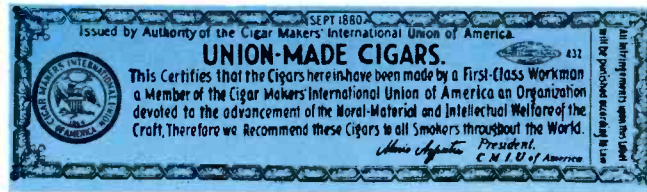


TECHNICIAN ENGINEER

JULY, 1960

Published for the Employees of the Broadcasting, Recording and Related Industries

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS — AFL-CIO



THE FIRST UNION LABEL — 1874

The union label, now an accepted symbol in the labor movement, was first introduced 82 years ago by the Cigar Makers' Union in San Francisco, California.

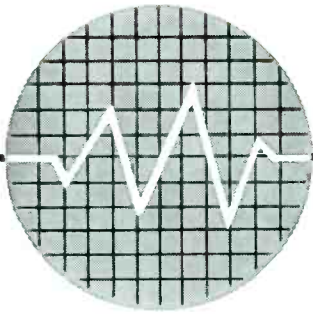
The first label was white and was used to distinguish the product of union cigar makers from the cigars made by Chinese coolie labor employed generally at that time on the Pacific Coast.

Two other color changes have been made in the label. In 1875 the St. Louis Cigar Makers

adopted a red union label and in 1880 the International Union adopted the blue label, the present color.

The union label, as pioneered by the Cigar Makers, has become a great symbol of union workmanship and union-won standards. Today these labels are rallying points of union action and all unions owe much to the trailblazing of the Cigar Makers whose work was a landmark of labor.

Reprinted from *The Laborer*; official publication of the International Hod Carriers', Building and Common Laborers' Union of America



TECHNICIAN ENGINEER

VOL. 9 NO. 7

ALBERT O. HARDY, Editor

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the cover The big activity in broadcasting this month is political conventions. The Democrats in Los Angeles and the Republicans in Chicago captured public attention with candidates and platforms. Covering the two big events was a battalion of technicians and engineers from all major networks. More than 90 IBEW members of Locals 45 and 1212 handled coverage for CBS in Los Angeles. The Mutual Net had almost a dozen IBEW technicians. Local 1220 members joined the flurry at Chicago, helping to bring the vast American audience its most complete and intimate coverage of political skulduggery yet.

Clockwise on our cover are Ed Murrow and Democratic Candidate John Kennedy; a Local 45 member dollying in on an announcer outside the Los Angeles Memorial Sports Arena, scene of the Democratic convention; another cameraman in action; and still another panning around the acceptance-speech audience at the Coliseum.

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 1959 figures: May, 1959—124.4; May, 1960—126.3.

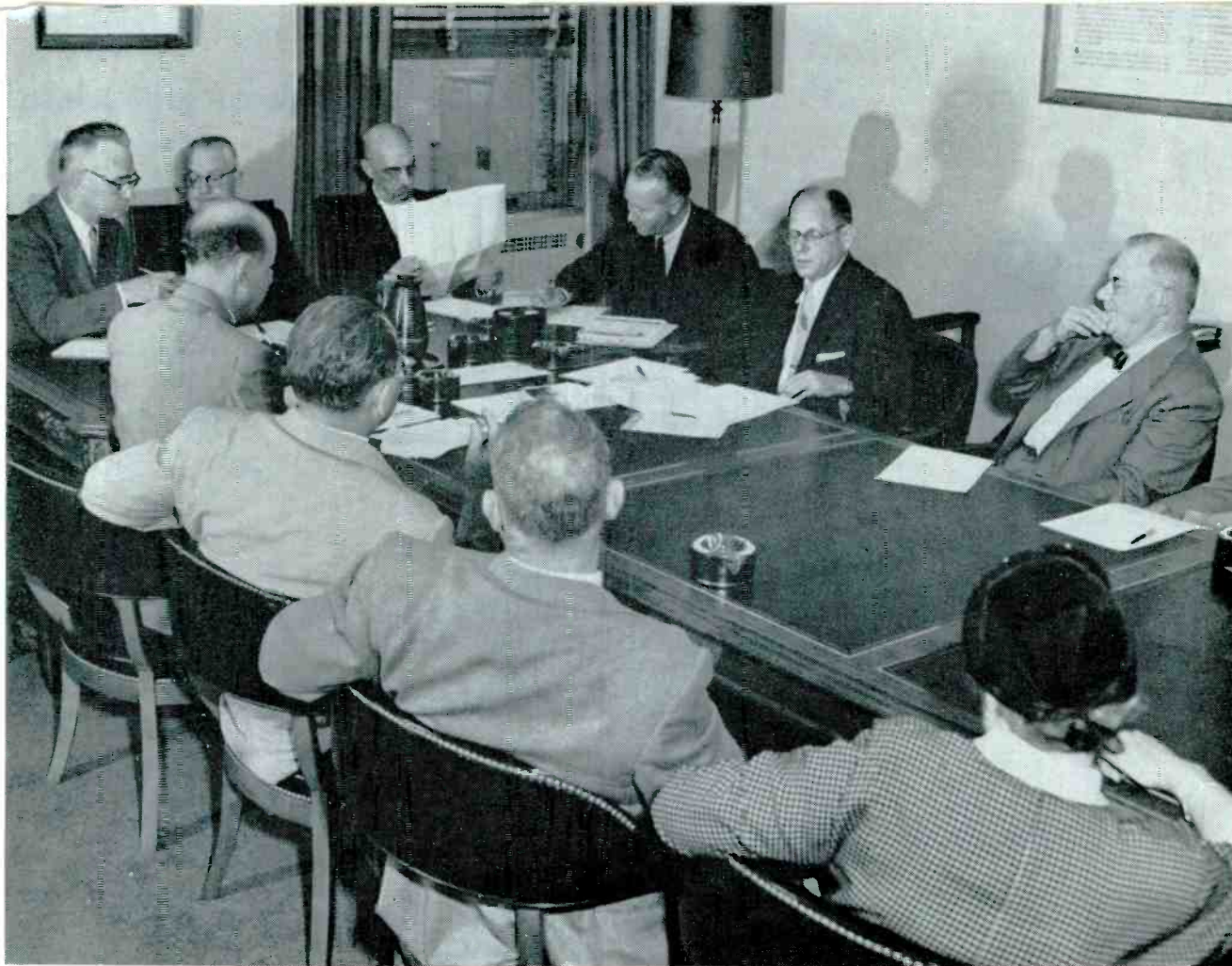
COMMENTARY

The Taft-Hartley Act, and more recently the Landrum-Griffin Act's amendments to Taft-Hartley, have added numerous provisions to the law which are utterly at variance with declared policies. These provisions hamper and restrict the practice of collective bargaining. They impair the right of workers to organize, thus preserving instead of correcting the disparity of bargaining power between employers and workers.

