has taken to comply herewith; and

IT IS FURTHER ORDERED that the allegation of the complaint that the Respondent, in violation of Section 8(a) (5) of the Act, refused to recognize and bargain with Local Union 349, International Brotherhood of Electrical Workers, AFL-CIO, be, and it hereby is, dismissed.

Dated, Washington, D. C., May 28, 1958.

BOYD LEEDON, *Chairman*

STEPHEN S. BEAN, *Member*

JOHN H. FANNING, *Member*

(SEAL)

NATIONAL LABOR RELATIONS BOARD

<sup>8</sup>In the event that this Order is enforced by decree of a United States Court of Appeals, there shall be substituted for the words "PURSUANT TO A DECISION AND ORDER" the words "PURSUANT TO A DECREE OF THE UNITED STATES COURT OF APPEALS, ENFORCING AN ORDER."



*To his family, the working man is breadwinner, counselor and constant provider. He carries a union card because he knows that by so doing he will protect his job and his loved ones.*

## ***All Labor Leaders Should Remember That . . .***

- ★ A MEMBER is the most important person in the union.
- ★ A MEMBER is not dependent on us—the union is dependent on him.
- ★ A MEMBER does not interrupt your work—he is the purpose of the union.
- ★ A MEMBER protects the union when he calls—we are not doing him a favor by serving him.
- ★ A MEMBER is part of the union—not an outsider.
- ★ A MEMBER is not a cold statistic—he is flesh and blood human being with feelings and emotions like the leaders.
- ★ A MEMBER is not someone to argue with or to match wits with.
- ★ A MEMBER is a person who brings us a grievance—it is the job of the leaders to correct the grievance.
- ★ A MEMBER is deserving of the most courteous and attentive treatment a leader can give him.
- ★ A MEMBER is the lifeblood of the union—without him there is no union.



## 23-Year-Old Labor Board Seeks Funds For More Work

**T**HE Wagner Act of 1935—or, as it was officially called, the National Labor Relations Act—was an emergency measure, passed at the height of the great depression, to salvage labor's newfound freedom from the wreckage of the National Recovery Administration. Just 11 days before the NRA was declared unconstitutional, it passed the Senate.

Though the bill was hurriedly passed, it stood the test of a period of labor-management upheaval and held up under Supreme Court judgment.

The administration of the Wagner Act was placed in the hands of a new body, the National Labor Relations Board, made up of three members. It was the Board's sole authority to determine the appropriate bargaining unit and to supervise the elections wherein employees chose their exclusive representatives for dealing with employers. The board could also hear complaints of unfair labor practices, issue "cease and desist" orders where they were found to be justified, and petition the courts for enforcement of its orders. The NLRB was not concerned with the substance of disputes over wages and hours or any other issues affecting conditions of work, but solely with the practical encouragement and facilitation of collective bargaining.

Eventually the Wagner Act was superseded by the Labor Management Relations Act of 1947—the notorious Taft-Hartley. Though the passage of this bill over the veto of President Harry Truman was a setback for organized labor, it must be said that Taft-Hartley accepted the NLRB as a valuable instrument of government and established it as a separate Federal agency. It now has five members.

NLRB decisions have followed the pattern of Federal legislation. From a liberal interpretation of labor's rights during the Thirties and early Forties, the Board has moved since Taft-Hartley and the election of President Eisenhower toward the conservative side of the ledger. There have been resignations among Board members during the body's 23-year history, and some appointments have been politically expedient.

Nevertheless, labor has weathered the give-and-take of NLRB jurisprudence. It recognizes its importance and has called upon Congress to increase its ability to do its job properly.

On June 5, NLRB General Counsel Jerome D. Fenton told Congress the Board's "current fiscal posture is wretched" as the result of Congressional cuts in appropriations.

The Board, he said, was in no financial shape to fill a Federal-state jurisdictional vacuum created by the Supreme Court.

The Supreme Court recently held that labor-practice cases which the NLRB refuses to handle—mainly because they are too small—cannot be handled by state courts. (The Eisenhower Administration has recommended that the states be given jurisdiction in this field.)

Mr. Fenton estimated the Board would need another 1½ million dollars a year merely to keep abreast of its current work load. He said it would need a total of \$3,400,000 to broaden its jurisdiction to cover "no man's land" cases.

The conservatives who have prided themselves in the passage of Taft-Hartley, it would appear, are not ready to spend money to support the agency which is empowered to make it work.



The above cartoon is one of many which have appeared in recent years accusing the Board of "big business" bias.

# ***These Are The Men Who***



## **BOYD LEEDOM, CHAIRMAN**

Under an appointment by President Eisenhower, Mr. Leedom has been a member of the NLRB since April, 1955.

