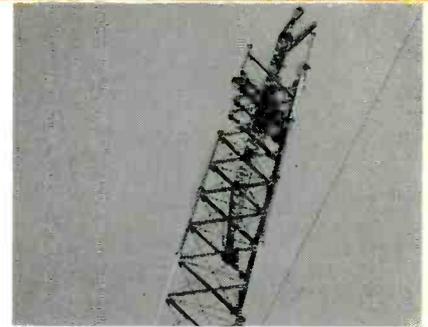


RADIO, TV and RECORDING

TECHNICIAN-ENGINEER

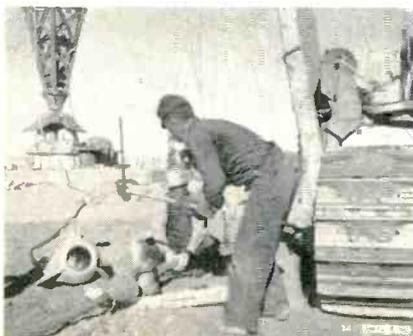


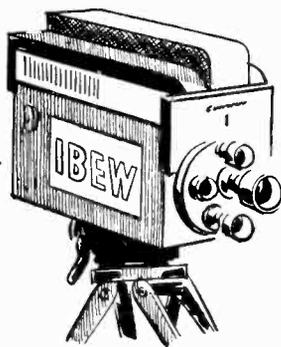
JULY, 1954



OPERATION BLUE JAY
See Story, Page 3

International
Brotherhood
Of Electrical
Workers (AFL)





COMMENTARY

Something(s) New Have Been Added

TWO landmarks were established last month—the International Office received two agreements for approval which are "firsts" in their fields.

An agreement negotiated by Local Union 1217 with the St. Louis Educational Television Commission is the first formalized IBEW agreement of its kind. The many problems peculiar to an educational, non-profit television station are sharply pointed up by the terms of the agreement. The final draft indicates that the local Union adopted a completely practical and a realistic point of view.

KETC is scheduled to begin air operations sometime this month on Channel 9; final assembly and tests of the transmitter are under way. Studio operations—including "dry runs" and television recording have been in progress for some time.

A pattern form agreement for educational television

stations has been drawn up and printed, copies of which are available upon request to the International Office. The basic pattern has been worked out in cooperation with several local unions—most notably L. U. 1217, represented by Brother Denis Volas and Local Union 202, represented by Brother Jack Dunn. Our especial thanks to these two brothers for what we believe to be very fruitful efforts.

The second unique agreement covers the operations of TVR Productions in Hollywood, a television recording enterprise. This is the first company in the United States, to our knowledge, to be exclusively engaged in the production of films by kinescope recording. We understand that the product is of a very high order of quality and that demand for the firm's services is increasing. Written with Local Union 45, the agreement was negotiated by Business Manager Harry Stillman.

The Economic Outlook Continues Good

THE general complexion of the industry continues good, but with a new unknown quantity injected by the recent radio rate cut effected by CBS. Current rumors are that similar cuts will be made by the other networks—radio continues to sell radio short. However, according to NARTB sources, radio revenue is continuing to show "slow but steady" increases. Although UHF operations seem somewhat shakier, at least in those communities where VHF operation is well-established, the whole of television broadcasting is prospering as well as can be expected during the normally sluggish sum-

mer months. Billboard magazine reports that CBS-TV and NBC-TV are already substantially "sold out" for the Fall, with prospects of ABC-TV showing a corresponding prospective prosperity. Most of the more popular recording labels are doing a very substantial business, with plans rapidly coming to conclusion for abandoning 78 RPM records as "standard." While some companies report gross income declines, the same companies show an increase in net profits and many companies have made optimistic predictions of continued prosperity.

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

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Operation Blue Jay

THE world's third tallest structure—a 1,212-foot shaft of steel and cable—stands today in a frozen Arctic wilderness. Beset by howling winds and weighted down at times by ice, it performs a vital service of radio communications for the U. S. Air Force at the big U. S. defense base at Thule, Greenland.

On the Defense Department's "restricted" information list for almost two years, the heroic story of its construction can now be told. Work on the structure was begun in the sub-zero weather of April, 1952, and the job was completed before the end of the short Arctic summer.

Any radio station engineer who has watched the erection of an antenna tower knows the hazards and the precision workmanship needed to stick one of those huge beaming needles into the sky. Multiply those hazards and you have "Operation Blue Jay," as the Thule tower erection was called.

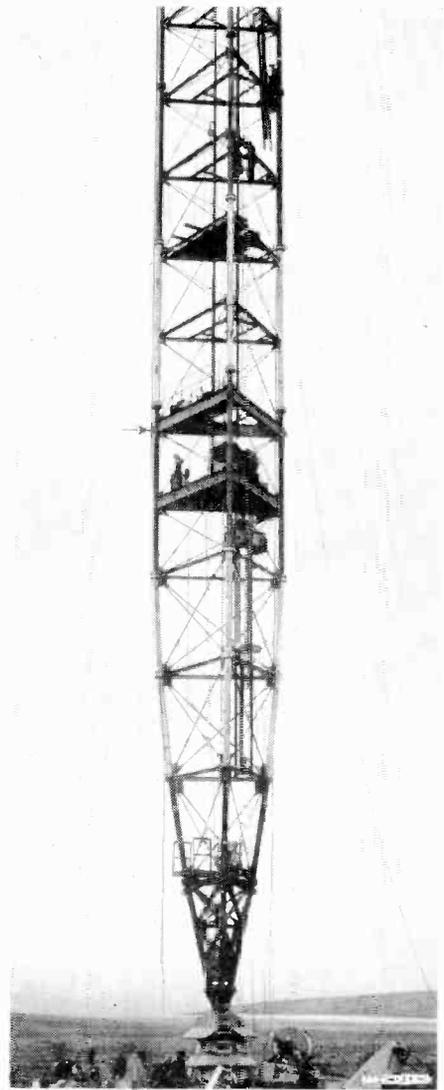
We mention that the Thule tower is the *third* tallest structure. The other two are the Empire State Building (1472 feet) and a radio tower at Forestport, N. Y. (1218 feet).

Contractors on the job tackled a tough problem at the very start of construction. The soil of Thule consists of very silty sand with 30 to 50 per cent ice in the form of "ice lenses." When the ground thaws, this soil becomes a wet and pliable mass. To build a base for the tower, workmen had to begin in winter, digging down six feet below the bottom elevation of a concrete block base and then backfill this pit with non-frost-susceptible sand and gravel. They had to wait until this fill reached the temperature of the surrounding soil, then concrete blocks were laid on this insulating blanket.