Amendments to the Wagner Act have restricted the practice of collective bargaining. We refer to such provisions as those which outlaw the closed shop and specify in minute detail just what sorts of union shop agreements employers and unions may negotiate. This sort of regimentation of collective bargaining is an unwarranted intrusion upon the freedom of workers and employers.

In place of a national labor relations policy of encouraging "a stabilization of competitive wage rates and working conditions within and between industries," subsequent amendments to the Wagner Act have invited the states to compete for industrial plants by passing anti-union legislation. Provisions like these should be eliminated. Congress should enact new legislation based on the principles of the Wagner Act to which Congress has never ceased to pay lip service. This would automatically eliminate the vicious so-called state "right-to-work" laws, that harass and damage free collective bargaining.

—Excerpts from the platform recommendations on collective bargaining delivered by the AFL-CIO to the two major political parties.



An AAA arbitrator, at the far end of the table, considers the problems involved in a labor-management dispute. Sitting as judge and jury, whose decision is binding, he leaves to others the problems of mediation.



*The Role of the **ARBITRATOR** In A Labor-Management Dispute*

FIRST OF A SERIES—With this brief discussion of arbitration and the leading private, non-profit agency conducting it, the Technician-Engineer begins a series of articles on outside agencies which deal with labor matters. Next in the series: The Federal Mediation and Conciliation Service.

SEVENTY-FIVE years ago when the organized labor movement was in its infancy, there were relatively few labor disputes. Owing to the lack of unity and absence of collective bargaining agreements, labor was not on a footing to stand up against the social injustice perpetrated by management.

Today, however, things are different. Since the labor movement has matured and is able to present a united front, collective bargaining agreements have enabled the working man to gain that footing which he formerly lacked. No longer must the worker hopelessly cower to the unreasonable demands of his employer. United, he stands on a level with his employer whereby he is able

to make certain demands of his own. He is able to bargain or contract with him.

Though these contracts or agreements have enhanced the cause for social justice to a great degree, they have also been instrumental in bringing about the vast increase of disputes in the area of labor-management relations. This is a natural development and is not to be misconstrued as being in any way unhealthy. On the contrary, it is indicative of the fact that disputes are now possible where once they were not, solely because there was an unbalanced relationship between the employer and employee.

By far the more widely publicized or more commonly

known dispute is that which arises when the contract is being formed. These are the disputes over wages, hours and general conditions. What will management give in consideration for work done? What rules will govern the relationship between employer and employee? What will go into the contract? Only the parties themselves can settle these questions. They are the ones who must live with the contract.

Recourse is sometimes made to the outside for a mediator when the parties are at loggerheads and a settlement appears impossible, but even then the final decision must lie with the contracting parties, since a mediator has no power to decide anything himself. He merely helps the parties to work out their own settlement.

Though not as widely publicized, the bulk of disputes arises from interpretations of contract. These disputes are grievance procedures in which the company and the union cannot agree on what the contract permits and what it forbids. Often in the past when the parties of a grievance procedure were stymied because they failed to agree, a strike was the unhappy result.

Today, since the percentage of contracts providing for arbitration is so high, the possibility of strikes as the result of these grievances is reduced significantly. Nine out of 10 contracts now being written provide for arbitration as the final step in the grievance procedure.

What is arbitration? Arbitration is a means whereby the parties concerned with a grievance, on being unable to produce an agreeable settlement after conscientious effort, select an umpire or arbitrator on a voluntary basis who has the power to make a final and binding decision on the issue referred to him for settlement. An arbitrator is not a mediator since he has the power to make a decision and a mediator does not. His power to make decisions is limited to that issue referred to him for settlement. As far as that decision goes, the parties are bound, and any recourse to the courts for the purpose of appealing that decision will be futile. On the other hand if either party refuses to abide by the decision of the arbitrator, a judgment may be obtained in court against the obstinate party, enforcing that decision.

Arbitrators as a breed are of relatively recent vintage. Fifteen or 20 years ago arbitration was seldom used as a remedy in grievance procedures in comparison to its present-day boom. As a result not as many umpires were in demand. Today the demand is overwhelming. The American Arbitration Association lists about one thousand arbitrators on its rolls. Most of these arbitrators are men who have been in close contact with labor-management relations. The majority of them are picked for individual cases as they arise. However, there are quite a few who are retained by an industry and a union on an annual basis. Those who fall into this latter category are able to become more familiar with the industry and its problems and as a result would



The AAA—Its Inner Workings

To guarantee impartiality in the choice of arbitrator, the parties to a dispute usually ask the American Arbitration Association or a Federal, state, or city mediation agency to make a designation or submit a list from which the parties can make their own selection. The AAA, a private, non-profit agency, has about 1,000 names on its rolls throughout the country. Lawyers, professors, former government officials make up the bulk of the list.

Arbitration costs are customarily shared equally by the company and the union. The going rate is in the neighborhood of \$100 a day, although in some instances the fee runs to twice that! Two-thirds of all cases are heard by arbitrators picked to rule on a specific dispute. The other third come before permanent umpires on annual retainers.

be in a more advantageous position to carry out their duties.

The task of the arbitrator is not an easy one. To render a decision which is just and equitable and which will conform to the intent of the collective agreement is not enough. He must at the same time help to preserve and improve the relations between the company and the union by helping them to understand and cooperate with one another. Thus his judgment must be extremely sharp always with an eye on the future. He must try to show the union that the company is thoroughly capable of running its business and in turn show the company that the union is capable of representing the employees in a responsible fashion notwithstanding the decision of the case before him.

There is only one occasion in which the umpire is likely to crack down, and that is when it becomes evident that one of the parties is treating its contractual obligations with contempt. This would be evidence of a complete lack of good faith on the part of that party. The arbitrator would have no recourse in justice but to crack down.

The First Six Months of 1960!