He was born in Alvord, Iowa, in 1906, and moved to South Dakota soon afterwards to reside there until the present time. Receiving his pre-legal education at Black Hills Teachers College, he obtained his LL.B. from the University of South Dakota in 1929. He entered into the general practice of law for himself in Rapid City; five years later, he became a partner in the firm of Denu, Philip and Leedom. He then acted as City Attorney while continuing his law practice. He successfully served one term in the State Senate from 1949 to 1951, and was appointed to a vacancy in the Supreme Court of South Dakota, re-elected to remain in this position for the full 6-year term in 1954. On assignment by the National Mediation Board, he also sat as a neutral member of the National Railroad Adjustment Board in about 40 disputes.

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## **JEROME D. FENTON, GENERAL COUNSEL**

A graduate of the University of Iowa and Harvard Law School, Mr. Fenton was born in Connecticut in 1908. He entered into the Detroit law firm of Clark, Klein, Brucker and Waples, in 1936. After leaving them, he became vice-president in charge of industrial relations of Pan American World Airways and then served as Special Assistant to the Administrator for Veteran Affairs until September, 1954. He was then designated Special Assistant General Counsel for the Department of Defense and became Director of Personnel Security Policy and Review Program in the Office of the Secretary of Defense.

Mr. Fenton is a member of the Supreme Court Bar, American Bar Association, Michigan Bar Association and the Federal Bar Association. His appointment to the NLRB is for a term of four years, expiring in February, 1961.

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## **PHILIP RAY RODGERS**

Mr. Rodgers was born in Bountiful, Utah, on February 15, 1916. Graduating from the University of Utah *magna cum laude*, in 1939, he continued there to receive his M.S. in Public Administration. He obtained a Ph.D. in Public Administration from American University and an LL.B. degree from George Washington University in 1948. He has served as Secretary to U. S. Senator James J. Davis, as Assistant Professor of Political Science and Public Administration at American University, and as Chief Clerk of the U. S. Senate Committee on Labor and Public Welfare. Before his appointment to the National Labor Relations Board in 1953, he was Staff Director of the Senate Committee on Labor and Public Welfare. He has been Adjunct Professor of Political Science and Public Administration at American University since 1948.

Mr. Rodgers is married, has two children, resides in Silver Spring, Md.

# ***Compose The Present NLRB***



## **JOSEPH ALTON JENKINS**

As an attorney attached to the Ft. Worth, Texas, office of the NLRB, Mr. Jenkins gained experience prior to his appointment to the Board.

Born in Salt Lake City, Utah, in 1919, he is a graduate of the University of Utah where he majored in Economics. He was a member of Phi Beta Kappa and Phi Kappa Phi. In 1944, he received his LL.B. from Georgetown Law School, ranking first in his class. As Lt. Commander with the Navy, Mr. Jenkins was cited by the City of Antwerp and the Government of Belgium. Besides his NLRB law experience, he was a partner in the firm of Rawlings, Sayers, Scurlock and Eidson in Ft. Worth. He served as Chief of the Enforcement and Litigation Branch, Region 10, of the National Wage Stabilization Board from 1951 to 1953. Mr. Jenkins has bar memberships in New York and Texas and is affiliated with the American Bar Association, Ft. Worth-Warrant County Lawyers Association and the American Legion.

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## **STEPHEN S. BEAN**

Mr. Bean has been affiliated with the National Labor Relations Board since January, 1950, when he served as Trial Examiner. He received an appointment as Member from President Eisenhower on November 18, 1955.

