

# TECHNICIAN ENGINEER

DECEMBER, 1961

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

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS — AFL-CIO



## CABINET RECOGNITION OF LABOR

1. Creation of Department of Commerce and Labor 1903
2. Establishment of the Department of Labor 1913

Efforts to achieve Cabinet recognition for labor met with partial success in 1903 when Congress on February 14, 1903 enacted a law establishing the Department of Commerce and Labor, an addition to the President's Cabinet.

For ten years the nation's business and labor interests were represented at Cabinet level by this Department. On March 4, 1913, President William Howard Taft, as one of his last official acts before going out of office, signed into law a measure creating the Department of Labor.

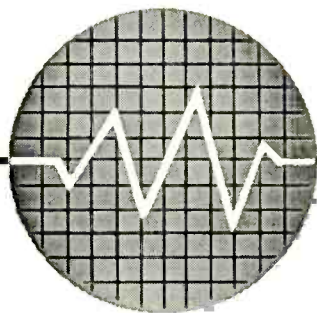
This new Department included the Bureau of Labor Statistics, the Bureau of Immigration and Naturalization and the Children's Bureau. A union coal miner and member of Congress, William B. Wilson, became the first Secretary of Labor. Under the law, power was given the Secretary of Labor to "act as mediator and to appoint commissioners of conciliation in labor disputes."

These congressional acts were steps in the progress and recognition of the place of the working people in the economic life of the nation. Both can be called landmarks of labor progress.



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The INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
 GORDON M. FREEMAN International President  
 JOSEPH D. KEENAN International Secretary  
 JEREMIAH P. SULLIVAN International Treasurer



# TECHNICIAN ENGINEER

VOL. 10, NO. 11  
 ALBERT O. HARDY, Editor

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*the cover* Few Americans today are able to go into the forest and select their own Christmas tree, and few children know the thrill of discovery which comes with finding that special cedar, pine, balsam, or fir standing straight and full among the greenery, deep in the woods. To those technicians among us who remember the "old frontier" and the annual trek for a Christmas tree, our December cover is dedicated.

*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 1960 figures: October, 1960—127.5; October, 1961—128.4.

## COMMENTARY

Because it fights Communist propaganda in one of the world's most strategic areas—the Iron Curtain countries of East Europe—Radio Free Europe performs a vital service in the defense of the entire free world.

RFE's truth broadcasts to Poland, Czechoslovakia, Hungary, Romania and Bulgaria help keep 80 million captive people informed. As long as the captive people continue to resist the pressures of communism, Khrushchev's bluff can be called.

But RFE—a private, non-profit network supported by contributions from the American people—needs help in holding the line. It provides us with a personal op-

portunity to aid our country, the free world, and 80 million helpless people under Communist domination.

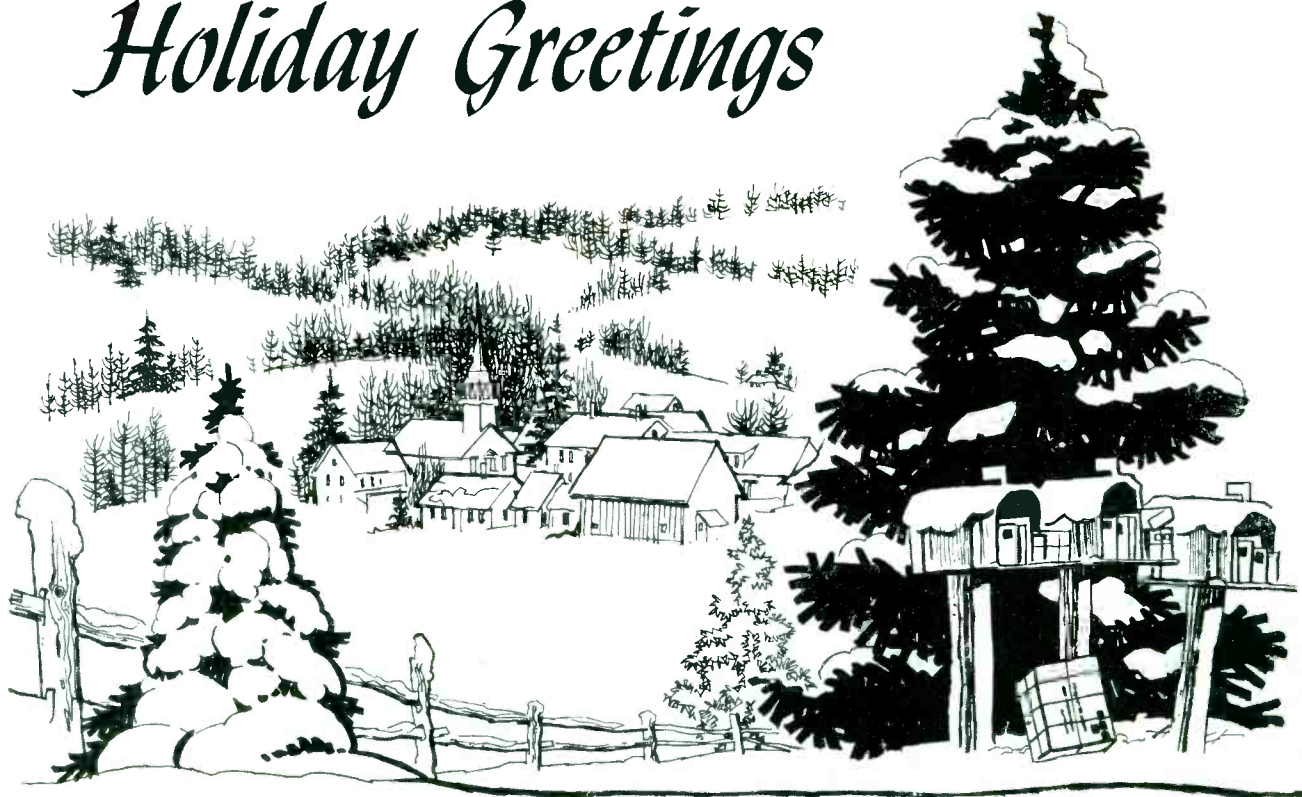
I urge all members of the American labor movement to support RFE, the free world's strongest and most influential network broadcast to East Europe. Since all of RFE's fund-raising expenses are separately financed, you know that every penny of your contribution will be used in sending undistorted news and information behind the Iron Curtain.

*George Meany, President, AFL-CIO*

HAVE YOU CONTRIBUTED LATELY?



# Holiday Greetings



*Joseph M. Freeman*

International President

*Joseph D. Keenan*

International Secretary

International Representatives

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*Harold J. Becker*

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*Robert H. Wooden*

**WE JOIN IN WISHING YOU AND YOUR FAMILY THE FULL JOYS OF THE SEASON**

**Work Requirements Lowered . . .**

**Higher Minimum Benefits . . .**

**Retirement at Age 62, among . . .**

## **SOCIAL SECURITY CHANGES**



This year has brought several dramatic changes in the Social Security Law.