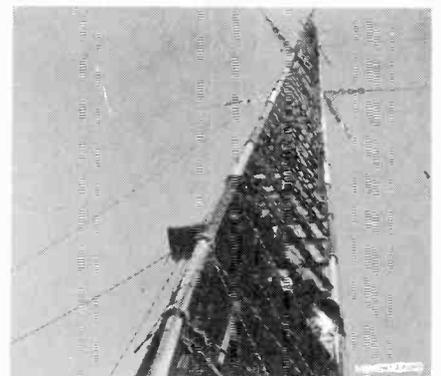
The tower erection crews worked two shifts of 10, and then 11, hours each to get the job done in time. The sun never sets in these latitudes during the summer, so both shifts worked in daylight.

A record was set on the last day of steel erection, when six panels were completely installed. A ground fog on this day completely cut off the signal man on the ground from the sight of the men working topside in the clear, and he kept touch by telephone.

For transportation between the ground and their working position on the tower, the men "rode the ball," a 1600-pound weight at the end of a load line. (See right panel picture on cover.)

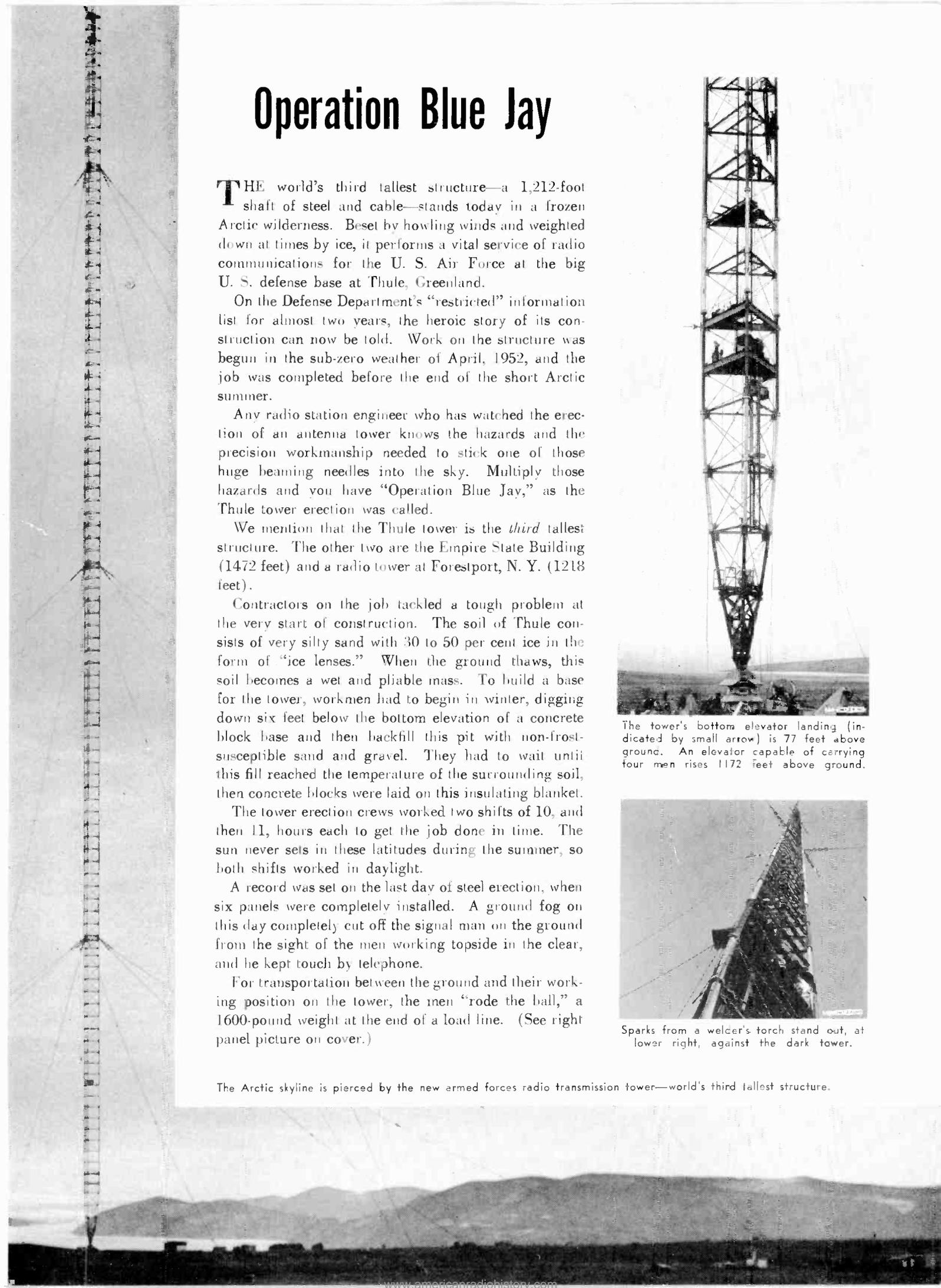


The tower's bottom elevator landing (indicated by small arrow) is 77 feet above ground. An elevator capable of carrying four men rises 1172 feet above ground.



Sparks from a welder's torch stand out, at lower right, against the dark tower.

The Arctic skyline is pierced by the new armed forces radio transmission tower—world's third tallest structure.



NLRB Orders Election at WBBM-TV

Overall Technical Unit found Appropriate for Station

IN a decision dated June 25, 1954, the NLRB ordered an election at WBBM-TV among all technicians, including television cameramen and telecine projectionists as the result of a petition filed by Local Union 1220 under Section 9 (c) of the National Labor Relations Act.

The history of the station parallels the history of the television broadcasting industry; originally owned by the Balaban and Katz Corporation, it operated under the call letters WBKB and since February, 1953, has been owned and operated by CBS, Inc., as WBBM-TV.

As intervenors in the case, Locals 666 and 110 of the IATSE contended that separate appropriate bargaining units consist of the television cameramen on the one hand and telecine projectionists on the other. Local Union 1220, IBEW, was not contested as the appropriate bargaining agency for the engineers and technicians employed by the station but its claim to an overall bargaining unit was disputed by the IATSE Local Unions. The decision of the Board is made doubly interesting since the history of bargaining and the decision of the Board in the Potash case, 107 NLRB 290, might be thought to be pertinent to this case; much emphasis was placed on the separability of craft units. The Board's decision goes to some length on the subject:

"The alleged craft status of television cameramen and telecine projectionists"

Television Cameramen: These employes operate the television camera (isonoscope) which is an electronic device by which live images are translated into electrical impulses which in turn are carried to a studio control booth for transmission over the air. Their duties involve framing, selection of lenses, taking closeups, synchronizing their movements with the action of the show, and working out special effects. They also maintain the non-electronic parts of the camera. In the projection of a typical television show, the cameramen work as part of an integrated crew under the supervision and direction of a program director. Such crew includes the floor director, mike-boom man, audio man, shader, and technicians. The technicians, who are not required to hold a license of the Federal Communications Com-

mission, "warm up" and align an average of two or three television cameras either in the station or on remote location, prior to the show. The cameramen take over from there and operate the cameras during the show. The electrical impulses carried from the camera to the studio control booth are controlled by a video man and the sound by an audio man, who are classified as technicians.