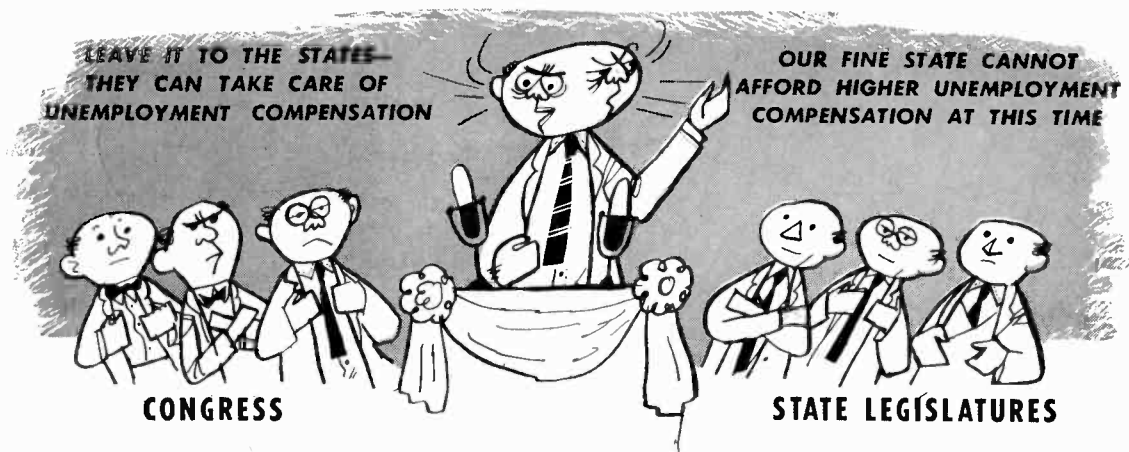
He was born in Woburn, Massachusetts, on June 17, 1892, and received his A.B. from Brown University. While employed by Employers Liability Assurance Corporation, Boston, as claims adjuster, he attended Northeastern University Law School and was admitted to the Bar in 1919. Following two years service in the U. S. Army, he became chief adjuster of claims for Liberty Mutual Insurance Company. He then undertook a career as a trial lawyer in 1923, interrupting it to serve again in the Army in World War II. From 1923 to 1943, he successfully served as Alderman, President of the City Council, City Solicitor and Mayor of the City of Woburn. From 1946 to 1955 he was with the law firm of Schneider, Reilly, and Bean in Boston.

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## **JOHN H. FANNING**

Born in Putnam, Connecticut, in 1916, Mr. Fanning is no stranger to government operations. Since 1942 he has been successively in the Attorney Office of the Solicitor, Department of Labor; chief of the Domestic Labor Standards Section, Industrial Personnel Division, Army Service Forces; chief of the Industrial Relations Branch, Office of the Judge Advocate General of the Army; special assistant to the Judge Advocate General of the Army for procurement matters (In this capacity, he also served as labor advisor to the Secretary and General Staff of the Army and chairman of the Department of Defense Munitions Board Industrial Labor Relations Committee); director of the Office of Industrial Relations in the Department of Defense; and director of the office of Domestic Programs in the Office of the Assistant Secretary of Defense for Manpower. He is an associate in the law firm of Corcaran and Mangan, Pawtucket, R. I., is a Democrat.



## The Double Talk About Unemployment Benefits

**O**RGANIZED labor is fighting for immediate Federal action to protect the levels of living of workers now out of jobs, and it is seeking at the same time to improve the whole program of state and Federal unemployment compensation. Congress is considering proposals for new legislation, but the call for quick action is hampered by stumbling blocks thrown up by various business spokesmen.

Unemployment insurance benefits now replace not more than one-fifth of total earnings lost in the recession, and, consequently, stores, landlords, and farmers keep losing customers.

As the cartoon above indicates, there is a lot of double talk about jobless benefits. Unemployed workers in some states receive only a small fraction of the benefits paid workers in other states. Some state benefits are of too-short duration.

Only about six out of every 10 unemployed persons are receiving state benefits. Some are not covered by the compensation laws, some are not eligible for some reason, some are disqualified for other reasons, and some have exhausted their benefits and are still out of work.

The AFL-CIO supports several proposals now before Congress. Included are the following:

1. To improve the Federal-state system so it works properly hereafter, Congress should establish adequate minimum standards which the states will have to meet in regard to benefit amounts, duration, and eligibility requirements. (If these standards are made effective as of July 1, 1959, most states could make the necessary changes in their laws without having to call special legislative sessions.)

2. For persons now protected by the Federal-state system of unemployment insurance, Congress should step up benefits by increasing the weekly amounts individuals receive and making benefits available for a longer period. This

should be done out of Federal funds, on an emergency basis, until Federal minimum standards become effective.

3. Congress should make available Federal recovery benefits, without a means test, to jobless people who are not eligible for regular unemployment benefits but who have a record of recent employment and are available for work.

4. As a last line of defense against destitution and want, Congress should provide Federal grants to the states for general assistance so that employable persons can receive aid on the basis of need.

### GETTING STATE BENEFITS

These general points may save you time and money, if you are laid off:

- Keep records, with dates, of your employment and earnings, the employers for whom you worked, and lay-offs.
- File a claim promptly when you are jobless or working considerably less than full-time. Do this at a local employment security office, bringing what records you have.
- Know your rights. Read the information on your state law.
- Beware of pitfalls that may lead to benefit denials. These are likely to involve. . .  
 ...refusal of a "suitable" job,  
 ...not being able to work or available for it,  
 ...not "seeking" work, or  
 ...any false statements, such as not reporting earnings.
- If you are referred to a job but find it unsuitable, be sure to explain your reasons . . . the job's distance, its hazards, your past work history, and/or family circumstances.
- If you are denied benefits and feel that you have been treated wrong, appeal promptly to proper agencies.
- If you move to another state, you can file your benefits claim there. You may be able to pool earnings credits in several states.