Under the 1961 amendments, signed by President Kennedy last June 30, some 4.5 million people over the country either received increases in benefit amounts or were able to get benefits for the first time. Perhaps you or a member of your family is one of these people.

The new law makes the following changes:

- Men now have an option of retiring at age 62 with lower benefits or of waiting until age 65 and collecting higher benefits.
- Benefits to widows 62 or older getting benefits based on their husband's work under social security are increased by about 10 percent.
- Minimum benefits are raised.
- The amount of work under social security needed to get benefits is lowered.
- People who receive only part of their benefits for a year because they earn over \$1,500 will have a smaller amount deducted.
- Social security taxes go up slightly beginning January 1, 1962.

Under the new provisions, men can begin collecting benefits at age 62 if they choose, just as women have been able to do since 1956. But workers who decide to take benefits before they are 65 will get less per month than they would if they waited until age 65.

The sooner a worker takes his benefits after age 62, the greater the reduction in his benefits will be. However, the reductions are figured so that, on the average, people may expect to receive about the same amount whether they get reduced benefits beginning before age 65 or wait until they reach 65 and collect higher monthly amounts.

Dependent husband's benefits, if taken before age 65, will also be reduced, but dependent widowers and fathers can receive full benefits at age 62.

The new amendments raised the aged widow's benefit from 75 percent of the husband's retirement benefit to 82.5 percent, a 10 percent increase in individual benefits. The same increase was made in benefits to aged dependent widowers and to aged dependent parents if only one parent gets benefits on the account of the deceased son or daughter.

The minimum social security benefit to a 65-year-old or older worker or to a sole survivor of a worker was

raised from \$33 a month to \$40 a month. Many dependents and other survivors got corresponding increases.

The increase in minimum level benefits and the increase to aged survivors were made automatically, effective with checks received in September.

The new social security law makes payments possible for a person who has work credit for one calendar quarter for each year after 1950 and up to the year he reaches 65 (62 for a woman). This means that a man who reached 65 or a woman who reached 62 before 1958 will need credit for only 1½ years of work under social security to qualify for retirement benefits. Survivors of workers who died before 1958 can get benefits now if the worker has credit for this much work under social security. A man reaching 65 in 1962 needs credit for 2¾ years of work under the law, but needed credit for 3½ years under the old law.

Under both the old and the new law, a beneficiary can earn \$1,200 a year and receive all of his monthly social security benefits. The old law, though, required \$1 in benefits to be withheld for each \$2 earned from \$1,200 to \$1,500 and \$1 for each \$1 earned over \$1,500. Under the new law, \$1 is withheld for each \$2 earned from \$1,200 to \$1,700, and then \$1 for each \$1 earned over \$1,700. Thus, under the new law only \$250 in benefits deducted when the beneficiary earns \$1,700 during the year. Under the old law \$350 would have been withheld.

A person may, however, get a full benefit check for any month in which he does not earn \$100 in cash wages or does not render substantial services in self-employment. Beginning with the month a person reaches 72, all benefits can be paid regardless of a person's earnings.

The disability insurance program remains unchanged, except that workers with long-standing disabilities are given another year, until June 30, 1962, to file claims for benefits.

To help finance the changes, the amendments call for an increase in social security taxes beginning January 1, 1961. Employes and employers will each pay an additional one-eighth of 1 percent on earnings up to \$4,800 a year—a total of 3⅛ percent each in social security taxes.



## THIS IS HOME to your SOCIAL SECURITY ACCOUNT

**W**HAT is probably the world's largest recordkeeping system is in operation on an 81-acre Federal Government site located on the outskirts of Baltimore, Maryland. This site and its modern 1.3-million-square-foot building is occupied by the central offices of the Bureau of Old-Age and Survivors Insurance, the Federal Government agency charged with the task of administering this country's Social Security insurance program. The recordkeeping operations are open to the public, with two tours conducted daily. During public tours, a person's original application for a social security card and his name as listed in the national employe index can be located within seconds if the visitor has with him his social security account number card.

Recordkeeping operations were formerly scattered about downtown Baltimore in more than a dozen office buildings. The new structure consists of three main

units—an operations wing, an administration wing, and a link connecting the two. Each of five floors in the operations wing contains about six acres of floor space. The structure is air conditioned and compressors totaling 3,780 tons provide refrigeration. To power the electric equipment there is a main substation of 30,000 kw capacity and five distribution centers contained in vaults, all underground. The electric installation aggregates 14,100 kw, comparable to the electrical requirements for a city with a population of 10,000. Average illumination of about 90 foot-candles is provided by fixtures using more than 120,000 fluorescent tubes. A four-story annex, containing 168,000 square feet of floor space, is now under construction to the right of the operations wing. This additional structure is scheduled for completion next summer and will house disability insurance operations under the program.

### 1 CREDITING EARNINGS



The first step in crediting a person's earnings to his social security account is transcribing the amount of his earnings from his employer's quarterly earnings report to punch cards. Later, data on cards are fed through electronic computers, added to past earnings already

credited to the person's account, and then converted to magnetic tape and microfilm. One of the "older" data processing methods used in the recordkeeping operations, punch cards are rapidly being replaced as its basic tool. Now more than 30 large employers over the country—sending in more than 3 million earnings items a quarter—report earnings on magnetic tape rather than on the standard earnings report form, eliminating the punch card step. Yearly around 300 million earnings items come in to the Bureau from employers and self-employed people.

### 2 IDENTIFYING WORKERS

The National Employe Index, a file containing the names of all people who have ever had a social security account number, is arranged in Soundex code and now contains around 180 million names. The Index is used as a cross-reference to social security earnings records, which are set up in numerical order by social security account numbers. It is referred to, for example, when



a worker's survivors apply for benefits but do not know his social security number. It is also checked when a person who has lost his social security card applies for a duplicate. Now in microfilm form, the file is searched by means of the high-speed microfilm readers shown here. Formerly maintained in the form of flexible printed strips inserted in metal panels, the Index occupied more than a city block of floor space.

### 3 CERTIFIED CLAIMS



High speed microfilm readers are also used by certification clerks to search out detailed earnings information after an application is made for monthly benefits based on a worker's social security account. When the worker has enough credit for past earnings, he and certain dependents can receive these benefits if family earnings stop because of his retirement or disability. His survivors can get monthly payments following his death. Over 16 million retired and disabled workers, their families, and the survivors of deceased workers now receive monthly benefits totaling more than \$1 billion monthly. Electronic computers search out earnings data and compute benefit amounts for about 90 percent of the benefit applications received, but when necessary personnel and equipment are available to manually search records for earnings information that goes as far back as January, 1937.

**December, 1961**

### 4 ELECTRONIC BRAINS



This battery of electronic machines, linked with an IBM 705 computer, helps to do a recordkeeping job that would be literally impossible with manual methods. The application of electronics to Social Security record-keeping began in 1950, now saves over 2 million dollars a year in operating costs. Millions of facts and figures, stored on magnetic tape, are processed through this and similar units that are kept busy 24 hours a day, 7 days a week, in operations necessary to maintain some 80 million active social security accounts. Recently the first of two IBM 7080 electronic data processing systems was installed in the Baltimore facility. The newer system can store twice as many items as the IBM 705 system and has an internal operation six times as fast.