The First 100 Agreements Approved in 1960 —Wage Improvement Tabulation

IN June 1954 and again in June of 1956 we published a list of the first one hundred agreements received during the first part of those years. More recently, we have been asked by a number of local unions to make a similar tabulation. The chart that follows is similar to the previous ones; we simply picked up the data from the first one hundred agreements received. It is not "weighted" in any way and contains the data from *all* of the

agreements received and processed. As may be expected, many of the agreements have an effective date prior to January 1960 and so many of them predate January 1. The 100th on the list was approved by the International President on July 5, 1960, and we hope it will be helpful to our members to "size up" the wage rates around the country.

Station	City	Wage Rate Per Week ¹	Dollar Increase	Renewal	Amend- ment	New	Effective Date
KMPC	Los Angeles	\$ 172.50	\$ 7.50	x			1-1-60
KPIX (TV)	San Francisco	120.00-177.50	12.50	x			7-5-59
		122.50-180.00	2.50				7-5-60
		125.00-182.50	2.50				1-5-61
WSGN	Birmingham	123.00	2.50	x			12-1-59
		125.50	2.50				12-1-60
WKRC	Cincinnati	116.00-164.00	11.00	x			11-1-59
WHP	Harrisburg	105.50 ²	5.00			x	4-1-60
		108.00	2.50				10-1-60
KOME	Tulsa	82.00- 97.00	2.00	x			11-16-59
		84.00- 99.00	2.00				3-16-60
		86.00-101.00	2.00				7-16-60
WAIP	Prichard	120.00	20.00	x			12-1-59
WHOM	New York	174.50	12.00	x			10-1-59
		179.50	5.00				10-1-60
KVTV-TV	Sioux City	80.00-105.00	—			x	7-1-59
		80.00-108.00	3.00			x	7-1-60
KVAR (TV)	Phoenix	72.69- 90.86 ³	4.32	x			12-7-59
WSB	Atlanta	87.50-137.50	5.00	x			12-1-59
		92.50-142.50					12-1-60
WADO	New York	111.50-168.00	5.00	x			10-8-59
		118.50-175.00	7.00				10-18-60
		128.50-185.00	10.00				10-18-61
WWDC	Washington	100.00-185.00	20.00	x			11-1-59
WBZ	Boston	90.00-170.00	5.00	x			11-1-59
		100.00-180.00	10.00				11-1-60
WLS	Chicago	108.00-190.00	8.00		x		10-1-59
Decca Rec.	Los Angeles	100.00-145.00	10.00	x			6-1-59
WGBS	Miami	85.00-115.00	5.00	x			12-1-59
WIRL	Peoria	95.00-115.00	6.00		x		5-1-60
		97.00-121.00	6.00				5-1-61
WLW-D	Dayton	54.00- 58.00 ⁴	4.00	x			12-8-59
WCET (ETV)	Cincinnati	99.00-155.50	9.10		x		1-1-60
KFYR ⁵	Bismarck	94.00-114.00	4.00	x			11-1-59
		96.00-116.00	2.00				5-1-60
KFAB	Omaha	105.00-127.00	2.00		x		11-1-59
KOLN-TV	Lincoln	90.00-120.00	5.00	x			11-15-59
WCOL	Columbus	87.69-115.38	9.23	x			2-1-60
WTOP	Washington	110.00-185.00	10.00	x			11-29-59
		110.00-190.00	5.00				6-4-61
KFAC	Los Angeles	142.50	7.50	x			11-1-59
KALI	Pasadena	142.50	7.50	x			11-1-59

<i>Station</i>	<i>City</i>	<i>Wage Rate Per Week¹</i>	<i>Dollar Increase</i>	<i>Renewal</i>	<i>Amend- ment</i>	<i>New</i>	<i>Effective Date</i>
KBIG	Avalon	152.50	7.50	x			11-1-59
KGER	Long Beach	142.50	7.50	x			11-1-59
KGFJ	Los Angeles	131.00	7.50	x			11-1-59
KGIL	San Fernando	140.00	7.50	x			11-1-59
KPOL	Los Angeles	150.00	7.50	x			11-1-59
KRKD	Los Angeles	147.50	7.50	x			11-1-59
KWKW	Pasadena	139.00	7.50	x			11-1-59
KFWB	Los Angeles	167.50	7.50	x			11-1-59
KLAC	Los Angeles	162.75	7.50	x			11-1-59
WDXB	Chattanooga	90.00-110.00	7.50	x			8-23-59
K-BAM	Longview	105.00	9.00		x		6-1-59
KEWB	Oakland	177.50	5.00	x			11-1-59
KYA	San Francisco	177.50	5.00	x			11-1-59
W-TEN (TV) ⁶	Albany	85.00-105.00	5.00		x		2-1-59
WHBQ	Memphis	77.50-112.50	2.50		x		1-1-60
KNBX	Kirkland	100.00	2.00	x			10-1-59
		104.00	4.00				10-1-60
		106.00	2.00				10-1-61
WTHI	Terre Haute	87.50-128.00	5.00		x		9-1-59
KDIA	Oakland	105.00	5.00	x			1-1-60
		170.00	5.00				1-1-61
KCRG	Cedar Rapids	92.00-112.00	4.00	x			9-9-59
		96.00-116.00	4.00				9-9-60
WHAS	Louisville	105.50-145.00	5.00	x			8-30-59
		110.50-150.50	5.00				8-30-60
WNAC	Boston	100.00-170.00	5.00		x		11-1-59
		100.00-180.00	10.00				11-1-60
KFBK	Sacramento	141.25	6.25	x			10-1-59
		147.50	6.25				10-1-60
KERN	Bakersfield	119.00	5.00	x			10-1-59
		124.00	5.00				10-1-60
KMJ-TV	Fresno	150.00	7.50	x			10-1-59
		157.50	7.50				10-1-60
KMJ	Fresno	143.75	6.25	x			10-1-59
		150.00	6.25				10-1-60
KBEE	Modesto	119.00	5.00	x			10-1-59
		124.00	5.00				10-1-60
KOH	Reno	119.00	5.00	x			10-1-59
		124.00	5.00				10-1-60
WKYW	Louisville	91.00-114.00	10.00		x		1-11-60
WCRT	Birmingham	115.00	5.00	x			2-15-60
WRIB	Providence	78.00	14.00	x			2-15-60
WTVO (TV)	Rockford	87.50-120.00	4.50	x			9-1-59
WPOP	Hartford	85.58-126.00	6.00	x			9-1-59
WETO	Gadsden	88.50- 93.50	7.50		x		12-2-59
WCBM	Baltimore	85.00-130.00	10.00	x			2-1-59
KBTU (TV)	Denver	88.00-128.00	12.00	x			2-1-60
WTOL	Toledo	104.00-145.00	11.00	x			1-1-60
KMMJ	Grand Island	70.00- 90.00	10.00		x		4-1-60
WKRS	Waukegan	96.00-126.00	6.00		x		11-20-59
		100.00-130.00	4.00				11-20-60
WGEM	Quincy	81.25-111.25	7.25	x			11-1-59
WQXR	New York	125.00-190.00	5.00				5-1-60
KTTS	Springfield	77.50-102.50	2.50	x			5-6-60
		82.50-107.50	5.00				11-6-60
WKOW	Madison	100.00-142.50	7.50	x			4-1-60
		100.00-147.50	5.00				4-1-61
KMSP	Minneapolis	107.50-152.50	2.50	x			4-1-60
WDAS	Kansas City	118.00-142.00	5.00	x			5-1-59
		126.00-150.00	8.00				5-1-60