Matters of camera movement, timing, and type of shot, are preplanned during the rehearsal which precedes each live show. During the show the program director is in constant communication with the cameraman through an intercommunications system. Although the cameramen have to exercise a certain degree of discretion in their work, such discretion is limited by preplanning and by close direction of the program director during the show. It takes several years of experience to attain the status of a first class all around television cameraman. However, the employer maintains no formal or informal apprenticeship training for cameramen, nor does the record show that any such apprenticeship training is required anywhere in the television industry. The cameramen are under the immediate supervision of a head cameraman who in turn is responsible to the chief engineer. The record shows that the duties of the cameramen at Station WBBM-TV are of the same nature as those of television cameramen working at the employer's New York and Los Angeles stations, where cameramen are interchangeable with technicians and are part of the technicians unit.

Telecine Projectionists: These employes operate movie film projecting machines by means of which they project films and slides into electronic television cameras. Five of the seven projectionists work in the same studio as do the technicians, the other two work in a projection room which is removed a short distance from the actual studio. The latter employes spend most of their time mounting, screening and splicing news film for later television over the air.

The telecine projectionists do not directly participate in any of the live television shows, their task being to make spot projections of various slide commercials and

announcements for local station breaks. For this purpose, they are provided with a time schedule for the projection of particular slide material. This schedule, however, may be superseded by instruction from the program director who maintains constant contact with the projectionists via the studio intercommunication system. The projectionists are under the supervision of the chief engineer who also supervises the technicians. The projectionists are licensed by the city of Chicago. They need no knowledge of electronics. The employer does not maintain any type of apprenticeship program for the training of projectionists.

There has been no showing made that either the television cameramen or the telecine projectionists, although skilled, are members of a craft. There is, for example, no evidence of apprenticeship training for either of these classifications. In the considerable number of cases in which the question of the unit placement of television cameramen and telecine projectionists has arisen, the Board has included them in units together with either technicians or program department personnel, depending on the organizational setup of the particular station involved.¹ In no case has the Board established such employes in separate units. Nor has any evidence been presented that separate bargaining units for cameramen and projectionists are prevalent in the television industry. In these circumstances, the only possible justification for separate units is the bargaining history discussed hereinafter.

History of Collective Bargaining

The employer purchased Station WBBM-TV, previously called WBKB-TV, in February 1953, from Balaban and Katz Corporation. Balaban and Katz then was, and still is, engaged primarily in the business of operating motion picture theatres in the Chicago area. Balaban and Katz's operation of the then Station WBKB-TV was in the nature of a sideline business and to a considerable degree was subordinated to its motion picture theatre interests.

The station first went on the air for commercial broadcasting in 1946. On June 27, 1946, Balaban and Katz entered into its first collective bargaining agreement with Local 666 for its television cameramen. During the same year Balaban and Katz also reached an oral understanding with Local 110 which provided for recognition of that union as bargaining representative for the television station's telecine projectionists. In 1949, the IBEW executed a collective bargaining contract with Balaban and Katz for all the station technicians.

The bargaining pattern continued undisturbed until

¹*Empire Coil Co., Inc.*, 106 NLRB No. 172; *The Pulitzer Publishing Co. (Radio Station KSD, KSD-TV)*, 101 NLRB 1005; *Don Lee Broadcasting Co.*, 98 NLRB 453; *American Broadcasting Co., Inc.*, (KGO-TV), 94 NLRB 100 *American Broadcasting Co., Inc.*, 92 NLRB 995; *Greensboro News Co., Station WFMY and WFMY-TV*, 92 NLRB 245; *National Broadcasting Co., Inc.*, 89 NLRB 1289.

1951. It fitted the special circumstances in which Balaban and Katz found itself, being primarily a movie theatre chain which had most of its collective bargaining dealings for its movie theatre employes with locals of IATSE. Accordingly, Balaban and Katz renewed its contract with Local 666 at two-year intervals and also, in 1948, reached a further oral understanding with Local 110 providing that the terms of a five-year multi-employer contract of the Motion Picture Exhibitors Association in Chicago covering motion picture projectionists employed in movie theatres in the Chicago area, should apply to the telecine projectionists at the Chicago television station.

Paramount-ABC Merger Talks

In 1951, Balaban and Katz's parent organization, United Paramount Theatres, Inc., initiated steps to merge with the American Broadcasting Company. Under the rules and regulations of the Federal Communications Commission, Balaban and Katz had to divest itself of ownership of Station WBKB-TV because the American Broadcasting Company already owned and operated another television station in the Chicago area. On May 23, 1951, Balaban and Katz entered into a contract with the employer for the sale of the station, contingent on approval by the Federal Communications Commission of the merger and the sale.

Apparently in view of the impending severance of the television station from the movie theatre interests of Balaban and Katz, the IBEW in 1951 commenced to assert jurisdictional claims over the station's television cameramen. On May 1, 1951, Balaban and Katz entered into a collective bargaining agreement with the IBEW, which by its broad terms entailed recognition of that union as bargaining representative of the cameramen. However, by a "supplemental agreement" of December 31, 1951, Balaban and Katz, the IBEW and Local 666 reached an understanding that notwithstanding the terms of that contract the IBEW would not assert jurisdiction over cameramen unless and until the International Presidents of IATSE and IBEW agreed that jurisdiction should go to the IBEW. No such agreement of the presidents was forthcoming and on June 9, 1952, Balaban and Katz signed a new collective bargaining contract with Local 666, which is presently in effect, recognizing Local 666 as the bargaining representative of the cameramen. On January 28, 1953, Balaban and Katz again executed a contract with IBEW, effective from September 1, 1952, to April 30, 1954, for all technicians, which was construed to include cameramen and projectionists. Again, attached to that agreement was a supplemental agreement making the exercise of the IBEW's jurisdiction over the cameramen dependent on a jurisdictional agreement of the International presidents of IATSE and IBEW. Also attached to the IBEW's contract was a second supplement which split the juris-

diction pertaining to work on motion picture projectors between the IBEW and Local 110. Up to the present time, the International presidents of IBEW and IATSE have not reached a jurisdictional agreement.