### 5 MICROFILM PRINTER



The microfilm printer shown above was built according to specifications developed by the Bureau of Old-Age and Survivors Insurance. The only machine of its kind and credited with saving some \$250,000 a year in operating costs, it converts data from magnetic tape directly to a readable microfilm record. Use of the converter-printer eliminates the need for producing printed listings on paper and then microfilming them as a separate step.





# LOCAL UNIONS Having Broadcasting-Recording Members

(As of December 31, 1961)

*Local  
and City*

*Officer (Business Manager unless noted)  
Address and Telephone*

4	St. Louis, Mo.	Ralph A. Barnett, 101 Barton Building, 200 So. Bemiston Ave., Clayton 5, Mo. Phone: Volunteer 3-2060.
12	Pueblo, Colo.	Coy Rodarmel, 301 E. Northern Ave., Pueblo, Colo. Phone: Lincoln 4-8953.
31	Duluth, Minn.	Clyde J. Giles, 203 Labor Temple, Duluth 2, Minn. Phone: Randolph 2-2671.
45	Hollywood, Calif.	Andrew J. Draghi, 7265 Santa Monica Blvd., Hollywood 46, Calif. Phone: Hollywood 3-2317.
49	Portland, Oreg.	Fred W. Hering, 1417 S. W. Third Ave., Portland 1, Oreg. Phone: Capitol 8-7683.
65	Butte, Mont.	Robert Lee, 1830 Oregon, Butte, Mont. Phone 729-9562.
77	Seattle, Wash.	Arthur B. Kenny, 1718 Melrose Avenue, Seattle 22, Wash. Phone: East 3-4505.
108	Tampa, Fla.	A. W. Schmidt, 1700 Franklin St., Tampa 1, Fla. Phone: 2-0268.
113	Colorado Springs, Colo.	John J. Donlon, 414 W. Pikes Peak, Colorado Springs, Colo. Phone: ME. 3-7106.
124	Kansas City, Mo.	Joseph E. Morasch, 104 W. 40th St., Kansas City 11, Mo. Phone: Jefferson 1-7711.
135	La Crosse, Wis.	O. R. Neisius, 423 King St., La Crosse, Wis. Phone: 4-5759.
202	San Francisco, Calif.	Edward J. Bird, 2450 17th St., Rm. 302, San Francisco 10, Calif. Phone: Market 1-7786.
202	San Francisco, Calif.	Gilbert de la Laing, A.B.M., 1260 West San Ramon, Fresno, Calif. Phone: Baldwin 7-3286.
231	Sioux City, Iowa	Thomas L. Dugan, Badgerow Bldg., Rm. 518, Sioux City 1, Iowa. Phone: 5-8138.
253	Birmingham, Ala.	O. H. Graham, P. O. Box 612, Birmingham, Ala. Phone: Fairfax 2-6284.
271	Wichita, Kans.	Perry L. Baker 1040 South Broadway, Wichita 11, Kans. Phone: Amherst 7-8255.
292	Minneapolis, Minn.	Joseph F. Krech, 243 Foshay Tower, Minneapolis 2, Minn. Phone: Federal 9-0091.
338	Denison, Tex.	John H. Cantrell, Labor Temple, 511½ West Main St., Denison, Tex. Phone: HO. 5-5323.
347	Des Moines, Iowa	Harold A. Baker, 1129 Sixth Ave., Des Moines 14, Iowa. Phone: Cherry 3-1924.
349	Miami, Fla.	Robert T. Callahan, 1657 N. W. 17th Ave., Miami 35, Fla. Phone: Newton 5-4546.
417	Coffeyville, Kans.	J. L. Fredericks, 816 W. Second St., Coffeyville, Kans. Phone: CL. 1-2408.
453	Springfield, Mo.	Jack F. Moore, 408½ W. Walnut St., Springfield 3, Mo. Phone: UN. 4-7252.
479	Beaumont, Tex.	Dana E. Wolfe, 1965 Park St., Beaumont, Tex. Phone: TE. 3-8252.
504	Meadville, Pa.	William F. Ferry, 887½ Water St., Meadville, Pa. Phone: 4-0475.
530	Sarnia, Ont., Can.	David T. Butt, 173 Wellington St., Sarnia Ont., Can. Phone: DI. 4-1276.
640	Phoenix, Ariz.	Paul A. Scruggs, 5818 No. 7th St., Phoenix, Ariz. Phone: CR. 9-6201.
662	Chattanooga, Tenn.	John S. Andrews, 803 Underwood St., Dalton, Ga. Phone: 278-4654.
676	Pensacola, Fla.	J. B. Boleware, Labor Temple, 114 East Gregory St., Pensacola, Fla. Phone: Hemlock 2-6978.
715	Milwaukee, Wis.	James A. Wilkerson, Pres., 5006 West Burleigh St., Milwaukee 10, Wis. Phone: Hilltop 5-1664.
723	Fort Wayne, Ind.	George I. Junk, 202½ W. Berry St., Fort Wayne, Ind.
760	Knoxville, Tenn.	H. F. Grovenstein, 1306 Broadway, N. E., Knoxville 17, Tenn. Phone: 4-8638.
768	Kalispell, Mont.	Joseph Harris, Rm. 9-10, Ford Bldg., Kalispell, Mont. Phone: Sky 6-5232.
816	Paducah, Ky.	John W. Gilliam, 1025 Kentucky Ave., Paducah, Ky. Phone: 5-7263.
969	Grand Junction, Colo.	Roland E. Gawf, Rm. 210, Electric Bldg., Grand Junction, Colo. Phone: CH. 2-3432.
995	Baton Rouge, La.	L. A. Thompson, 405 St. Ferdinand St., Baton Rouge 10, La. Phone: Dickens 3-6350.
1077	Bogalusa, La.	Wilfred Pace, P. O. Box 731, Bogalusa, La. Phone: RE. 5-5064.
1139	New Orleans, La.	Robert L. Grevemberg, P. O. Box 4034, New Orleans, La. Phone: Tulane 4371.
1141	Oklahoma City, Okla.	Jerry C. Gray, 1141 N. W. 1st St., Oklahoma City 4, Okla. Phone: Regent 6-5449.
1173	Harrisburg, Pa.	Dale L. Grundon, 9 No. 39th St., Harrisburg, Pa. Phone: Kingswood 5-8633.
1193	Atlanta, Ga.	George Magdich, 3014 Hollywood Drive, Decatur, Ga. Phone: Melrose 4-5977.
1200	Washington, D. C. (& Baltimore, Md.)	Frank X. Green, 10513 Bucknell Dr., Silver Spring, Md. Phone: Lockwood 5-3050.