<i>Station</i>	<i>City</i>	<i>Wage Rate Per Week¹</i>	<i>Dollar Increase</i>	<i>Renewal</i>	<i>Amend- ment</i>	<i>New</i>	<i>Effective Date</i>
WVNJ	Newark	115.00-172.50	7.50				1-3-60
		120.00-180.00	7.50				1-3-61
		125.00-190.00	10.00				1-3-62
WKBN	Youngstown	89.50-121.50	9.50	x			2-1-60
		91.50-123.50	2.00				2-1-61
		93.50-125.00	2.00				2-1-62
WLBC	Muncie	72.00-112.00	2.00		x		4-1-60
		73.00-113.00	1.00				10-1-60
WGAN	Portland	71.28-118.80	4.40	x			2-1-60
		93.72-123.20	4.40				2-1-61
WMBD	Peoria	94.00-119.00	9.00	x			11-1-59
		100.00-125.00	6.00				11-1-60
WMIN	St. Paul	90.00-130.00	13.00	x			4-1-60
		95.00-135.00	5.00				6-1-61
WWL	New Orleans	105.50-140.50	5.50	x			11-1-59
		111.00-146.00	5.50				11-1-60
KHVH	Honolulu	92.31-118.85	9.25	x			3-1-60
		96.00-123.69	4.84				6-1-61
		99.69-128.53	4.84				3-1-62
WFBM	Indianapolis	92.00-142.00	6.00	x			1-17-60
WIBA	Madison	100.00-142.50	7.50	x			4-1-60
		100.00-147.50	5.00				4-1-61
KFIV	Modesto	115.00	10.00		x		10-1-59
KGBX	Springfield	69.50- 88.50	2.00	x			11-6-59
KWTO	Springfield	67.50- 84.50	2.00	x			11-6-59
WICS	Springfield	90.00-114.00	9.00	x			7-15-59
		90.00-120.00	6.00				10-1-60
KUJ	Walla Walla	96.00-101.20	5.20	x			6-15-59
		100.80-106.00	4.80				6-15-60
KRE	Berkeley	103.00	5.00				2-1-60
		108.00	5.00				2-1-61
KOL	Seattle	119.00	2.80		x		2-15-60
KAYO	Seattle	124.00	3.00		x		2-15-60
WBAP	Ft. Worth	88.50-130.00	4.50		x		4-1-60
WCFL	Chicago	172.50	16.00		x		11-20-59
WIRL	Peoria	95.00-115.00	6.00	x			5-1-60
		97.00-121.00	6.00				5-1-61
KOLN-TV	Lincoln	90.00-120.00	5.00	x			11-15-59
WGES	Chicago	98.00-145.00	5.00				11-21-59
WLOL	Minneapolis	90.00-129.00	4.00	x			4-1-60
		94.00-133.00	4.00				4-1-61
KGLO	Mason City	93.00-108.00	3.00	x			5-1-60
KOIL	Omaha	95.00-123.00	5.00	x			4-1-60
KBTB (TV)	Denver	86.00-110.00 ²	2.00		x		7-1-60
WJAR	Providence	80.00-156.00	4.00	x			5-24-60
		80.00-161.00	5.00				5-24-61
		80.00-167.00	6.00				5-24-62
WBAL	Baltimore	85.00-160.00	7.00	x			4-1-60
		85.00-167.00	7.00				4-1-61
		85.00-176.00	9.00				4-1-62

¹ Wage Rates shown cover Technician employees unless otherwise indicated.

² Rate for Announcers.

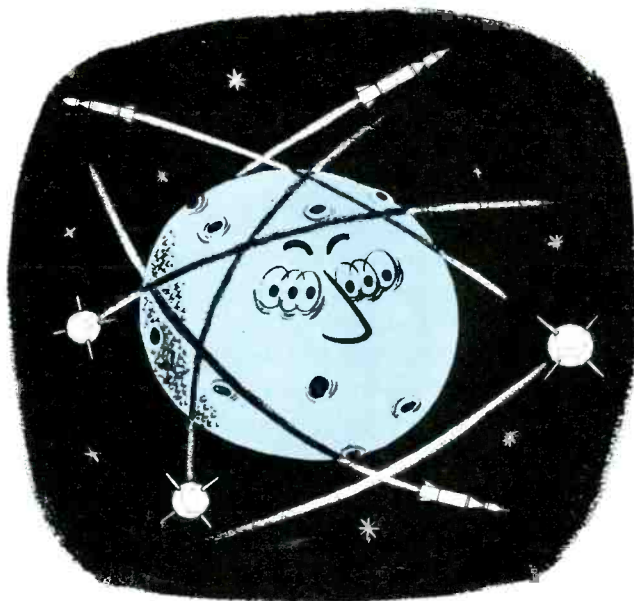
³ Rate for Floormen.

⁴ Rate for Porters and Janitors.

⁵ Agreement also covers KMOT (TV), Minot, and KUMV-TV, Williston, N. Dak.

⁶ Agreement also covers WROW.

GLOBAL SATELLITES FOR WORLDWIDE COMMUNICATIONS



FCC Hears Testimony on Obstacles and Costs

TESTIMONY relative to frequencies above 890 mc., just heard by the FCC, affords some idea of the tremendous cost of satellites used for space communications. Based upon the presumption that the Commission should anticipate the requirements of space communication, the Bell System presented testimony supporting the use of these high frequencies to provide facilities around the world.