# Progress Meeting Plans Under Way

**T**HE 1958 Progress Meeting of the Radio, Television, and Recording Unions of the IBEW is scheduled for Sunday and Monday, September 28 and 29, at Cleveland, Ohio.

The meeting will immediately precede the regular (26th) convention of the Brotherhood, also scheduled for Cleveland.

Progress Meeting sessions will be held in the Cleveland Hotel (See No. 7 in the map below).

Headquarters hotel for the full Brotherhood convention will be the Carter Hotel (No. 6 in the map below).

The general convention of the Brotherhood will be held in the Public Auditorium (No. 2 below), convening at 10 a. m. on September 30.

An IBEW convention is always a big one. (The last

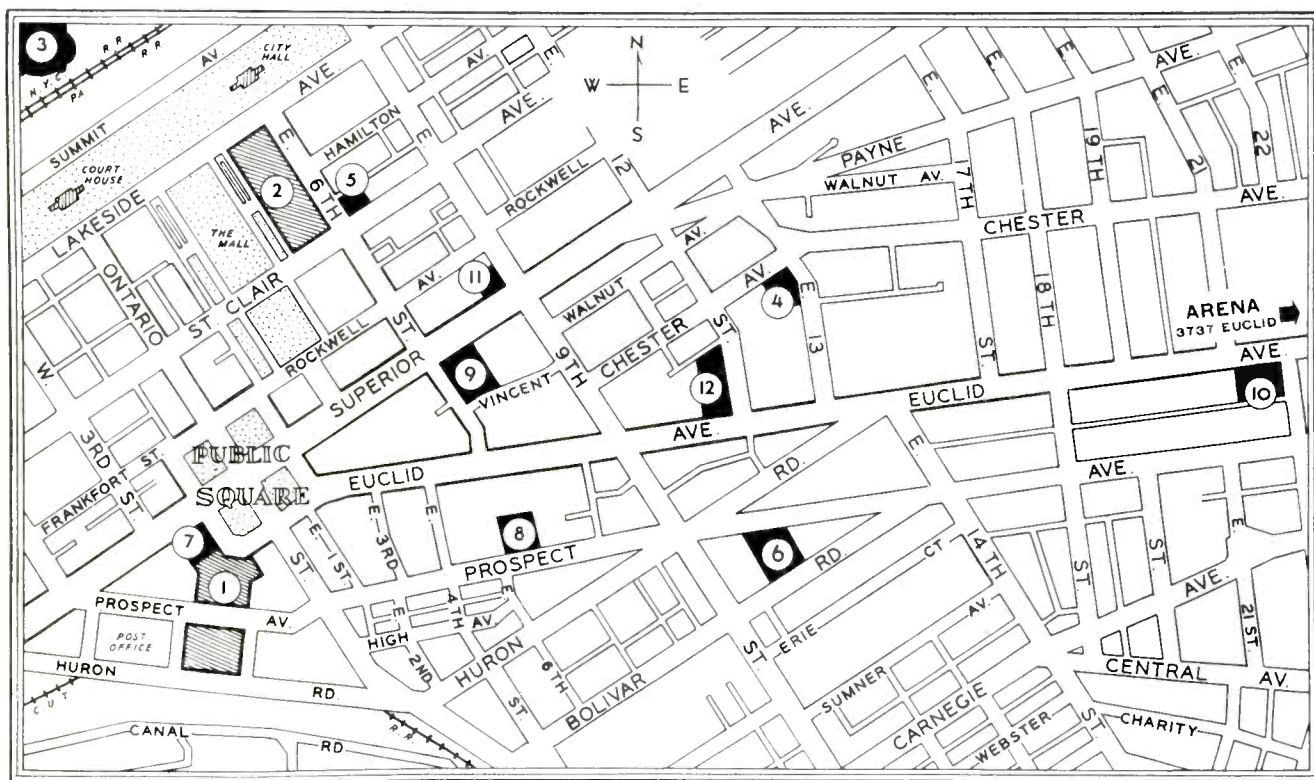
one, held in Chicago in 1954, was the largest labor convention ever held, with 3200 delegates. Delegates will be housed in various hotels in downtown Cleveland, including those shown on the map below.

The deadline for your local union to get credentials to the International Secretary in Washington, D. C., is August 1, 1958.

Our membership decided some time ago, by referendum, to cut down on the number of convention delegates. If all locals send their full quota, there will be 2800 delegates present in Cleveland.

The progress meeting for broadcasting and recording unions will be the seventh annual gathering of such members. The sessions last year were held in New Orleans.