1212	New York, N. Y.	Leonard Bader, 1780 Broadway, Rm. 303, New York 19, N. Y. Phone: Columbus 5-3650.
1213	Champaign, Ill.	John M. Bobicz, 1708 Paula Dr., Champaign, Ill.
1214	Bismarck, N. Dak.	J. Roland Gorder, 1142 N. Fourth St., Bismarck, N. Dak.
1218	Detroit, Mich.	Richard L. McNutt 29601 Ravenscroft Road, Farmington, Mich. Phone: Mayfair 6-5307.
1219	Youngstown, Ohio	Joseph Maxim, 357 Afton Ave., Youngstown, Ohio. Phone ST. 8-7964.
1220	Chicago, Ill.	Marvin W. Balousek, Pres., 400 N. Michigan Ave., Rm. 514, Chicago 11, Ill. Phone: 644-5244
1221	Omaha, Nebr.	William J. Strube, 7630 Davis Circle, Omaha 14, Nebr. Phone: 391-3757.
1223	Portland, Me.	David de Bree, Pres., R. F. D. 2, Cumberland Center, Me. Phone: VA. 9-3031.
1224	Cincinnati, Ohio	J. Frank Atwood, Jr., 3297 Diehl Rd., Cincinnati 11, Ohio. Phone: Humbolt 1-6197.
1225	Indianapolis, Ind.	Hobert Auttersson, 3518 E. Michigan St., Rm. 209, Indianapolis 1, Ind. Phone: Fleetwood 9-3584.
1228	Boston, Mass.	James McCurdy, Bus. Rep., 236 Huntington Ave., Rm. 402, Boston 15, Mass. Phone: Copley 7-5221.
1229	Winston Salem, N. C.	Jack Combs, Route 6, Winston-Salem, N. C. Phone: ST. 8-7217.
1234	Fort Worth, Tex.	Clarence E. Pugh, Pres., 3925 Oxley Dr., Fort Worth 18, Tex. Phone: AT. 4-6622.
1240	Fargo, N. Dak.	William Stadler, Pres., Box 1633, Fargo, N. Dak.
1241	Philadelphia, Pa.	Raymond Freedman P. O. Box 97, Bala-Cynwyd, Pa. Phone: Greenwood 7-6931.
1257	Dallas, Tex.	Joe R. Christopher, 227 Davis, Duncanville, Tex. Phone: AX. 8-2192.
1259	Kansas City, Mo.	Walter L. Reed, 1017 Washington St., Kansas City 5, Mo. Phone: Baltimore 1-5054.
1260	Honolulu, Hawaii	Francis J. Kennedy, 2305 So. Beretania St., Honolulu 14, Hawaii. Phone: 9-7445.
1264	Mobile, Ala.	Harry D. Smith, 1315 Fulton Rd., Mobile, Ala. Phone: 479-2432.
1266	Dayton, Ohio	Norman Weissman, Pres., 6040 Kimway Dr., Dayton 59, Ohio. Phone: 299-5918.
1275	Memphis, Tenn.	William L. Nelson, 2958 Knight Rd., Memphis, Tenn. Phone: MU. 3-0096.
1281	Providence, R. I.	William H. Pierce, 327 Parkside Dr., Warwick, R. I. Phone: Hopkins 7-7235.
1286	Louisville, Ky.	Bernard Neher, Pres., 600 Seneca Ave., Louisville 9, Ky. Phone: Emerson 3-5648.
1287	Tulsa, Okla.	Grady O. Styers, 2878 East 44th St., No. Tulsa 10, Okla. Phone: FI. 5-0069.
1292	Peoria, Ill.	William Dodson, Route 1, Box 130, Chillicothe, Ill. Phone: Browning 4-2438.
1294	Hartford & Bridgeport, Conn.	
	& Springfield, Mass.	David Zadek, Pres., 12 Crestview Rd., Tariffville, Conn. Phone: Oldfield 8-9336.
1295	Grand Rapids, Mich.	Calvin J. Miller, 2080 Woodcliff Ave., S. E., Grand Rapids, Mich. Phone: Glendale 2-4436.
1299	Montgomery, Ala.	A. F. Wright, Pres., P. O. Box 2635, Montgomery, Ala. Phone: 263-7928.
1300	Columbus, Ohio	Galen T. Borton, Pres., 611 Larcomb Ave., Columbus 23, Ohio. Phone: BR. 9-5525.
1304	Little Rock, Ark.	Cecil W. Morrow, 1809 S. Harrison St., Little Rock, Ark. Phone: Mohawk 6-8555.
1318	Halifax, N. S., Can.	Herman G. Fullerton, Pres., 118 Willow St., Halifax, Nova Scotia. Phone: 3-3424.
1343	Trenton, N. J.	Donald J. Dewsnap, Pres., 2309 Brunswick Pike, Trenton 8, N. J. Phone: OW. 5-8515.
1348	San Antonio, Tex.	Bruce Hicks, Pres., 319 Beryl Dr., San Antonio 1, Tex. Phone: DI. 4-1892.
1349	Rock Island, Ill.	Kermit Kelley, Pres., 1219 Third Ave., Rock Island, Ill. Phone: 786-6243.
1374	Cedar Rapids, Iowa	F. C. Jones, 727 Gateway St., N. E., Cedar Rapids, Iowa. Phone: EM. 2-7763.
1405	Flin Flon, Man., Can.	G. A. A. Pettersen, Pres., 27 Ross St., Flin Flon, Man., Can. Phone: 5142.
1415	Albany, N. Y.	Joseph B. Sigwarth, 4 Sebring Ave., Albany 5, N. Y. Phone: Union 9-5243.
1564	Gadsden, Ala.	D. B. Robertson, 113 Harwood Dr., Gadsden, Ala. Phone: LI. 6-3595.
1823	Denver, Colo.	Dennis L. Thuis, 901 E. 17th Ave., Denver 18, Colo. Phone: CH. 4-8645.
1987	Pittsburgh, Pa.	John Tipping, 1211 House Bldg., 4 Smithfield St., Pittsburgh 22, Pa. Phone: Tuxedo 2-9782.
2000	Yuma, Ariz.	Joseph Tschigg, 320 24th Ave., Yuma, Ariz. Phone: Sunset 3-9079.

## INTERNATIONAL REPRESENTATIVES

District 2	Walter Reif, 82 Kohary Dr., Devon, Conn. Phone: Trinity 4-2124.
District 3	Russell D. Lighty, R.F.D. No. 1, Lafayette, N. J. Phone: Dupont 3-3105.
District 5	O. E. Johnson, 757 Beacon Dr., Fairfield, Ala. Phone: State 6-0618
District 6	Freeman L. Hurd, 135 No. Harvey Ave., Oak Park, Ill. Phone: Euclid 6-0389.
District 8	R. H. Wooden, 2965 So. Clayton St., Denver 10, Colo. Phone: Skyline 6-1639.
District 9	Henry M. Conover, 910 Central Tower, 703 Market St., San Francisco 3, Calif. Phone: Exbrook 2-8086.
District 11	Harold J. Becker, 821 Blue Ridge Dr., Belleville, Ill. Phone: Express 8-2343.
District 12	Taylor L. Blair, Jr., 4993 Haleville Rd., Memphis 16, Tenn. Phone: Express 7-7546.