The assistant chief engineer of A.T.&T. estimates that about 50 repeater satellites in random Polar orbits some 3,000 miles up would be sufficient. Coincidentally, about 26 transmitter-receiver installations scattered around the world would appear to be necessary as ground terminals.

The plan unveiled by A.T.&T. assumes that a 5 mc. bandwidth will accommodate about 600 telephone circuits or one TV channel. A ground station is estimated to cost \$2,500,000 and present information shows the cost of satellites from a low of \$500,000 to a high of \$4,000,000 or more. The testimony assumes, however, that each satellite will cost about \$1 million.

The 26 ground installations would total about \$65,000,000 but this is exclusive of multiplex terminal equipment. The 600 telephone circuit terminals are estimated to cost somewhere between \$800 to \$1,000 each.

Dr. Brockway McMillan, director of military research for the Bell Telephone Laboratories, has pointed out that there is a need for use of frequencies between 100 mc. and 20 kmc. He reported that there seems to be a well-defined region of frequencies between 500 mc. and 20 kmc. which are particularly available for receiving

signals from space. He added that this "atmospheric window" seems to be about all that is available for space communications and even great increases in power do not make a very much wider range of frequencies available.

The NASA experimental project at Crawford Hill, near Holmdel, N. J., calls for launching an aluminized plastic balloon in an orbit 1,000 miles high. "Project Echo" expects this balloon to reflect 960 and 2,390 mc. signals between New Jersey and California. This project should prove the feasibility of using passive satellites, although A.T.&T. and Bell Labs people believe active repeaters will be the ultimate answer. They point out that in order to achieve reliability of use of wide bands, antennas more than 100 feet in diameter and transmitters of tens of kilowatts would be required if a passive system is used. If active repeaters are used, a 60-foot horn reflector antenna and a 1 kilowatt transmitter would suffice.

Two 60' antennas would cost about \$600,000 and two 50 x 50 foot receiving antennas now in the planning stage are estimated at \$900,000. A 1,000 watt transmitter is estimated at \$100,000 and three such transmitters would be involved in the system. Three master receivers will cost \$150,000 and emergency power equipment will probably cost another \$150,000. Land and building cost will be in the neighborhood of \$200,000. The total cost of ground station installation will thus be about \$2,500,000, neglecting the cost of multiplex terminal equipment.

(Anyone have a dime for a cup of coffee?)

COMMENTARY ON POLITICAL ACTIVITY

NLRB Member Shows Partiality to a Strong Critic of Labor

WITH some reluctance to mention the subject, because it is always easy to be critical and because those in public life are sometimes unfairly criticized, we feel another case of poor judgment in government has been turned up by the *Washington Post* and should be brought to your attention. This one is all the more remarkable, perhaps, because it involves a government official who has a background of law and the judiciary.

A former Judge of the Supreme Court of North Dakota, Chairman Boyd Leedom of the National Labor Relations Board, headed a committee promoting the reelection of Representative Karl Mundt (R., S. Dak.) and which, on June 27th, held a \$50-per-plate luncheon for the purpose of raising funds for Rep. Mundt. It was apparently somewhat of a success—some \$11,750 was raised by the affair.

As Bernard Nossiter, *Post* reporter put it, a man who “sits in judgment on sensitive labor-management issues” thus appealed for “funds for one of organized labor’s strongest critics.” As Chairman of the District of Columbia “Mundt for Senate Committee” he wrote a letter promoting the luncheon and, in the letter, complained of labor’s opposition to Mr. Mundt. Mr. Leedom has been quoted as feeling that his activity was

not outside the limits of propriety. He added that “we” don’t give up our political affiliations completely when “we” take these jobs (obviously a reference to his job on the Board).

Like Caesar’s wife, it seems to us that members of a quasi-judicial agency in a highly-controversial field should be beyond suspicion. If a lay member of society had performed as Judge Leedom has, it might conceivably be written off as the result of inexperience or bad judgment. It is very difficult to see how a former member of the judiciary could arrive at the conclusion that one of the parties in whom he sits in judgment should be castigated in a letter in a political campaign and judged fairly and impartially at all times.

23rd AFTRA Convention

The American Federation of Television and Radio Artists held its 23rd Annual Convention at the Shoreham Hotel in Washington, D. C., during the third week of July. The attendance of about 150 delegates was remarked by the organization’s National Executive Secretary to be a far cry from AFTRA’s beginnings of nearly a quarter of a century ago.

One of the highlights of the session was a speech by Secretary of Labor Mitchell on Thursday, July 21. The Secretary was given a standing ovation at the conclusion of his 30-minute address. He presented an eloquent plea for an adequate minimum wage law and equal opportunities for employment for farm laborers and other unfortunate Americans, for the steadily-growing numbers of elderly persons who are discriminated against solely because of their age and asked for unselfishness on the part of organized labor in helping those not able to effectively help themselves.

New WWV Timing Code

An experimental timing code has recently been added to the regular broadcasts of the National Bureau of Standards radio station WWV. This code provides a standardized timing basis for use when scientific observations are made simultaneously at widely separated locations. For instance, to analyze the information from a satellite or to track its position requires that radio signals received by a tracking station be identified by the time and date of the observation. The code designates the day, hour, minute, and second, (Universal Time) and will indicate the broadcast accuracy (at the WWV transmitter) within one-thousandth of a second.



*"The American labor movement was built
by devoted men volunteering their
time and energy to the union cause."*



THE RANK-AND-FILE SETS THE PACE

By FRANK J. McVEIGH*

The cry heard today in some quarters is that "Big Labor" is shoving the "little guy" around. They shout that union leaders are not interested in the welfare of the rank-and-file member. Nothing could be further from the truth.

Critics of the AFL-CIO labor movement overlook the fact that effective union organization is made possible by the activity of the millions of rank-and-file members who make up unions. The American labor movement's top leadership is vital to its success but without the hundreds of volunteers who fill local union positions the movement would be doomed to failure.

While there is a paid staff to handle affairs in the international union office and in the field, this staff cannot by itself handle the many phases and activities of the union. Staff members are a link to the membership but it is not the union itself nor does it usually pretend to be.

In the labor field most local union officers are unpaid and overworked. These leaders work beside their fellow members all day long and then carry out union business on their lunch hours or at night. Compensation for this is usually nil although some local presidents or other officers may receive a token payment to meet ordinary expenses incurred indirectly by their union activity.