## MAP OF DOWNTOWN CLEVELAND



*Courtesy of the Commercial Survey Co.*

- |   |                     |                         |
|---|---------------------|-------------------------|
| 1. UNION STATION—TERMINAL TOWER               | 5. AUDITORIUM HOTEL | 9. HOLLENDEN HOTEL      |
| 2. PUBLIC AUDITORIUM                          | 6. CARTER HOTEL     | 10. NEW AMSTERDAM HOTEL |
| 3. STADIUM—HOME OF THE INDIANS AND THE BROWNS | 7. CLEVELAND HOTEL  | 11. OLMSTED HOTEL       |
| 4. ALLERTON HOTEL                             | 8. COLONIAL HOTEL   | 12. STATLER HOTEL       |

## UP GLASSES!

# Our Fine Feathered Friends

This article originally appeared, unsigned, in the April-May issue of The New Lead, official publication of the Toronto Newspaper Guild, edited by Walter Stewart.

With the mating season well advanced, the Indoor Manager Watchers' Association feels that this is as good a time as any to brush up on our identification of this canny, elusive tribe.

The association has accordingly sent along for the benefit of TNG members in general, and those on bargaining teams in particular, this condensed Handy Dandy Field Guide from its forthcoming manual "Management Types, their Recognition and Control" (Boots, Toots, Koots and Waffle, \$4.50).

### THE BLUE-BILLED BACK-SLAPPER

*Characteristics:* A friendly, warm-hearted bird, this species appears to have a natural affinity for union men. It is frequently observed patting members of organized labor groups on the head, chanting "I get along fine with unions." Of zoological interest is the fact the patting hand was in every instance clutching a fair-sized club.

*Plumage:* Lily-white.

*Song:* You can leave the security clause in my hands.



### THE FEARSOME FOURFLUSHER

*Characteristics:* This type is given to sweeping statements, delivered with one wing folded across the breast in a reverent attitude. Remarkably, this species has its toes turned backwards, thus permitting it to move backwards with even greater rapidity than it moves forward.

*Plumage:* Green.

*Song:* Strike and be Damned!



### THE RED-FACED SQUAWK

*Characteristics:* This species will be found at most negotiating meetings or other low shrubbery.

It will be easily recognized by its extraordinary bright red plumage, and its strident voice. When any object new or unfamiliar is placed near this bird, it will be seen to swell to almost twice its normal size. It then customarily hops, first on one foot, and then on the other, in what is known as its Dance of Disapproval. The species is especially sensitive in the pocketbook area.

*Plumage:* Bright red, dotted with beads of perspiration.

*Song:* What What What What Whatwhatwhat-what WHAT! (on a rising note.)



### THE WINSOME GROUSE

*Characteristics:* This bird represents a zoological rarity. Its temporal coordinates appear to be reversed, with the result that its mentality is tuned to a period referred to nostalgically as The Good Old Days. Continuous reference will be noted to The Grave Situation, The Present Difficulties, All Pulling Together, The Crisis Facing the Company, etc.

*Plumage:* Jaundice.

*Song:* Ree-sonable Ppprofit.



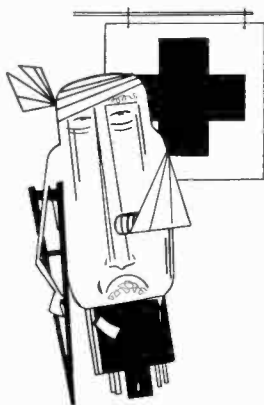
### DOUBLE-HEADED HAIR-SPLITTER

*Characteristics:* The diet of this unusual bird is composed entirely of subsections, subordinate clauses, and fine print. Frequently observed in the vicinity of molehills.

*Plumage:* Mauve.

*Song:* My hands are tied.





*Having Tube or Transistor  
Trouble? Try . . .*

## *pamphlets from* **UNCLE SAM**

**C**ONGRESSMAN ROSS BASS of Tennessee recently broke his rule against sending more than 10 government publications to any one person at one time. He sent 76 of the do-it-yourself pamphlets to a Tennessee constituent who pleaded:

"Recently married, expecting, just moved into new home and broke. I do not know anything about anything. Neither does my wife. Thanks."

We don't think there's any IBEW technician in such a situation regarding his job, but we believe our readers will find something of value in government publications too.

We've compiled here a brief list of publications in electronics, radio, and television which are published by Uncle Sam. Copies may be obtained at prices specified by ordering them from the Superintendent of Documents, Government Printing Office, Washington 25, D. C. (You might simply tear out this page, checking the publication desired, and enclose cash, check, or money order with your name and address.)