On February 9, 1953, the Federal Communications Commission approved the sale of the station. On that day the sales agreement went into effect and the station call sign was changed to WBBM-TV. Pursuant to an annex to the sales agreement, the employer assumed the collective bargaining agreements of Balaban and Katz with the IBEW and Local 666. No mention was made of the transfer of any contractual arrangements with Local 110.

On these facts, and the record as a whole, we are not persuaded that the bargaining histories of Locals 666 and 110 warrant the establishment of separate units for the cameramen and projectionists, respectively. We have reached this conclusion on the following grounds: Since 1951 the bargaining relations of Balaban and Katz with the three unions here involved have been hazy and conflicting. Television cameramen and telecine projectionists have since 1951 been covered simultaneously by contracts with the IBEW on the one hand and the two IATSE locals on the other. The arrangements between the employer and its predecessor and the unions involved were designed to establish a makeshift *modus vivendi* to prevent or at least to postpone the jurisdictional conflicts between the unions by recognizing for the time being the extent of organization of these unions. Under these circumstances we find that this bargaining has been inconclusive and insufficient to constitute a decisive bargaining history.

An Historical Accident

Moreover, bargaining with Locals 666 and 110 for television cameramen and telecine projectionists was an historical accident which had its origin in the fact that Balaban and Katz was a large scale operator of motion picture theatres and that it simply transferred to the television field the bargaining patterns which it had maintained with IATSE locals for its motion picture theatre employes. It is significant that the only television cameramen represented by Local 666 are at the former Balaban and Katz television station. The present operator of this station, CBS, is engaged entirely in the radio and television business; and it has integrated the operations of the newly acquired Chicago station with its other television stations and with its television network. We do not believe that an historical accident should control the appropriate unit finding, especially where, as here, the factors responsible for the separate bargaining were temporary and no longer exist.² Accordingly, we find that separate units or separate voting groups of television cameramen and telecine projectionists are not

²The Mennen Company, 108 NLRB No. 2; American Broadcasting Company, 108 NLRB No. 30.

appropriate. We shall include them in the same unit with other technical employes.³

We shall direct an election in the following voting group:

All technicians employed at the employer's Chicago, Ill., television Station WBBM-TV, including television cameramen and telecine projectionists, but excluding the head cameraman⁴ and other supervisors as defined in the Act.

³In view of the above finding, the motions of Locals 666 and 110 to dismiss the petition are hereby denied.

⁴The head cameraman responsibly directs other cameramen and has the authority to hire and discharge. We exclude him as a supervisor.

ORDER

IT IS HEREBY ORDERED that the Employer's Motion for Clarification of the certification in Case No. 13-RC-1888 be, and it hereby is denied.

DIRECTION OF ELECTION

As part of the investigation to ascertain representatives for the purpose of collective bargaining with the Employer, an election by secret ballot shall be conducted as early as possible, but not later than 30 days from the date of this Direction, under the direction and supervision of the Regional Director for the Region in which this case was heard, and subject to Sections 102.61 and 102.62 of National Labor Relations Board Rules and Regulations, among the employes in the voting group found appropriate in paragraph numbered 4, above, who were employed during the payroll period immediately preceding the date of this Direction of Election, including employes who did not work during said payroll period because they were ill or on vacation or temporarily laid off, and employes in the military services of the United States who appear in person at the polls, but excluding those employes who have since quit or been discharged for cause and have not been rehired or reinstated prior to the date of the election, and also excluding employes on strike who are not entitled to reinstatement, to determine whether they desire to be represented, for purposes of collective bargaining, by Local 1220, International Brotherhood of Electrical Workers, AFL, by Chicago Moving Picture Machine Operators Union, Local 110, International Alliance of Theatrical Stage Employes & Moving Picture Machine Operators of the United States and Canada, (IATSE), AFL, or by neither.

Dated, Washington, D. C., June 25, 1954.

Guy Farmer, Chairman
Abe Murdock, Member
Ivar H. Peterson, Member
Philip Ray Rodgers, Member
Albert C. Beeson, Member

NATIONAL LABOR RELATIONS BOARD.

IT'S YOUR MEETING!

Opportunity Knocks But ONCE (A Year)!

THIRD ANNUAL PROGRESS MEETING

August 27-28-29, 1954

Hotel Sheraton

—

Chicago, Ill.

Management Spokesmen Discuss Labor Problems

A panel of "employe-employer specialists" discussed general labor problems and how they should be faced at the recent Chicago convention of the National Association of Radio and Television Broadcasters.

Robert D. Swezey, WDSU-TV New Orleans, served as panel moderator. He is chairman of the NARTB Labor Advisory Committee. He was flanked by Hoyt Steel, Benjamin Electric Co., Des Plaines, Ill.; Calvin J. Smith, KFAC Los Angeles; William C. Fitts, Jr., CBS; Leslie C. Johnson, WHBF-TV Rock Island, Ill.; Lee Shaw of Seyfarth, Shaw & Fairweather, Chicago; William J. Reilly, International Harvester Co., and Charles H. Tower, acting manager, NARTB labor department.

Mr. Reilly told broadcasters, "You're not as helpless as you think" in labor negotiations. When unions make unreasonable demands, he said, employers should realize they are dealing with employes through their unions. He said employers should be reasonable in making counter-demands.

Mr. Smith argued that if the union gets unreasonable, then management can do the same until negotiations settle down to a more sensible basis. Mr. Reilly told employers it is "amazing" how sympathetic employes will be to the employer's position if they are kept informed of the facts.

Mr. Johnson urged employers to keep their facts up to date in planning negotiations and cited the value of NARTB's advisory services for station officials facing contract discussions.

"Management, too, has a right to state its grievances," Mr. Steele reminded. Herbert E. Evans, Peoples Broadcasting Co., cautioned that management negotiators should be executives with negotiating experience. Stanley E. Hubbard, KSTP St. Paul, said broadcasters "are

being picked off one by one." "We're a bunch of sitting ducks," he added.

Mr. Fitts advised broadcasters to call in their operating people to appraise the effect of union demands and to try to figure out in advance some of the improvements to be made in contracts.

McCoy Discusses Selection Of Federal Arbitrators

Mr. Whitley P. McCoy recently issued a statement, in the way of a reminder, on the subject of the selection of arbitrators through the referral of the Federal Mediation and Conciliation Service. Mr. McCoy is the Director of the Service.

Each prospective arbitrator is subjected to a thorough inquiry, the results of which are required to show that he has an extensive background in labor-management relations and the applicant must submit reports of at least five of his awards in arbitration. The Service makes inquiry of labor and management representatives as to their opinion of the arbitrator's qualifications, when the original investigation is completed.