To effectively handle the scope of union problems today several million elected and volunteer workers are found at a local level. For the active unionist union work means sacrifice and long evenings away from his family. It may involve extra hours at the plant attending a meeting of a bargaining or grievance committee. It may mean unpaid work for the union even on week ends.

A union is as good as the officers, committeemen and stewards in it. This is why most unions, including our own, spend time and effort in union education; in this way a local is helped to help itself. Without the informed and active steward or committeeman, a union is little more than a piece of paper, an unused constitution

or just a set of bylaws. Exposing the myth of "labor monopoly and dictatorship" hurled at unions from time to time, is the truth of the democratic participation of the many union volunteers in running union affairs.

The local union officer is the most effective answer to propaganda that unions are domineering organizations uninterested in the welfare of the average member. To the membership of the 68,000 local unions throughout the United States and Canada, the local officers are *the union*. Such officers are strictly judged by the membership. In many local union elections there are keen contests for problem-filled union posts.

The majority of AFL-CIO international unions are impeccably clean and the credit is due in no small part to the hard-working, honest efforts of officers and stewards in the locals. This is especially true in the case of our own International Union.

These are some of the truths which all trade unionists should talk of when the distorted, disfigured version of American unions is brought forward. We have every reason to be proud of the manner in which most union affairs are conducted.

Those who attempt to weaken or destroy labor are not just out after the leaders alone. They fear far more the shop steward, the local committeeman and the elected local officers.

The American labor movement was built by devoted men volunteering their time and energy to the union cause. It is effective today because this spirit of "voluntarism" is very much alive within it. If that spirit were to die the American labor movement as we know it would crumble. The men and women who conduct union affairs, on and off the job in the many voluntary posts, are the heart and soul of organized labor in this country. Much is owed to them for the great strides that labor has made in the past two decades.

It is the rank-and-file members and their elected officers who, in the final analysis, set the pace at what speed and in what direction their union will progress. For the most part they have pointed out a path to their top leaders, leading to the benefit and welfare of all persons who work for a living.

* Frank McVeigh is editorial assistant on the staff of VOICE official magazine of the United Cement, Lime and Gypsum Workers International Union, AFL-CIO, and publication from which this article is reprinted.



In 1900 the amount of child labor in the nation was a public scandal. One and three-quarter million children between the ages of 10 and 15 were then employed. One investigator found 556 children under 12 like the two above, working in one group of eight cotton mills. Public outrage led to the enactment of child labor laws throughout the nation.

What Do You Know About Our Child Labor Laws Today?

Q. Does the Federal Fair Labor Standards Act prohibit children from working?

A. No, but it does prohibit the employment of "oppressive child labor."

Q. What is meant by "oppressive child labor?"

A. The employment of children below specified minimum ages in interstate or foreign commerce, or in the production of goods for such commerce, or in establishments in or about which goods are produced for interstate commerce.

Q. What are the minimum age requirements?

A. Sixteen years for most jobs, 18 for jobs covered by hazardous occupations orders, and 14 years for limited kinds of jobs outside school hours.

Q. May a 16-year-old boy work in a factory?

A. Yes, unless the occupation has an 18-year age minimum under a hazardous occupations order.

Q. What is a hazardous occupations order?

A. It is an order under which the Secretary of Labor has declared that certain occupations are particularly hazardous to minors under 18.

Q. In what kinds of jobs requiring a minimum age of 18 do most accidents occur?

A. Driving or helping on a motor vehicle, operating elevators and riding freight elevators that don't have an assigned operator, and working in logging and saw-milling.

Q. For what other jobs must a minor be at least 18?

A. Working in coal or metal mines and quarries; operating power-driven woodworking, metal-forming, punching and shearing, certain bakery and certain paper-products machines; slaughtering and meatpacking occupations; making explosives; and work involving exposure to radioactive substances.

Q. What kind of work may a 14- or 15-year-old boy or girl do?

A. Office and sales work, janitorial work in rooms where there is no manufacturing or processing of goods, and work in fruit and vegetable packingsheds.

Q. Are there restrictions on hours of work for minors?

A. There are hours restrictions for 14- and 15-year-olds. Such children may work outside school hours only, and under the following limitations: No more than 3 hours on a school day and no more than 8 hours on a nonschool day; no more than 18 hours in a week during any part of which school is in session, and no more than 40 hours in other weeks; and all work performed between 7 a. m. and 7 p. m.

Q. How do the child labor provisions apply to farmers?

A. Farmers may not employ children under 16—whether migrant or local—in farm work during school hours. This does not apply to a farmer's own children working on the home farm.

Q. How old must a child be to work in agriculture outside school hours?

A. There is no minimum age under the Fair Labor Standards Act for employment on farms outside school hours.

Q. May children be paid less than \$1 an hour?

A. The law's minimum wage and overtime pay provisions apply to adults and minors alike. So do the exemptions. Farm work, for example, is exempt from both the minimum wage and overtime pay requirements.

Q. How can employers establish proof of age of the minors they employ?

A. By obtaining and keeping on file for each child, an age certificate which shows him to be at least the lawful age for his job.

Q. Where can age certificates be obtained?

A. Age or employment certificates are issued under State laws, usually by local school officials, in all but five States. Federal certificates are issued in Mississippi, South Carolina, Idaho and Texas. Special arrangements have been made in Alaska.

KOIN-TV Film Winner

An interpretation of poetry, translated into a motion picture, has captured the top award at the Melbourne, Australia, "Photovision '60" film festival for a KOIN-TV (Portland, Oreg.) floor director, Donn Hart. Hart is a member of Local 49.

Hart was a graduate student at UCLA when he made the 16-millimeter film, "World of Chaos," last year, in Los Angeles. Hart was the director, producer, editor and script writer, and he did most of the photography, although he received help from a student crew.

The picture was based on a W. H. Auden poem, reflecting the American attitude toward the German march into Poland in 1939.

Hart said difficulty with poetry in literature classes inspired him to make the motion picture in an attempt to use the two art forms to help understand each.

Hart said he may enter the film in other competitions, such as the Vienna, Austria, film festival, but he is more interested in making a new motion picture. "I can see the flaws in this one and want to make a better one," he said.

Dead Horse on the Line

Electronic Technician reports that a dead horse on a Rosendale, New York, farm was recently found to be the cause of a very widespread problem.

It seems that when the farmer went to bury the horse, he cut news wires from Toronto to New York, took out 38 Western Union circuits between New York and Albany, cut eight A. T. & T. coaxial cables carrying 120 channels, including both telephone and TV. Service was restored in about two hours, by re-routing, but it took a repair crew 12 hours to repair the damage.