☐ **ADVANCED MATHEMATICS FOR ELECTRONICS TECHNICIANS.** Even though this book was prepared for use in the naval service, its principles should be just as applicable in civilian electronics work. It covers the practical applications of geometry, mechanical drawing, graphic representation, trigonometry, and vectors in the fields of electricity and electronics. An elementary treatment of integration and differentiation in calculus in electronic circuits is included, and useful mathematical tables have been added. 318 pages, with illustrations.

Catalog N. D 208.11:M 42/953

Paper \$1.25

☐ **BASIC THEORY AND APPLICATION OF ELECTRON TUBES.** A Defense Department training manual, this study is concerned with the theory, development, and use of one of the most important electronic communication devices—the electron tube. In addition

to discussing the varied uses of electron tubes in communications equipment, this manual also carefully describes their construction and component parts, types, and operation. Among the features examined are diodes, triodes, electron emission, multi-electrodes, amplification, and oscillators. 215 pages, with illustrations.

Catalog N. D 101.11:11—662

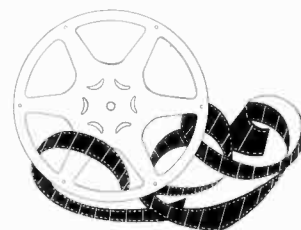
Paper \$1.00

☐ **EFFECTIVE RADIO GROUND-CONDUCTIVITY MEASUREMENTS IN THE UNITED STATES.** The purpose of this circular, as stated by the authors, is to present, in map form, a compilation of the accumulated effective ground-conductivity data showing the location of the radials over which the measurements were made, the frequency and call letters of the transmitters, and the values of effective ground conductivity with each radial. 87 pages, with maps.

Catalog N. C 13.4:546

65 cents

☐ **ELECTRONICS TECHNICIAN 3.** This basic reference book, prepared primarily for use as a Navy training course, is designed to give the reader a knowledge of the fundamentals of electronics. Beginning with a brief description of the various types of electronic equipment the book then proceeds with a discussion of electricity and circuits, current and resistance, inductance and inductive circuits, capacitance and capacitive circuits, and tuned circuits and filters. It explains amplifier circuits, oscillators, transmitters, and receivers. For purposes of self-study, there is a quiz at the end of each



apter, with the answers provided in the appendix. 512  
ages, with illustrations.

Catalog N. D 208.11:EL 2/5/954

Paper \$2.00

☐ **FM TRANSMITTERS AND RECEIVERS.** Are you a "Ham" radio operator? A radio student? A professional radio engineer? If so, you will undoubtedly be interested in this publication. Prepared by the United States Army, this manual goes into detail on the operation and maintenance of FM radio transmitters and receivers. The direct and indirect methods of producing frequency modulation are set forth; and the basic circuits of FM transmitters, along with examples of complete and typical sending sets, are included. The section on FM receivers covers amplifiers, mixers and converters, tuning, circuit alinement, and many other related points. 198 pages, with illustrations.

Catalog N. D 101.11:11—668

Paper \$1.25

☐ **PHYSICS FOR ELECTRONICS TECHNICIANS.** Although this handbook was prepared especially for use by naval personnel, it can be effectively used by anyone seeking training in fields of electronics. Condensed and simplified from standard physics texts, this book covers in detail the principles of measurement; simple mechanisms; work, power, and efficiency; motion, mass, and energy; heat; sound; light and optical systems; electricity; magnetism and electromagnetism; and other points inherent in a study of physics. Whenever practicable, problems and examples illustrating electronic equipment, phenomena, and concepts have been used. 378 pages, with illustrations.

Catalog No. D 208.11:P 56

Paper \$1.25

☐ **PRINTED CIRCUIT TECHNIQUES.** Circuits are defined as being "printed" when they are produced on an insulated surface by any process. This circular presents a comprehensive treatment of the complete field of printed circuits. Painting, spraying, and chemical deposition, vacuum processes, die stamping, and dusting are the methods now in use that are discussed here. 43 pages, with illustrations.