# What's ahead in collective bargaining?

## NLRB'S CHAIRMAN McCULLOCH SEES CRUCIAL CHANGES IN NEGOTIATIONS

DULUTH, Minn. (PAI)—Far from being static, collective bargaining in the United States is likely to see crucial changes both in the issues involved and the techniques used, in the opinion of Chairman Frank McCulloch of the National Labor Relations Board.

McCulloch, who was administrative assistant for many years to Senator Paul H. Douglas, Illinois Democrat, and is a Kennedy appointee to the Board, sees a new pattern of collective bargaining already emerging, a pattern that involves wider social questions than bread and butter ones, important as these are.

In a speech before the Northern Minnesota Conference on Industrial Relations here, McCulloch said that much "pioneering" still remains to be done in the collective bargaining process as a result of new problems that arise in labor-management relations growing out of industrial change.

Here are some of the areas in which McCulloch sees new and important developments in the collective bargaining of the future:

- *Jobs*: "Bargaining has been profoundly affected and will be in the future by the recurrent shortages of jobs and the fear this situation may periodically return," McCulloch said.

As an answer to automation and technological change, he expressed the view that we shall see the development of pressures for more "shock absorbers, contract provisions designed to cushion the impact of job scarcity and job displacement."

Among these McCulloch mentioned better retirement programs, tighter seniority provisions, a more fully developed program for the guaranteed annual wage, proposals for "sharing the work" through a shorter workweek, serious retraining programs conducted jointly by labor unions and industry with government financing and assistance.

In McCulloch's opinion there will also be "an in-

creasing emphasis on work rules, spelling out in the contract job descriptions and by whom the job is to be done."

- *Property Rights in Jobs*: "The concept that a working man has some form of property interest in his job seems to be coming more and more to the fore," McCulloch said.

He cited many contractual provisions along this line and noted recent court decisions. Among these was the Glidden case in which the U. S. Court of Appeals in New York held that workers have a right to follow their jobs, despite the expiration of the collective bargaining agreement when the employer for bona fide economic reasons moved his plant.

"This concept has a strong appeal," McCulloch commented, "for it is argued that the cost of the obsolete worker is as rational a cost on industry as the cost of the obsolete machinery."

- *Technological Change*: As the nature of business operations changes, "the blue collar worker yields to the white," McCulloch noted. New organizational techniques will be needed in view of the traditional resistance of white collar workers to organization.

As part of changing business techniques, McCulloch cited increasing business reliance on "specialty service," where the employee is "leased" from a central company rather than hired directly. Who is the real employer, and how are such workers to be organized?

A related problem, he added, is the "foreign-flag" ship actually owned by Americans but flying foreign flags. "American unions claim a vital interest in this 'farm-out' problem," McCulloch said, "and can be expected to manifest this interest at the bargaining table and, as recent events demonstrate, on the picket line."

- *New Bargaining Factors*: With the American public more and more "sitting in" on labor-management negotiations, McCulloch thinks it likely that the present

practice of sitting down for short periods under strike deadlines "may be supplemented by other procedures considered more conducive to serious discussion and adjustment of serious problems."

"The collective bargaining of the future," he said, "may grow out of preliminary discussions among management, consumers and labor as to the problems involved. It will to a greater degree begin operating on a continuing, rather than on a periodic basis."

In this connection McCulloch referred to the UAW's agreement with American Motors establishing a conference to discuss community projects on a joint basis, and on the national level, to the newly created President's Advisory Committee on Labor-Management Policy.

● *Wider Social Implications:* Finally, McCulloch sees collective bargaining as involving wider issues than wages and fringe benefits.

"Civil rights, equality of opportunity, full employment, low-cost housing, improved medical care, better education at all levels, enriched leisure opportunities, a safe and satisfying life between retirement and death, a voice in one's own destiny—these, too, are the problems of the labor union members and of the employer. These problems have already, to varying degrees, been put on the bargaining table, and they will command greater space in the future," he concluded.

### Notice to All Local Unions In the Dominion of Canada

The application of the Electrical Workers' Benefit Association to operate in the Provinces of Canada, has been approved by the Canadian Insurance Department.

Effective November 1, 1961, each Local Union with seven (7) or more "A" members will be chartered as a Local Lodge under the provisions of Article VII of the EWBA Constitution.

On and after November 1, 1961, each *new* "A" member will make his application for the \$1,000.00 death benefit to the Electrical Workers' Benefit Association. The EWBA Death Benefit Application is Form 124, a supply of which is being sent to Local Unions. (Form 121 now being used should be destroyed immediately.)

All present "A" members will automatically become members of the EWBA and will be issued certificates as soon as possible. These members will *not* be required to take a physical examination.

JOSEPH D. KEENAN, *Secretary*  
*Electrical Workers' Benefit Association.*

## ORAL ARGUMENTS NOW PERMITTED FOR APPEALS TO BOARD COUNSEL

The General Counsel of the National Labor Relations Board, Stuart Rothman, has issued a statement informing National Labor Relations Board parties and practitioners about an important clarification in the appeals procedure of the Office of the General Counsel.

Mr. Rothman announced that, effective immediately, a charging party who appeals to the Washington Office of the General Counsel from a Regional Director's dismissal of an unfair labor practice charge can, as a matter of right, present oral argument in support of his appeal to the General Counsel or his representative.

Under the Taft-Hartley Act, the General Counsel has final authority with respect to the investigation of charges and the issuance of unfair labor practice complaints. The investigation of charges and the initial determination to issue or not to issue a complaint is made by the Regional Directors in the 28 regional offices. A dismissal of a charging party's unfair labor practice charge in a region may be appealed to the General Counsel in Washington.

Mr. Rothman said that upon request for oral argument in connection with an appeal, an effort would be made to arrange to hear such argument at a time satisfactory to both the charging party and the Office of the General Counsel. The charged party will be notified and will be given an equal opportunity to

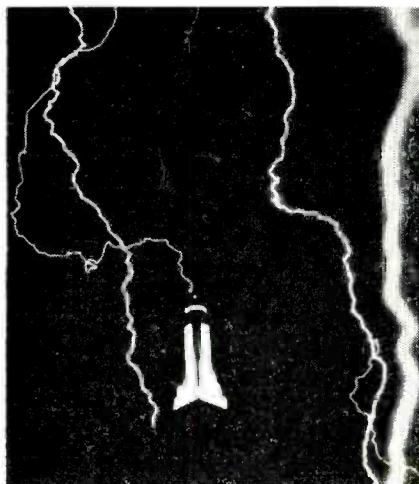
present his position if he so desires. However, in order to avoid the use of such request by either side for delaying tactics, and in order to meet the other business requirements of the Office, certain days will be set aside for this purpose.

"The aims of this procedure are (1) to bring the government closer to the people and (2) to provide the opportunity of oral argument or discussion, two important things in which I believe," Rothman said. "As far as the Office of the General Counsel is concerned, all charging parties from now on can as a matter of right have an opportunity to present their positions orally upon appeal from a Regional dismissal of a complaint."

Mr. Rothman noted that, each year, there are more than 1,000 appeals from Regional determinations not to issue complaints. These appeals are being handled in Washington and a decision arrived at on the merits, on the average, in about 14 days from receipt of the files from the field.