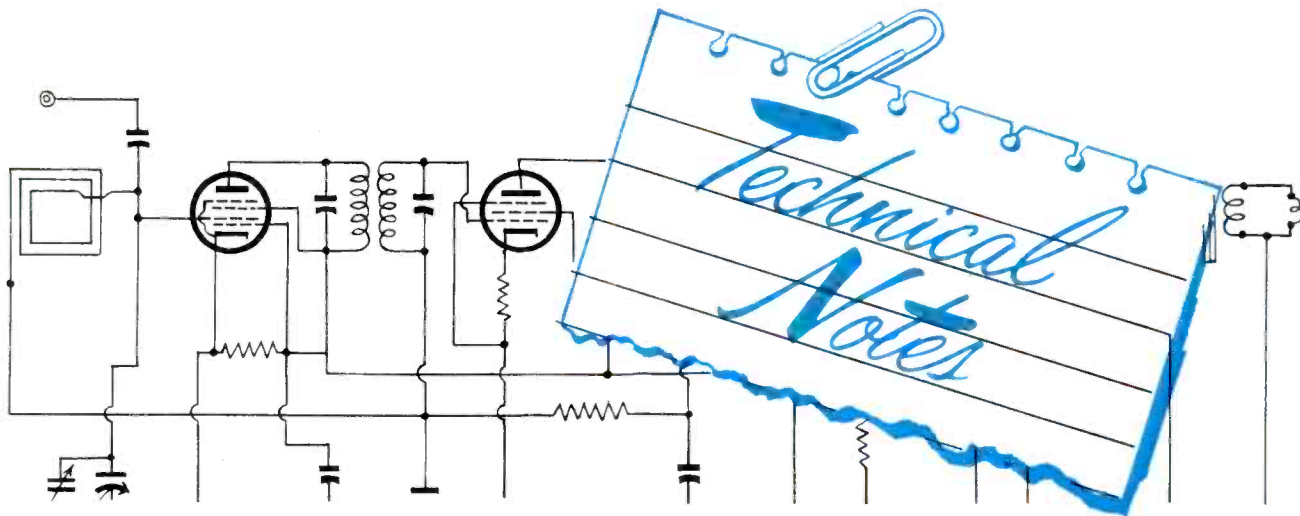
Belated Credit

Our June issue somehow missed identifying the author of the "Jazz-Beat Definitions" on page 9. We are indebted to a real cool cat for his research into the weighty subject and his subsequent journalistic endeavors. The author was Jim Weber of Merkle Press, Inc. Many of our readers recognize Jim as one of the expert photographers who covers IBEW Conventions.

Bill to Aid Nobody

The Landrum-Griffin bill is full of discriminatory and anti-labor provisions. Labor has pointed out that the bill could be used to hamper and harass unions. Here's one instance of how the new law can be used to bleed a union treasury:

None of the candidates for the top offices in Local 157 of the United Auto Workers in Detroit has any opposition. Despite the fact that there is only one candidate for each office, the Labor Department has ruled that the union will have to hold an election. The cost will be about \$1 each for the local's 10,000 members—or \$10,000 of dues payers' money!



Pioneer V Signs Off

According to experts at Manchester, England, the Jodrell Bank radio telescope last heard a signal from the Pioneer V space probe on June 26. Decay of the batteries is presumed to be responsible. The transmitter was in operation since its launching on March 11.

When last heard, the probe was 22,500,000 miles away from the earth and was still speeding away at the rate of 18,621 miles per hour, according to NASA officials.

Among other data which Pioneer V has supplied, the NASA has reached the tentative conclusion that a doughnut-shaped ring of current seems to circulate around the earth at a distance of 25,000 to 60,000 miles. The earth's magnetic field is detectable at a distance of 64,000 miles from its surface, and NASA says there "appears" to be an interplanetary magnetic field.

Flicker-Rate Color TV

At a recent professional engineering conclave in Chicago, Dr. Guillermo Gonzalez Camarena of Mexico City demonstrated how monochrome video tape might be used to present color to viewers.

A black-and-white video tape recorded in monochrome on a standard Ampex VR-1000 at XHGC-TV, Mexico City, using a monochrome camera chain, was played back on a monochrome VR-1000C. The tape displayed a spinning ball on which observers could perceive distinct stripes of various colors—purple, blue, red, green, and, to some observers, yellow. There is no color on the screen in the ordinary sense, but the viewer "sees" color as the spinning "flicker rate" keys his optical nerves correctly, where the "seeing" of color or anything else is done anyway.

The demonstration was intended to show how the color effect could be used to attract attention to commercials, since the technique might be adapted to signals for ordinary home receivers.

Deflection Circuits

Three representatives of a major electronics manufacturer recently delivered a paper at the Chicago spring conference of the Institute of Radio Engineers which pointed up some of the advantages of transistorized deflection circuits for 110-degree picture tubes.

"There has been a long term trend in television receivers toward larger and brighter pictures, with shorter picture tubes," they stated. "This has meant higher anode voltage and ever increasing deflection power for wider angle scanning. The tubes in the deflection circuits of TV receivers are now required to handle peak currents and voltages that are commonly associated with much larger transmitting tubes even though the tube elements are similar to those in ordinary receiving tubes. Consequently, the reliability of the tubes in deflection circuits has been a significant factor in the overall reliability of TV receivers.

"Already, transistors can provide even greater deflection power with higher efficiency, and possibly better reliability than tubes because of the reduction of peak voltages, elimination of hot cathodes and emission problems, also the close spacing of fine-wire grids.

"Perhaps the main deterrent to the general use of transistors in TV receivers is their higher cost. Industry standardization and concentration on a few of the



Transistors can provide TV receivers with greater deflection power and higher efficiency, three engineers told an IRE meeting.

more promising transistor types might result in economies which would stimulate the general use of transistors in TV receivers."

Convention Screening

They didn't have to dim the lights for some 19,000 people attending the 1960 Democratic National Convention at Los Angeles to view huge images of the speakers—thanks to a new electronic large-screen projection concept.

Despite the convention hall's bright lights, a projector developed by General Electric Company kept speech-makers, other participants and vote tallies in sharp focus on large screen.

TelePrompTer Corporation, convention presentation consultants, leased the model—the Light Valve Projection System—from G-E to give virtually everyone in the huge Los Angeles Sports Arena a close-up view of the proceedings.