Following his acceptance for the list of the FMCS, a periodic evaluation is conducted. His awards and the fees charged are reviewed and additional labor and management comments are solicited. Following the completion of each case he is required to submit a copy of his decision to the Service and each case is analyzed to make certain that it meets accepted professional standards of form, clarity and logic.

In order to obtain an arbitrator through the Service, the parties merely address a joint request to the Washington office accompanied by a brief statement of issues in dispute and a copy of the agreement or the stipulation to arbitrate. The Service then sends a list of five arbitrators to the disputed parties, from which the parties are expected to agree upon one.

The Significance of the AFL-CIO No-Raiding Pact

THE AFL-CIO no-raiding pact went into effect last month, as leaders of the two organizations sat down to a commemorative dinner at the Mayflower Hotel in Washington, June 29. The pact was approved by both the AFL and CIO conventions last year, but it was not made effective until June 9, when the participating unions signed the document.

A total of 68 AFL international unions have signed, including the IBEW. From the CIO, 29 unions have agreed to the pact and signed it.

Complete information on the pact and how it effects our elections and bargaining activities has been mailed to each IBEW local union by the International Office.

The significant part of the agreement states that each of the parties agrees not to, directly or indirectly, (a)

organize or represent or attempt to organize or represent employes as to whom an established bargaining relationship exists with any of the other parties; (b) seek to represent, or obtain the right to represent, such employes or to disrupt the established bargaining relationship; or (c) engage in any cessation of work or refusal to transport, install or otherwise work on or with materials or any other form of concerted activity in support of an attempt to organize or represent such employes by a union other than the union which has the established bargaining relationship.

Impartial umpire to the agreement is David Cole, a well-known figure in governmental and labor activities.

The pact has been praised by leaders of both camps as the first step in "putting together one labor movement."



By EDWARD R. MURROW

IN this mass medium of communication — both radio and television—there's more than meets the ear and eye. There's a whole hand of virtually forgotten men—the workers in the vineyard—who have to watch and listen whether

they want to or not; the men who make the programs possible and perform technical tricks beyond the understanding of those of us who work in this business.

I refer to the men you never hear or see—the engineers.

I have seen them work 52 hours at a stretch installing microphones and cables and lights to bring you a political convention. Wherever there's a microphone or camera, some engineer put it there. I've seen them risk their lives to bring you the sound of bombs and gunfire and aerial combat.

All during the Battle of Britain and the Blitz, the engineers in New York and London would talk for a few minutes before the broadcast went on the air. They discussed comparative prices of cabbages in New York and London, what they did on weekends. I've known reporters to get excited, but never the technicians and engineers.

This is particularly true in live television, where each show is the equivalent of opening night in the theater.

Workers in the Vineyard

In live television you are not afforded the luxury of "doing it over." The television engineers always hope for the best and anticipate the worst. I have seen them bring in mobile generators because the remote spots had insufficient power to handle the cameras.

They have strung video cable up 21 floors of an apartment house. They have had to erect micro-wave relay towers—some of them 100 feet or more in the air so the picture could get on your screen. They have had to eliminate, on a moment's notice, interference with their pocket-sized microphones. They have had to battle light reflections from mirrors, street noises that drown out the voice of a guest, a shortage of floor space, and an overdose of last minute jitters on the part of nonprofessionals appearing on television.

Cameras break down when you least expect them to; circuits get crossed; and phone calls—often urgent ones—somehow just don't get through when they're most needed. But as I said, engineers and technicians are adaptable. They just go about their job, doing the best they can under a given set of circumstances.

The engineers work amidst a forest of knobs and dials and cables and cameras. When the sweep hand on the big clock reaches the proper place, they throw you your cue. And they can do that in a dozen different ways. They can do it as a casual flip of the hand as though to say—"all right, go on and get it over with—it's only going to last 15 minutes or a half hour. I can stand it."

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How to PEP UP the Membership Meeting



The regular local meeting is the life of the union. It can pay off in great dividends if certain rules of conduct are followed. How do the sessions of your own local union measure up to the suggestions for improvement made here?

BY JOSEPH MIRE

“WE JUST can’t get them out to meetings!” That is the despairing cry one hears again and again from local union officers across the country when they discuss their monthly or bi-monthly meetings. All too frequently they blame member apathy and lack of interest, and usually there the matter rests. Yet the regular local meeting is the life of the union and the most important opportunity for membership education and membership activity and one which can pay off great dividends in building a strong union.

A critical analysis may help local officers find out why attendance is slack. Could it not be that many of our meetings last too long? Could it not be that many of our meetings are dull? Could it not be that too much of what transpires at our membership meetings also seems unimportant?

There are many demands today on people’s time—television, movies, radio, church, parent-teacher association, clubs, sports and, last but not least, the fast-spreading “do-it-yourself” movement. This is the competition we in the labor movement have to meet, and it is serious competition.

Unions have tried all sorts of gimmicks to improve membership attendance, from door prizes and fines to

“socials” with beer and pretzels. One local I heard of has a burlesque show every three months. Another local gives a goose away twice a year. The trouble is, once you start on that road you have to keep going, and before you know it, nobody will come to the meeting unless you offer a prize or a show. Besides, there are better ways of spending the hard-earned money of your members.

In the long run, there is only one sure way to improve attendance at meetings, namely, to make them interesting and worthwhile to attend. Instead of spending sleepless nights on how to get the members out, we should spend sleepless nights on how to make our meetings so important and meaningful that those who do attend will need no further inducement to come again.

It is usually not too difficult to get a new member out for one or two membership meetings. The problem is how to make him come again after he has been “disappointed.”

Careful planning of the meeting may save you a lot of pep talk or leg work. The membership meeting has to offer something worthwhile so people will know their time won’t be wasted. Here are a few pointers:

► **Condense your business.** Who of us has not languished through meetings in which the recording secretary read, with a monotonous and hardly audible voice which did not reach beyond the first two or three rows, no end of communications? This is a sure way to kill a meeting.

All business to be taken up at the meeting should be “screened” by the executive board. Communications which are of no general interest should be placed on the bulletin board. Other communications should be read only in condensed form and then also placed on the bul-

Joseph Mire is director of education, American Federation of State, County and Municipal Employees. He has toiled in the field of workers’ education in the United States, Austria and Britain. Born in Austria in 1901, Mr. Mire now lives in Madison, Wis. This article is reprinted, with permission, from the June, 1954, issue of THE AMERICAN FEDERATIONIST.

letin board. (Such a procedure guards against the danger that the executive board might be accused of withholding information from the members.) Don't worry whether you will have enough business for the meeting if you proceed in that manner. There are better ways to kill time, and it would do no harm also to close some meetings earlier than scheduled if you should run out of business.