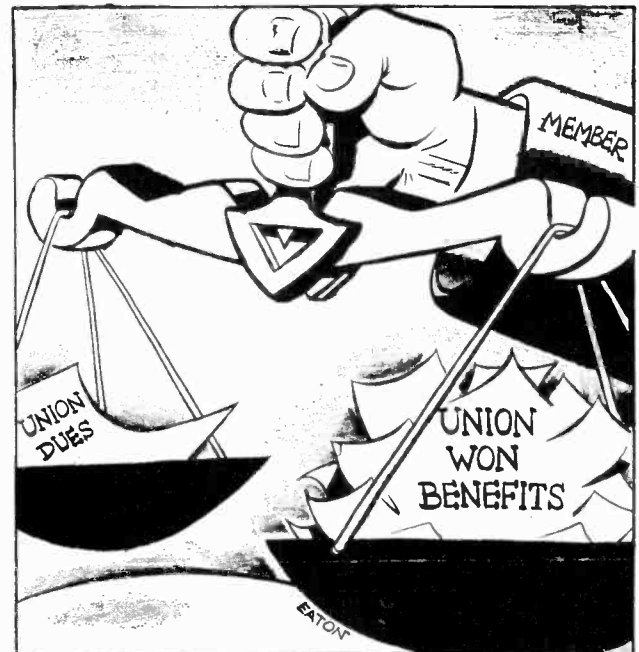
Catalog No. C 13.4:468

40 cents

☐ **PRINTED CIRCUIT TECHNIQUES: AN ADHESIVE TAPE-RESISTOR SYSTEM.** Presents a detailed description of the development of the National Bureau of Standards adhesive tape-resistor system for use in printing electronic circuits. Describes the production of this tape-resistor, including the equipment and materials used; offers data concerning the different carbons used in the experiments; and discusses the ovens and switching and recording equipment used in making live-load tests. 83 pages, with illustrations.

Catalog No. C. 13.4:530

50 cents



YOUR MONEY'S WORTH

EATON

## Two Denver Dailies Defend Labor Unions

In recent editorials, two daily newspapers of Denver, Colo.—*The Denver Post* and *The Rocky Mountain News*—strongly condemned attempts to smear organized labor on two political fronts.

*The Post*, in an editorial headed "The Union Clean-up Continues," declared that the AFL-CIO, "despite its violent reaction to the McClellan Committee's un-called-for broadside against organized labor, continues to make things tough on racket-ridden unions."

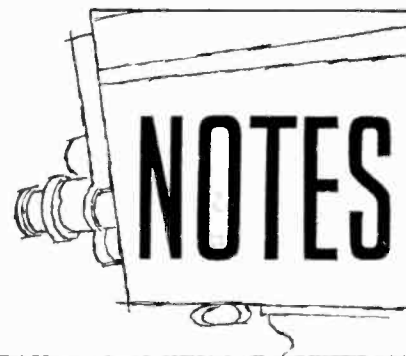
"Enlightened and militant unionism, true to itself, its members, and its public responsibilities," the editorial asserted, "will do more than any restrictive legislation to clean up organized labor and restore it to its rightful place of dignity and honor in the American community."

Denver's other daily, *The Rocky Mountain News*, denounced the tactics of an outfit that's "beating the bushes" to get signatures on a petition to put a mis-called "right to work" law on the Colorado ballot in the November election. Such a law would prohibit union shop agreements.

*The News* not only made clear it's opposed to the law because it "would serve to create labor strife in Colorado," but condemned the methods used by the petition sponsors. As an example, it cited the poster by the "Right to Work Committee" carrying this appeal: "Help free labor from gangster rule."

"We believe this is hitting below the belt," *The News* declared. "Union members we know in this community are decent law-abiding citizens who are good neighbors in every walf of life."

# Technical



## Magnetic Stripe

Television news film is getting a tremendous boost from a thin stripe of iron oxide now being applied to one edge of regular 16 mm movie film. It is a kind of "magnetic tape" sound track which gives "live" quality sound in contrast to the windblown, rain barrel sounds which come from most newsreel clips now in use.

The development is being introduced to broadcasters slowly, because of the technical nature of the innovation, because existing equipment has to be adapted to it, and because there's a slight extra cost, ranging from 1½ to 2½ cents per foot for the striping.

But CBS Newsfilm, under the direction of Manager Howard L. Kany, has come up with a key unit of equipment which may well be the turning point for wider acceptance of the magnetic stripe and the distinctly higher quality sound film it makes possible. This equipment is a continuous contact film printer, designed and produced under the supervision of R. C. Rheineck, CBS Newsfilm chief engineer. This equipment, now at Du Art Labs., CBS Newsfilm processing plant in New York, permits the production of syndication prints involving magnetic stripe in a single operation and in the same fast time as ordinary photographic sound prints.

The printer is the only one of its kind but it soon will be duplicated in other CBS Newsfilm distribution centers at Washington, Chicago and Los Angeles, and later Seattle and St. Louis. The printer licks the one major bottleneck in newsfilm, especially syndication: the element of time.

The magnetic stripe offers several factors which enhance the quality of the sound track over the optical system. These include improved frequency response, greater signal-to-noise ratio and lower harmonic distortion. Magnetic stripe in addition provides the operational advantage of permitting the camera crew to monitor the pickup during filming and to adjust sound controls immediately. There is also some reduction in size and weight of gear the camera crew must carry on any assignment.