A similar set-up for movie showings was installed by the Republicans for their convention in Chicago.

New Multiplex Rule

Commercial fm stations can now use their multiplex sub-channels for transmitting material to private businesses or for relaying to other broadcast facilities.

The new FCC rule became effective May 16. Under the amended regulations, fm broadcasters can, upon FCC approval, use their multiplex sub-channels to broadcast the kind of service currently authorized to WNBC-FM New York, which has sub-carrier special service programs beamed to doctors.

Authorized sub-channels were also made available for remote cueing and order circuits, and remote control telemetering functions associated with authorized studio-transmitter-link operation.

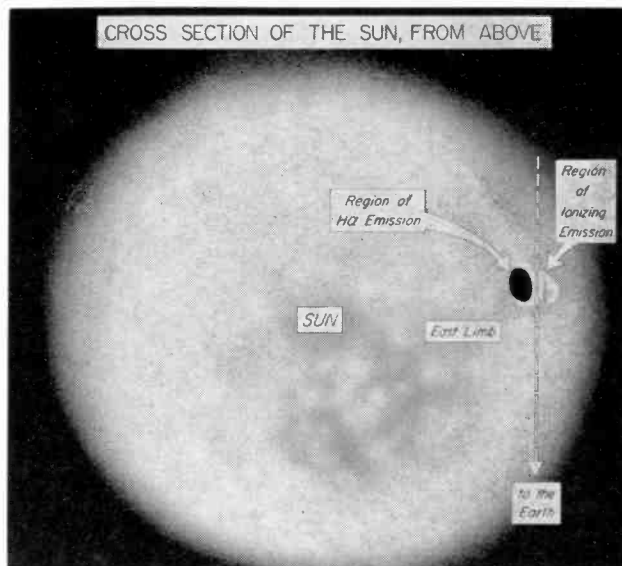
No Space Conflict

Space satellite communications systems operating on the same frequencies as point-to-point systems on earth will not interfere with each other, the Electronic Industries Association has concluded after an intensive study of radio frequency requirements for space communications in the bands above 890 Mc.

Based on the findings, EIA has recommended that the Federal Communications Commission use its present frequency allocation system, which provides for channel sharing, for allocation in the above-830 Mc bands.

The EIA study concluded that "based on the feasibility of co-channel sharing between satellite communications and conventional point-to-point systems, it is not necessary for separate allocations to be made for this new use of the spectrum."

July, 1960



Cross section of the sun, from above, during the unusual solar event of June 9, 1959. An extremely severe radio blackout of long duration occurred without the expected coincident solar flare.

Blackout, But No Flare

They're still baffled over at the Radio Warning Services Section of the National Bureau of Standards about what happened—or didn't happen—on June 9. There was "an extremely severe radio blackout of long duration"—without "the expected coincident solar flare."

Whenever we have radio propagation trouble around the world, we can usually be sure that the sun is acting up—the sun spots are appearing and there are solar flares.

On June 9 there was severe radio blackout and large radio noise outbursts on a number of wavelengths, *but* the face of the sun remained almost unchanged, even though NBS scientists rushed to their instruments, cleaned their bifocals, and exchanged glares with Old Sol himself.

In a technical report on the phenomenon, the Radio Warning Services Section says, "It now appears that the reason for this anomaly can only be conjectured until solar behavior is known in much greater detail than at present," or as they say in the shop, "it's blanking, but we just don't know why."

High-Powered Eraser

The DataTape Division of Consolidated Electrodynamics Corp., Pasadena, Calif., has introduced a degausser for all magnetic tapes, including TV tapes to two inches wide. The 5-055A degausser automatically erases signals from magnetic tape on reels. Tape recorded to saturation is erased to at least 50 db below normal record level. The degausser weighs approximately 80 pounds and is 15 inches high by 16 inches wide by 22 inches deep.



STATION BREAKS

A 5000-Watt Friend

A voice friendly to labor was expanded recently, with a powerful increase in transmitting facilities by Radio Station KRKO in Everett, Wash. KRKO began broadcasting with a new 5000 watt transmitter (1380 KC) last April, and Dale Wood, chief engineer, who is also the union shop steward for the station's disc jockey-engineers (Local Union No. 77), said the new high-fidelity sound of KRKO can now be heard throughout Seattle and as far as Victoria, British Columbia.

One of the world's oldest radio stations, KRKO, founded in 1920, has progressed from 50 watts to 1000 watts and now, as Good says, "We're serving you with the Big 5."

An important factor in KRKO's smooth new operation, Good points out, is the long affiliation with Local Union No. 77, with the station's men taking pride in being the only union radio employees in Snohomish County.

Going to the Dogs

In the March issue, the *TECHNICIAN-ENGINEER* published an editorial asking, in effect, "whatever happened to broadcasters' concern with public interest programming?" (See "The Burning Question," Page 4, March T-E.)

A reader was moved to suggest that it had gone to the dogs. He cited as an example a contest run by a New York station seeking to find the city's outstanding singing dog.

"The day may not be far off," the brother commented, "when we may hear the disc jockeys announce: 'And here is that sensational singing hound dog, Brownie, on the K-9 label to sing—Where, Oh, Where Did I Bury My Bone Blues.'"

Technicians and Tots

No, members of Local 1223 employed by WGAN-AM-TV, Portland, Me., are not running a day-nursery . . . but the boss is!

On June 20 the stations started a free day-nursery at its downtown sidewalk studio facility. During the summer months, mothers can park their youngsters while they go shopping, in a nursery complete with toys and one attendant for every 10 children.

The service is free for the first hour, with a slight fee for parking overtime.

The service is part of a campaign to promote shopping in the downtown business area.

WBZ-TV in Chambers

Technicians of Local 1228 employed by WBZ-TV, Boston, recently participated in an historic broadcast in Massachusetts. They took part in first TV coverage of the opening session of the Massachusetts Senate. Sound film and tape recording equipment was permitted to enter the historic chamber for a reading of the state supreme court ruling on Boston's proposed \$200-million Prudential Center development.

The only other times equipment has been permitted at Senate sessions were during special addresses by the governor and visiting dignitaries.

LAST LAUGHS



"IF THE RETIREMENT AGE WERE LOWERED, PEOPLE WOULDN'T KNOW WHAT TO DO WITH THEMSELVES — J. B."

ALEXANDER BRUCE
1962 STEARNS TR
LOS ANGELES 24 CALIF