Mr. Rothman also stated that all Regional Directors and Officers-in-Charge have again been directed to furnish to charging parties upon their request a summary report of the reasons for the dismissal of unfair labor practice charges.





More cosmic rays mean more lightning, say scientists. Big bolts already hit the Empire State Tower in New York with regularity, Weather Bureau shot shows.

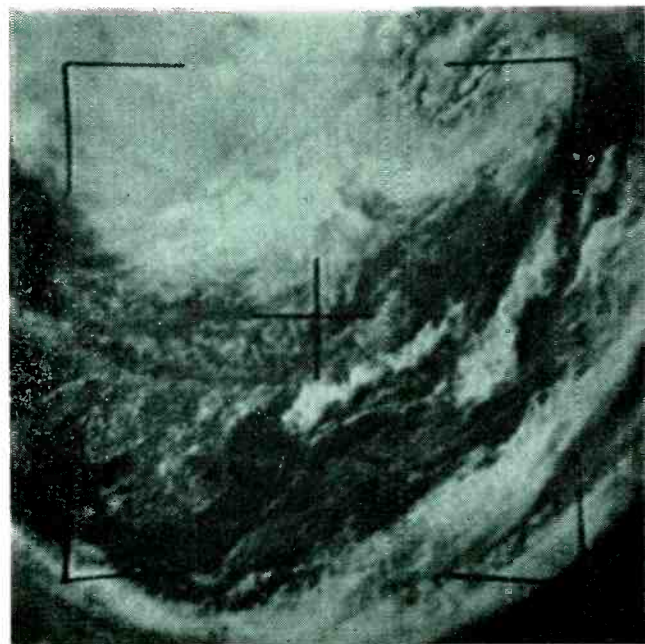


Carbon dating estimates may be off. Here, US Geological Survey scientist uses liquid nitrogen to "freeze out" acetylene and prepare Carbon 14 date sample.



Satellites like TIROS may clear up many mysteries. Already they have shown that Earth's magnetic field traps particles from the sun in the Van Allen belts.

## EARTH'S MAGNETISM MAY BE WEAKENING



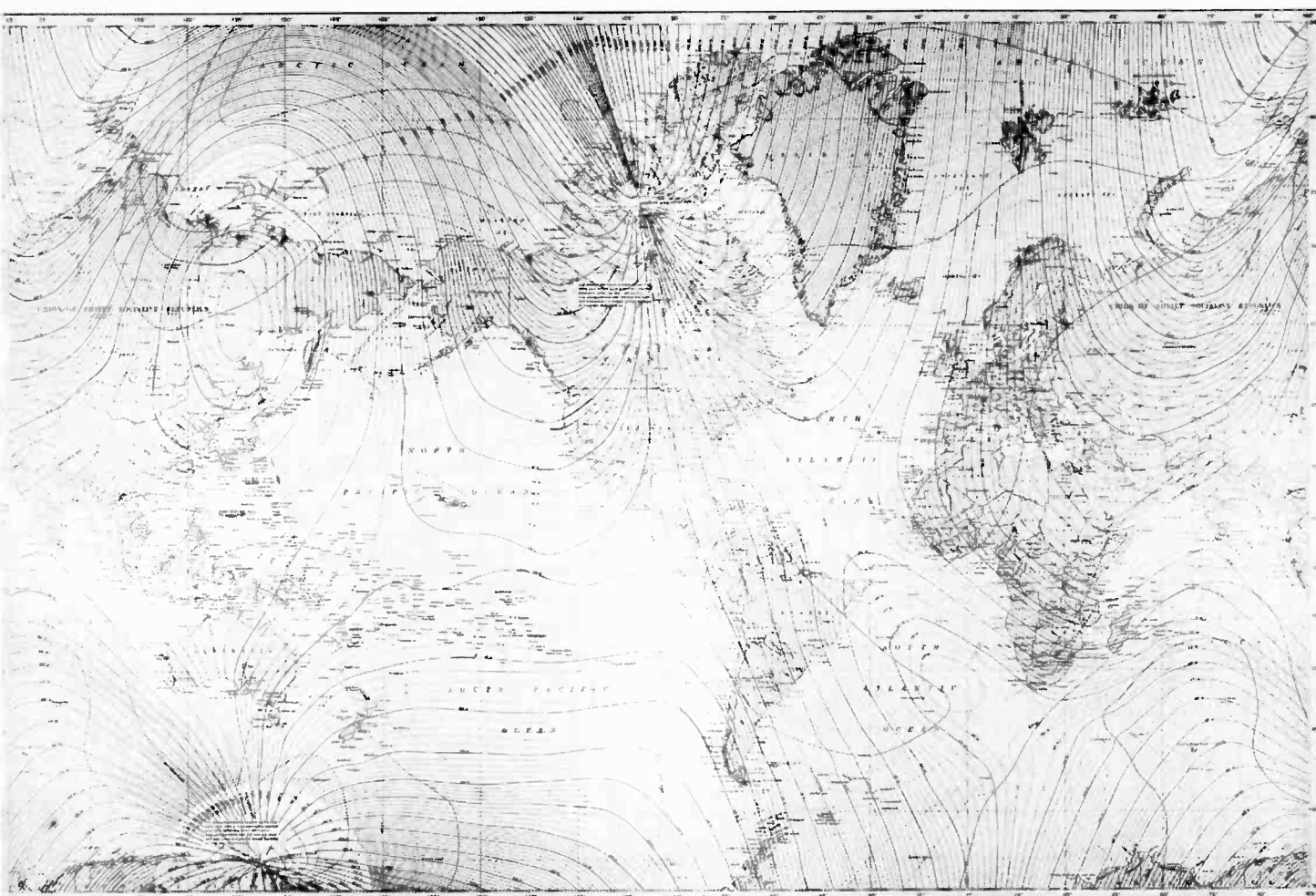
This is how the Great Lakes area looked from TIROS III. Note magnetic storms. Data from satellites may tie weather scientists are seeking correlations between solar eruptions and magnetic storms. Data from satellites may tie weather characteristics to magnetic phenomena.

**T**HE earth's magnetic field seems to be weakening, and scientists do not know why.

Analyses of iron in ancient bricks indicate that the magnetism may have declined by about two-thirds over the past 2,000 years, the National Geographic Society says. Even now, the decrease may be affecting many people, from homeowners to historians. The earth's magnetic field shields it from cosmic rays, the atomic nuclei that constantly flow in from space, and as magnetism declines in strength more rays will hit the earth.

As cosmic rays electrically charge the air and cause lightning, more rays mean more lightning. The effect of this presumably will be more destructive forest fires, more houses and barns burned, thus higher insurance rates. At least one scholar has been examining historical writings for evidence that lightning was less prevalent many centuries ago.

Another effect would be in the field of radioactive carbon-14 dating of ancient objects. Carbon-14 results from the collision of cosmic rays with nitrogen atoms in the air. If the amount of carbon-14 has varied due to changes in the magnetic field, and has not remained a reliable constant for measuring age, many estimates



A Mercator projection of the Earth showing magnetic variations from the poles.

may be in error and will probably have to be revised.