▶ **Make sure that you have at least one item of general interest and importance** on your agenda. This is the crux of your problem. It may take some doing, but if you succeed you will be richly rewarded.

Here is an example of one local which doubled its membership attendance by a very simple device: The local was operating under a collective agreement which was up for renegotiation every other year. The monthly meeting prior to the negotiating of the contract and the first monthly meeting after were about the only two well-attended meetings of that local. Finally, the officers of the local came up with the idea of spreading the discussions on the contract across the two years rather than piling them into just one meeting. Therefore, every month the local takes up the discussion of only one chapter of the collective agreement and, ever since, attendance at all meetings has surpassed all expectations.

"It has not only helped attendance," the local's president told me, "but now the people also know their contract, which only a few of them did before. Furthermore, when we go in for negotiations we know just what our members want."

Try this. It might work in your local, too.

▶ **Invite a guest speaker** as often as your other business will permit. A good speaker will serve two purposes. He will attract a better turnout and he will stimulate interest in the union and in education. Last year one union in Illinois which suffered from a serious case of *ohne mich* (without me), i.e., poor membership attendance, put on a series of discussions on foreign affairs, tied in with the regular membership meeting. To do this, all business was concentrated into the first three-quarters of an hour, to leave another half hour for the speaker and fifteen minutes for questions. There were some who said it wouldn't work because "people are not interested in foreign affairs." How wrong they were! Over a period of one year, membership attendance actually quadrupled, and the union had to start another series of lectures.

Incidentally, to find out the interests of your members the union's education committee can circulate a list of topics from which the members may select those in which they are most interested.

One local union has assigned a member of its education committee to give a **ten-minute report on political and economic events** in the state and nation at the beginning of every membership meeting. (You will be amazed how many people don't read the daily paper or, if they do, are in the habit of skipping political or economic news items.) This system has proved both educational and an effective come-on technique, i.e., interest-getter.

▶ **Use "Robert's Rules of Order" with a sense of moderation.** I have seen many a meeting spoiled by a too rigid application of parliamentary rules. Nothing will scare a member away from a meeting more than being told by the chairman "you are out of order." To be sure, sometimes you just can't get away from the "rules," but these are exceptions. Make every attempt to encourage members to express themselves at the meeting. Give them a feeling that their participation and opinions are seriously desired and they will become a vital part of your organization.

One way to get almost every member to talk is to break up a meeting into small groups of no more than six to ten people. Suppose your local has to make an important decision. You want to know what your members really think. Have the chairman open the membership meeting and make a brief presentation of the problem. Then break up the meeting and divide it into sub-discussion groups of no more than six to ten people. Each group or "huddle" will discuss the same problem which has just been presented by the chairman. After a quarter of an hour or half an hour, depending on the need, the membership meeting will reconvene and receive a report from each "huddle."

It stands to reason that it is easier to make everybody talk in a group of from six to ten people than in a meeting of fifty or more people. There is no better way to break the ice and promote interest. Just try it.

▶ **Get people active.** The more people there are who have something to do in the union, the less you will have to worry about attendance at the meeting.

Moreover, everybody who does something should make a report to the meeting, even if it is a report of only one or two minutes.

Don't assume that your members are "lazy" or "uninterested" or "selfish." There are usually two motivations which make people shy away from assuming responsibilities:

(1) Fear or uncertainty that they will not be able to perform well.

(2) Doubt about the importance of the assignment.

Ask any one of your members to undertake an important assignment which also is well within his or her ability to perform and you may get a surprise from people you never thought would work in the union. There is in this labor movement still more idealism and willingness to sacrifice time and effort than we perhaps sometimes realize.

Each local should have a **display of charts, posters and pictures showing its past accomplishments and future objectives.** This material should be displayed at every membership meeting. It will keep old and new members reminded of what conditions were before the union came in and it will impress upon them the need for continued effort. If you don't have such material at hand, appoint a committee and have it done at once.

This is one committee which should work, because it will have a clearly defined as well as important objective which should also be well within the capabilities of the members of the committee. The raw material is here and merely waiting to be assembled and put into proper shape.

► **Watch out for your new members.** It's their first meeting, which may determine their future attendance record. Why not copy a good church tradition and have "greeters" welcome new members and make them feel at home? Once they feel they belong, there is a good

chance that they will come again. There are perennial outsiders in almost every union because no attempt was ever made to bring them into the group and make them feel at home.

► **Check whether the date, time and place** of your regular membership meeting are such that they suit the majority of your members. Consider the location of your members, transportation conditions, parking facilities, fights on television and work schedules of your members. (This should be done every two or three years because conditions change.) Is the meeting place clean and friendly, warm in winter and well-ventilated in summer? Does it have good lighting and comfortable chairs? If those things do not seem important to you at first glance, we assure you they are!

► **Finally, keep your meetings short. Begin and end on time.** An hour and a half or so should usually be enough for the monthly meeting. Meetings which never start on time soon deteriorate. By the same token, it shows a disregard for your members if you fail to end a meeting on time because you are making it difficult for members to plan their own time. It is always better to postpone some less urgent business to the next meeting than to drag out the meeting beyond the time it was supposed to end.

President Emeritus Honored by Industrial Relations Group

The Council on Industrial Relations for the electrical contracting industry, an organization to promote industrial peace through voluntary arbitration, recently presented awards for distinguished service to two veterans of effort toward industrial harmony.

President Emeritus Dan W. Tracy, of the International Brotherhood of Electrical Workers, won the Council's special recognition for his long years of leadership both on the Council and in representing workers throughout the industry.

At the same time, Robert W. McChesney of the Electrical Contractors' Assn. was honored for his past work with the organization.

The Council, representing five members from the union and five from contractor-management, has an extraordinary record. Ever since 1920,

all decisions have been made unanimously. Despite this requirement, the Council has never failed to adjudicate a dispute brought before it.

Never has one of its decisions been violated. As a result, the electrical contracting industry, since 1920, has not once been faced by a strike.



WITH THE HONOREES—Left to right, Don Clayton, president of the National Electrical Contractors' Association; R. W. McChesney; L. M. Comstock, co-founder of the Council; President Emeritus Tracy; and IBEW President J. Scott Milne.

Are You Doing Your Part?

It's YOUR Agreement Too



Some years ago, one of the IBEW local unions found it necessary to remind its members that they had certain obligations under an agreement. A notice was sent to each of the members, the members took note of it and the obligations were thereafter recognized. As a result, the Union was in a better bargaining position with the employer and all the members secured a substantial long range benefit.