CBS News began practical use of magnetic stripe in November 1956 in footage for *Douglas Edwards With*

*the News*. CBS-TV Network use has expanded since then. CBS Newsfilm, which syndicates a minimum of 60 stories weekly to 109 stations in the U. S. and 16 foreign countries, shipped its first optical prints made from magnetic stripe originals earlier this year, the first story being Secretary of Agriculture Ezra Benson's April 24 news conference. About 40% of all footage now is being shot with magnetic stripe and is expected to hit 100% by the end of the year. Conversion of existing camera gear and acquisition of new gear with magnetic heads included is under way.

## Tape Developments

Reeves Soundcraft Corp., N. Y., announces introduction of "Magna-See," solution that repeatedly makes visible sound track recorded on magnetic tape. Magna-See Type "SO" (for sound recording) provides "a . . . method for maintaining a constant check on the performance of a tape recorder." Since sound can be seen, Reeves reports, editing is easier. Magna-See kit includes solution magnifier, eye-piece and roll of pressure-sensitive tape with glass slides to make permanent copies of visual tracks. Price \$11; refills \$4.25.

Prestoseal Manufacturing Corp., Long Island City, N. Y., announces Model 300.1 combination butt weld-overlap splicer that is reportedly suitable for any type of magnetic material (mylar or acetate). Unit, requiring no adhesives, is designed to splice video tape and other tapes used in sound or impulse recording up to 2¾ inches wide.

## DuMont in Color

Allen B. DuMont Labs will have color sets utilizing the single-gun Lawrence tube on the market this year.

This was the official estimate of Paramount Pictures President Barney Balaban at his stockholders meeting in New York.

Unofficial estimates on the suggested price for the color set are in the \$350-\$400 bracket.

Balaban said the receiver would be of the same size and "conformation" as a black-and-white set "with a similar sized 21-inch picture." The viewer would have only one additional control knob on his set for controlling the intensity of color, it was explained.

# Station

# Breaks

## Fort Wayne Station

By the end of 1958 Stations WKJG-AM-TV, Fort Wayne, Ind., expect to move into a new building, which is now being built at 2633 West State Blvd. It's a quarter-million-dollar plant situated on a 22-acre plot. The new building will have 15,000 square feet of floor space.

The stations are now located in the Purdue Building. Members of Local 1225 are employed there under a contract recently renewed.

## Radios in '60 Census

Sen. Sam J. Ervin, Jr., North Carolina Democrat, announced this month that the census bureau has decided to include a survey of the number and location of radios in the 1960 census.

Ervin received a letter from Census Director Robert W. Burgess. He said Burgess wrote that in view of Ervin's and other requests, the 1960 census will include a radio check, contrary to original plans.

Ervin had complained at plans to eliminate the radio check because of the interest in it among North Carolina broadcasters.

## Laws Violated

"Right to work" states are the worst offenders of minimum wage and child labor law violations.

A recent analysis shows that in each of the 18 states, violations were above the proportion that their industrial or farming populations would warrant as compared with non "right to work" states.

The "right to work" states account for only 28 per cent of the country's workers subject to minimum wage and overtime provisions of the Fair Labor Standards Act. Nevertheless, these states were responsible for 46 per cent of the individual violations of the Act.

The same "right to work" states have about half the farms in the United States, yet they accounted for 59 per cent of the farms in violations of child labor laws.

## Compliance Clause

The following notice is displayed in an inn at a little village in the Harz Mountains in Germany:

"In order to maintain televising in the evening, every patron is requested to consume at least one drink.

In cases of non-compliance the set has to be turned off for economic reasons." So reports *PHOTO Magazine* of Munich, Germany.

## New Vice President

On June 3, Gerald Baldus was appointed international vice president of the 6th District of the IBEW, to replace M. J. Boyle, recently deceased. (The 6th District covers Illinois, Indiana, Michigan, Minnesota and Wisconsin.)

Baldus has been a member of the Brotherhood for 20 years. In 1943 he became an international representative, and in recent years he has served as Vice President Boyle's assistant in the 6th District office.

He was first employed by the Northern States Power Company in Minneapolis in 1923 and was active in organizing Local 160. He was a leader in the successful strike for recognition at Northern States in 1937.

## Fifth Tower Proposal

Station WHAS-TV, Louisville, Ky., which employs members of Local 1286, has made its fifth request to the FCC for approval of a tall tower, which would increase its coverage in Kentucky and Southern Indiana. The station wants to erect a 1,859-foot tower at a site 17 miles northeast of the city. The station has examined 27 possible tower sites and taken options on six of them.



Your membership contribution to labor's political arm is needed now!

**Technician-Engineer**

ALEXANDER BROWDY  
1962 S STEARNS DR  
LOS ANGELES 34 CALIF  
45