The nature of the earth's magnetic field remains a mystery, though such a field is created wherever there is electricity—that is, a flow of electrons.

Since an electron moves around the nucleus of an atom, every atom of every material has magnetism within it. Generally the tiny fields cancel out each other, so that the whole atom shows little or no magnetism. But the orbits of electrons in iron, nickel, and cobalt atoms are so arranged that the tiny magnets tend to pull together. Additionally, the earth's magnetic field may line up these atoms to form a large-scale permanent magnet. That is how nature made loadstones, which were known to Chinese magicians 4,000 years ago and were used as primitive compasses.

Seeking to understand the compass, men theorized that the whole earth was a colossal magnet. But after a while, they learned that the interior of the earth, being extremely hot, destroys magnetism.

A subsequent theory suggested that the rotation of the earth generated the magnetic field, but no one could or can explain where the electric voltage originates.

The enigma became even more obscure when geologists found that the magnetic poles have wandered about. At various times in the remote past, the North Magnetic Pole has visited Japan, Hawaii, and Oregon.

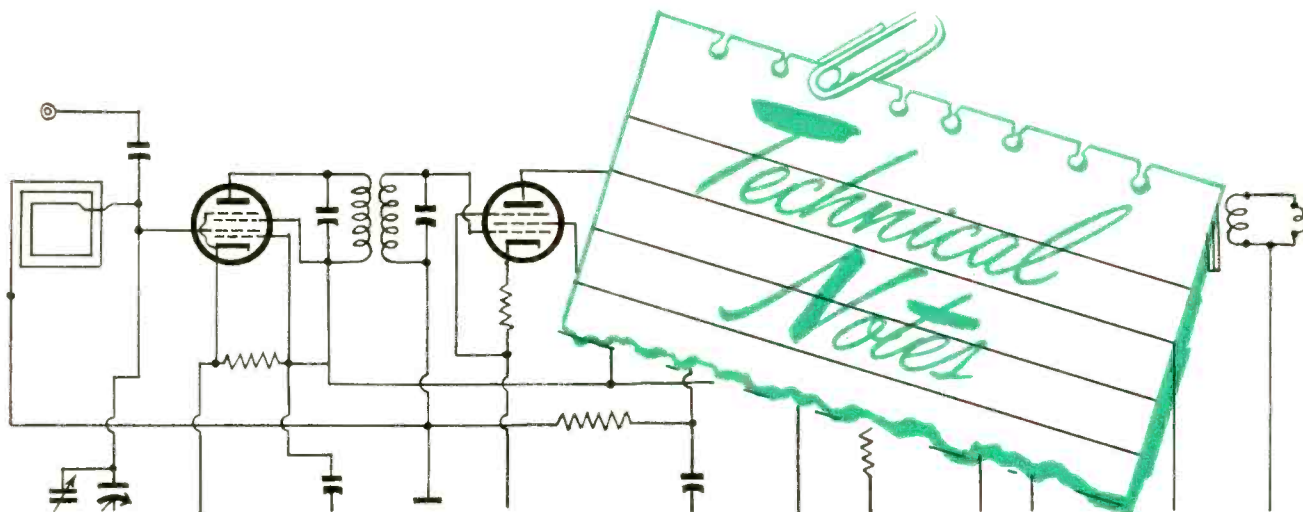
Magnetic minerals show that the poles have also reversed themselves from time to time, with the North Magnetic Pole for no apparent reason suddenly becoming the South Magnetic Pole. If anyone has a good explanation for this, a great many scientists would like to hear it.

Another puzzling phenomenon is the magnetic storm, which solar eruptions periodically cause in the earth's magnetic field.

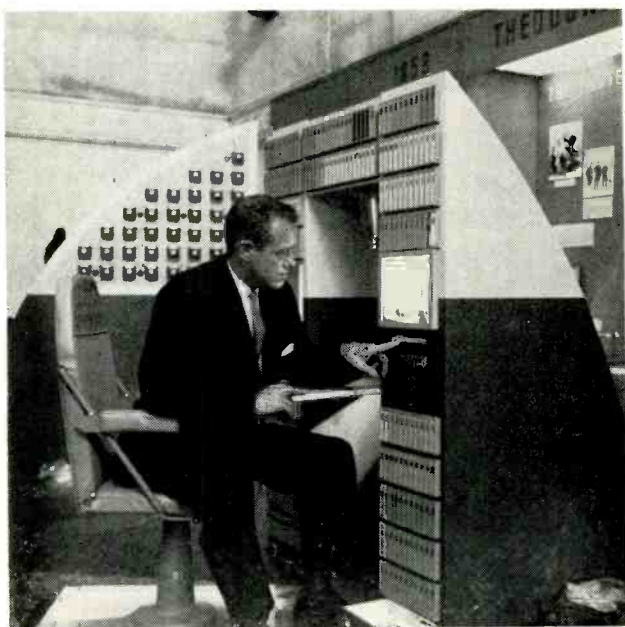
Satellites may eventually help clear up much of this mystery, says Thomas Kelsall, a National Aeronautics and Space Agency astrophysicist. He explains, "Up to now, we have had to depend almost entirely on ground observations. We couldn't see what really happens in the earth's magnetic field."

Already satellites have revealed that the earth's magnetic field traps particles from the sun in the so-called Van Allen belts. The entrapped radiation constitutes a major hazard for space travelers.





## SPACE SHIP TELEVISION



Shown above is a compact Recordak system (4 x 5 feet) which would serve astronauts in the AIREIS space laboratory with library, television and a place to write letters home while they are orbiting in space. (The space laboratory is featured in the MAN IN SPACE exhibition at The American Museum of Natural History.) Demonstrating the TV unit is Joseph M. Chamberlain, chairman of the American Museum-N Hayden Planetarium. Boxes in the rack above and around the TV screen contain the microfilm equivalent of 4 million pages of reading material. Mr. Chamberlain's elbow rests on the desk where astronauts may write letters. These are photographed and transmitted instantaneously to an earth station from which they will be sent to wives, mothers or sweethearts by a system similar to World War II V-mail.

## ELECTRON FILTER LENS

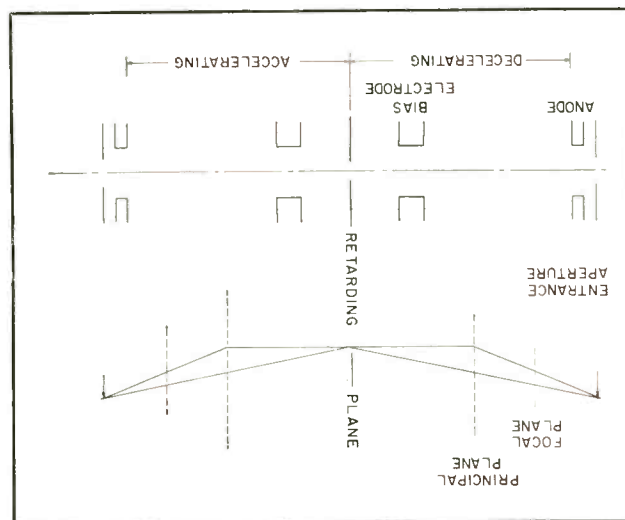
An electron filter lens having improved characteristics has been designed and assembled by the National Bureau of Standards. This design has the advantages of longer focal length and increased aperture while maintaining an energy resolution, a 5 kev primary energy, of less than the thermionic spread of the initial beam.