This was during the days prior to 1947. Congress has since decided that such powers as were available to unions prior to 1947 were undesirable; the Labor Management Relations Act now prevents unions from disciplining their members in the fashion indicated by the notice served by this local union's executive board. But the basic principles still stand and the effort of the local union to make its members more responsible is indicative of the attitude of the IBEW, even today. In retrospect—the union did what it could and the effort rewarded all of its members. Reviewing the message of that day is present food for thought.

BROTHERS:

IN the past several months it has been brought to the attention of the Union that some members have been reporting late to work, others have been absent from the station during their regularly scheduled day, others have made repeated requests for additional meal periods. This kind of conduct will not aid the Union in obtaining im-

proved working conditions and higher salaries from the Company.

Anyone who thinks he is being imposed upon by having to report to work when scheduled and spending eight hours a day working, or at least being available when not actually working, had better have a change of mind or look elsewhere for a job.

Two Union Responsibilities

Two of the responsibilities of a Union are: (1) to protect its members in seeing that the companies live up to their contracts with the union and (2) to see that the union members live up to their contract with the companies. In the past it has been left up to the individual union member to be on his honor and abide by the fundamental rules that would apply to him no matter at what job he worked. Due to the number of violations by some members, this system has not been successful.

In a meeting with members of the Executive Board, Mr. ——— said that reporting late to work must come to an end and he is going to lay off the chronic offenders and pay overtime to the remaining staff to cover the schedule. The brothers should realize that the Union will back its members to the limit when the members are in the right. But, in order to obtain this protection, the members must abide by the requirements set up by the Company and the Union.

To try to forestall any such lay-off the Union is undertaking to do some policing within its own ranks and will try to see that the members do what they are required to do under the contract and Local Union working rules. To enforce this the supervisors are the logical ones to contact the individual members who are out of line. The supervisors are to be informed by any individual member when some other member has intentionally or otherwise stepped out of line. To aid in keeping the supervisors advised, a "dirt sheet" has been started. It will be kept in master control and kept mainly by master control men and will consist of entries of infractions of working rules contained in this memo.

The Executive Board will keep track of chronic offenders. The penalties will be lifting of working cards for a maximum period not to exceed one week. In other words, the penalized Brother has up to a week off without pay. The Company has been informed of and agrees to such penalties being levied by the Union against wayward members.

These rules have been established not for the very many but for the very few chronic offenders, and for those new men who may not yet be acquainted with Company and Union requirements.

At a special meeting of the Executive Board, attended by the supervisors, August 20, 1945, it was decided that in order to correct the abuses stated previously, some working rules must be put into use. Following are the

rules set up by the Executive Board at this meeting—other rules may be added from time to time:

1. Report for duty at the starting time indicated on the Technicians daily work schedule.
2. Stay on duty until the finish time indicated on the Technicians daily work schedule.
3. Do not leave duty or take meal periods at other than assigned meal period time. If no meal period is assigned permission to leave to eat must be obtained before leaving duty.
4. Do not continually approach management requesting changes in schedule. If you think you have a legitimate excuse to request a change notify your steward.
5. Do not sleep on the premises.
6. When gaining a program keep your hands on the controls.
7. Stay at your post of duty (studio, recording room or remote point) from the time you are scheduled at your respective post of duty until the end of the program, unless authorized to leave. Visit studio X before time to report to your program studio instead of while your rehearsal period is going on.

Report for duty at the studio, remote and recording room according to the following schedule:

- A. News—15 minutes before air time unless program schedule indicates a longer rehearsal period.
- B. Dramatic, orchestra and large shows—30 minutes before air time unless program schedule indicates a longer rehearsal period.
- C. Remote through a studio—30 minutes before air time.
- D. Auditions, record rehearsals, playbacks—time indicated on program schedule. Have facilities set up and available for use at the indicated time.

Remote shows:

- A. All remote shows and rehearsals—equipment must be set up and available for use at the rehearsal time indicated on the program schedule. All equipment must be set up and tested through with master control or receiving point at least 30 minutes before air time.

Recordings:

- A. All recordings—15 minutes before recording time.

The above schedule of reporting for duty must be rigidly adhered to unless engineers schedule does not permit it.

Executive Board,
Local Union —.

Technical NOTES

Ampex Perfects New Tape Duplication Unit

The last obstacle in the path of commercial tape recordings of music for home use has been cleared away, according to an announcement by Harrison Johnston, general sales manager for the Ampex Corporation.

Ampex has perfected and is marketing a tape duplicating system capable of delivering more than 2500 hours of tape recorded music in a single, eight-hour working day.

Until the advent of the new system by the pioneer tape recorder manufacturer, making quantities of tape recorded material was a painstaking, time consuming, uneconomical process because recordings had to be copied at the same speed as the original recording. That is, a full hour was required to make copies of a recording that would play an hour.

Thus, recording companies that wished to distribute recorded tapes were at an economic disadvantage compared to manufacturers of disc recordings whose automatic multiple record presses could stamp out upward of 1200 hours of music in a day.

Recording engineers have long realized that they could give the public better recorded music if the process of preparing large quantities of tapes could be speeded up. Tape's superiority as a recording medium springs from the facts that neither the dynamic range nor the frequency range of material which can be recorded is hampered by mechanical considerations, that there is no surface noise or needle scratch and that tapes show no deterioration or wear after any conceivable number of playings.

The Ampex tape duplication system speeds up the process of making copy tapes by factors as high as 320 to 1. This speed-up is accomplished by running tapes at speeds as high as 16 times their normal speed, copying both tracks of dual track tapes at the same time and making 10 copies simultaneously.

The Ampex duplicator consists of a master playback machine on which the original recording is played and



Two Ampex tape duplicating systems in use at the Moss Recording Studios in Omaha, Nebraska, which is an IBEW shop, having an agreement with Local Union 1221.

from one to 10 copying units on which the copies are made. All are controlled from a single control panel. Since a building-block arrangement is used, an organization wishing to make duplicate tapes can initially buy the master units and a single copying machine. As the volume of business increases, additional copying units can be added until the maximum of 10 simultaneous copies is reached.

Total investment required in a setup to make 10 copies at once is under \$20,000 which favorably compares to roughly \$25,000 for an automatic, multiple disc press capable of producing only half as much music in a given time.

Ampex has sold units to RCA, both in Canada and the United States; the Moss Recording Studios in Omaha; Audio-Video Tape Libraries; Radio Programas de Mexico; the Protestant Radio Commission; the Georgia State Board of Education; and the Radio Commission of the Southern Baptist Convention.

In designing the tape duplicating system, Ampex drew on its wide background of experience in building recorders for data having frequencies far above those encountered in sound. For instance, a musical tape containing frequencies as high as 15,000 cycles per second, when duplicated at eight times its normal speed, actual-

ly presents frequencies reaching 120,000 cycles per second. Systems which Ampex had designed for recording information radioed from experimental aircraft were incorporated in the duplicating system to handle the high frequencies.

Remote-Control Power

When Recording Engineer Ted Phillips taped the April 12 edition of *Outdoors in Illinois*, he put into use a new remote-control rotary power supply just developed by engineers of the State Department of Conservation and Gothard Manufacturing Company. Department of Conservation men in the photo are Bill Stites, with the mike and Ted Phillips operating the tape recorder. Stites is flanked by two conservation officers, Louis Prohut and Harold Young. Others in the photo are unidentified smelt fishermen. The taping was done on the shores of Lake Michigan during the smelt run this spring.

The Gothard Rotary Converter is a modified 6K11 operating from the 6-volt supply of any Department automobile and is ordinarily left in the car. Only the small remote-control panel is taken to the PT-6 Magnecorder. In the photo the converter was set along side the tape recorder to show the equipment. The remote control box is on top of the tape recorder. The control box includes A-C receptacle, frequency control knob, frequency meter and converter on-off switch.

Department of Conservation people are most pleased with the results. They say that the tape was of such good quality that it was used as-is, requiring no dubbing to correct pitch and having no perceptible flutter. Further details will be given by Gothard Manufacturing Company, Springfield, Ill. (See photo below.)



With the converter set beside the tape recorder, "Outdoors in Illinois" goes onto tape. The remote-control box is on top of the tape recorder. Pleased smelt fishermen watch.

Color TV Transcriptions

A technical panel of the National Television System Committee recently issued a report on "Color Transcriptions." According to the panel, the following are considered factual statements concerning the place of transcriptions in color television, following the NTSC signal specifications:

- It is possible to produce acceptable color-film records of live program material by direct photography.
- Materials and data enabling such production are largely available.
- Acceptable color release prints suitable for color television transmission can be produced.
- Materials and information are available enabling such prints to be produced.
- The color television transmission of color prints made according to 1-4 above gives generally acceptable results.
- Color kinescope-recording information now available is insufficient to enable firm conclusions to be drawn as to the commercial practicability of this process. However, progress in this field is rapid and the ultimate successful utilization of color kinescope-recording is a definite possibility.
- The color transcription art is rapidly developing in all its branches, and should enable the successful recording and television transmission and reception of transcribed programs in the foreseeable future.

May Modulate for Hi-Fi

AM stations may modulate to 15,000 cycles or more to attain high-fidelity provided they do not interfere with other stations, FCC Commissioner George E. Sterling told the recent Washington Hi-Fi Fair.

Commissioner Sterling said many AM stations broadcasting hi-fi programs "have a consistent and intensely loyal group of listeners." Citing AM interference problems in summer, especially in areas of low-signal intensity, he lauded FM as "adventure in good listening."

High cost of 15,000-cycle inter-city lines is major obstacle to hi-fi networking, Commissioner Sterling said, adding he hoped listener pressure will force increased use of better lines and terminal equipment. Next step in development of binaural sound will be transmission of both audio channels from one FM station, he predicted, recalling past experiments.

Station Breaks



Film Cameramen Case to NLRB

A four-day hearing has just been concluded in New York City as the result of a petition by the IATSE for representation of motion picture film cameramen employed by CBS in New York. The employes involved have been represented by Local Union 1212 ever since the advent of the company's film operations in 1946 or 1947. Pending resolution of the issues, the IBEW will continue to represent the disputed employes, under the CBS national agreement.

The hearing officer granted a time limit of three weeks, dating from June 25, for the filing of briefs and action by the Labor Board in Washington can hardly be expected prior to the end of September or middle of October.

The General Counsels of the two organizations presented the case; Brother Louis Sherman represented the IBEW and Attorney Harold Spivak appeared for the IATSE.

FCC Action on Teleradio

The FCC authorized General Teleradio, Inc., to take over Stations WHBQ and WHBQ-TV at Memphis, Tenn.

Teleradio is leasing the stations from Harding College, Searcy, Ark., for 15 years at a total rent of \$2,879,046 with an option to buy the stations or release them at the end of that time.

The FCC also authorized Teleradio to lease Radio Station KGB at San Diego, Calif., to the station manager, Marion R. Harris, for \$27,500 a year until the end of 1960. The agreement gives Harris an option to buy the station during 1959.

Teleradio was required to dispose of KGB in order to obey the FCC rule that no one company may own more than seven radio stations. The Memphis TV station will give Teleradio five TV outlets, the limit allowed any one company. Its other TV stations are in Boston, New York, Hollywood, Calif., and Hartford, Conn.

Armed Forces Television

The Armed Forces, which already operate their own radio stations, are planning now to go into television.

Maj. Gen. Harlan N. Hartness, Defense Department information and education chief, told a House Armed Services Subcommittee a pilot TV station already has been put into operation by the Air Force at Limestone, Me., and that "the men are thoroughly sold on it."

Other military TV stations are planned both at iso-

lated locations in the United States and at military posts abroad, Hartness said.

He said the military hopes to make the same deal with commercial television that it has with radio: To pick up programs and rebroadcast them without charge, with the right to cut out the commercials.

Hartness said the Armed Forces now beam from New York and Los Angeles to 72 receiving stations overseas, rebroadcast, radio programs totaling 91 hours weekly, of which 23½ hours are devoted to news, 38½ hours to sports, and 17½ hours to "information and education." News is broadcast hourly.

Hartness said the projected TV setup "has terrific potentialities" both as an entertainment medium for servicemen and as an educational tool.

New WQXR Transmitter

Work has begun on the newly-authorized 50 kw transmitter for WQXR, New York, a station employing Local 1212 members. Officials of the station expect the project to be completed next year.

WQXR currently operates with 10 kw on 1560 kw.

Officials of *The New York Times* station expressed faith in the future of radio, "particularly a station such as ours which is dedicated to good music and hourly factual news bulletins of the *Times*."

Tube Life Record

A new life record for the transmitting electron tube which helped make television broadcasting possible has been established by an RCA-8D21 at Station KRON-TV, San Francisco. This RCA tube logged an unprecedented 15,646 hours of full-power operation.

The record-making 8D21 entered active service September 12, 1951, in the sound portion of the station's TT-5A television transmitter, according to J. L. Berryhill, KRON-TV's chief engineer.

WKNB-AM-TV Center

Local 1294 members participated in the recent opening ceremonies for the new Television-Radio Center of WKNB-AM-TV, New Britain, Conn. The new building is located in West Hartford. It was New England's first UHF outlet.

Technician-Engineer

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