An electron filter lens is an electrostatic lens so de-

signed that electrons having energies above some critical value are transmitted while those with energies below this value are rejected. The critical value is associated with the potential of an electric potential barrier. In the past, filter lenses have been used for increasing the contrast of diffraction diagrams and electron micrographs by rejecting the inelastically scattered background; recently they have been used for iron energy analysis.

Filter lenses have been made in three general forms. The resulting performance, although satisfactory for purposes requiring a short-focus device, is unsuitable for other applications.

The output of the lens is a well-collimated beam about 1mm in diameter which cuts off without significant change in size. Such an electrode configuration may therefore be useful as a beam blanking element in high-speed cathode-ray tubes. In this application, the very low dry requirements and distance from the cathode are advantageous.



Schematic diagram of the electron filter lens showing path of electrons through lens elements.



## WHAT PRICE COMMUNISM?

There's plenty of work for television repairmen in the Soviet Union.

According to Communications Minister Nikolai Psurtsev, 60 per cent of all Russian-made television sets required repairs before their six-month guarantee expired.

There are 6,000,000 television sets in the Soviet Union—one for every nine families. Psurtsev said he hopes there will be 15,000,000 sets by 1965.

## JAMMING ANALYZER

The Electronics Group of General Mills, Minneapolis, has developed a broadband spectrum analyzer to measure the power and coverage of radio transmitter signals. In measuring average power, the total time-average power output of a broadband radio frequency signal source is determined by averaging the power over the entire frequency band of generation. Power distribution measurements are made by sampling a portion of the jammer signal being fed to the antenna, and passing this signal through a motor-driven tuned circuit of wide tuning range. Further information may be obtained from company: 1620 Central Ave., Minneapolis, Minn.

## RADIO REFRACTIVE INDEX

The National Bureau of Standards has established a Radio Refractive Index Data Center at its Boulder, Colo., Laboratories to assist in studying radio propagation in the earth's atmosphere. The data collected at this Center on the variable refraction of radio waves at given times, heights, and places are correlated, and made available to scientific, government, and industrial groups. The ready accessibility of such information from a central source simplifies the computations required, for example, in evaluating missile tracking and guidance systems, in establishing error correction for height-finding radars, in predicting transmission loss for tropospheric communication links, and in estimating radio wave field strengths for many types of radio propagation.

The bending or refraction of radio waves in air is a function of atmospheric pressure, temperature, and relative humidity which vary in a systematic fashion with climate. These meteorological parameters, obtained from weather radiosonde observations and from special airborne instruments which record changing refractive index structures above the earth, are forwarded periodically to the Boulder Laboratories. At present, such data are being received from over 300 stations located in the continental United States, and in South Africa, Antarctica, Saudi Arabia, the Canal Zone, Cyprus, Ger-

many, Greenland, Hawaii, Japan, Korea, Morocco, Newfoundland, Tripoli, and from weather ships stationed in the Atlantic and Pacific Oceans.

Data thus far catalogued and referenced are recorded on more than 7,000,000 punched cards. Appropriate sets of these cards provide the necessary information for computer calculations of radio refractivity in specified areas around the earth. The Radio Refractive Index Center is equipped to correlate the data for certain areas, and to establish radio refractive index profiles for those areas, indicating seasonal variations. However, if individual agencies prefer to make their own calculations, these cards may be made available for their use. Also, an analysis has been published of radio refractive index data including both tabulations of basic data for specific locations and charts for interpolation to any location. Present goal of the Center is to collect sufficient data to survey and plot radio refractive index profiles for the atmosphere of the entire earth.

## DOZEN COLOR MANUFACTURERS

With the entrance of Zenith, earlier this year, into the color television set manufacturing field, more firms have started color production too. Currently a total of 12 TV receiver manufacturers are, or will soon be, represented on dealers' floors with color models.

Six of the manufacturers are hold-overs from previous years. Besides RCA they are: Emerson Radio & Phonograph Corp.; Olympic Radio & Television Corp., a division of The Siegler Corp.; Admiral Corp.; Packard Bell Electronics Corp.; and Magnavox Corp.

In addition to Zenith this year's new entries include General Electric Co.; Philco Corp.; Warwick Manufacturing Corp., a subsidiary of Sears, Roebuck & Co.; Sylvania Electric Products Inc., a subsidiary of General Telephone & Electronics Corp.; and Delmonico International, a division of Thompson Starrett Co. GE, Sylvania, Philco and Warwick are making return appearances in the color picture after having faded out earlier because of unsuccessful sales experiences.





# STATION BREAKS

## RE-EDUCATION TRUSTEE

On November 20, Dr. Wilson Martindale Compton was named as trustee of the Re-education Fund established recently by International Good Music, Inc., and the International Brotherhood of Electrical Workers.

Dr. Compton, nationally known educator, retired former President of Washington State University; former Director of the United States Information Agency, and former President of the Council for Financial Aid to Education, will serve as the Trustee of the Re-education Fund during its initial period. The Fund—the first of its kind within the broadcasting industry—was established for the training and re-training of employees displaced by automated equipment and program services made and sold by IGM to the broadcasting industry.

The Re-education Fund, based on projected sales of IGM automated equipment, when augmented by Federal funds available for re-education under the Smith-Hughes Act, the George-Barden Act and the National Defense Education Act of 1958, will exceed one-half million dollars.

The agreement between IGM and the IBEW establishing the Fund provides for a single trustee having no connection with either the Company or the Union. As Trustee of the Fund, Dr. Compton will authorize payments from the Fund to established schools where displaced employees receive training. The specific type of training provided each individual qualifying for Fund benefits will be determined by the result of aptitude tests given the applicant by the United States Employment Service and by other criteria set by Dr. Compton.

## PERTINENT COMMENTS

The only forward movement noted at the recent Ohio Chamber of Commerce meeting was from the banquet table to the front door, reports the *Ohio AFL-CIO News and Views*.

When former President Harry S. Truman sat down at the piano after the White House dinner in his honor, President Kennedy remarked: "Don't say there's no justice in the world. Stalin has been kicked out of

Lenin's tomb and President Truman is back in the White House."

## MORE UNIONISTS REGISTERED

More members of organized labor are eligible to vote today than ever before, COPE Director James L. McDevitt told the Building and Construction Trades convention in Bal Harbour, Florida.

In 1951, he said, only 27 per cent of unionists were registered. Today the figure is 55 per cent. But, McDevitt said, labor still has a long way to go. A total of 86.9 per cent of the higher income group is registered.

## LAST LAUGH



"IF YOU HADN'T INSISTED THAT JUNIOR WORK HIS WAY THROUGH COLLEGE — HE WOULDN'T HAVE JOINED A UNION!"

ALEXANDER BROWDY  
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