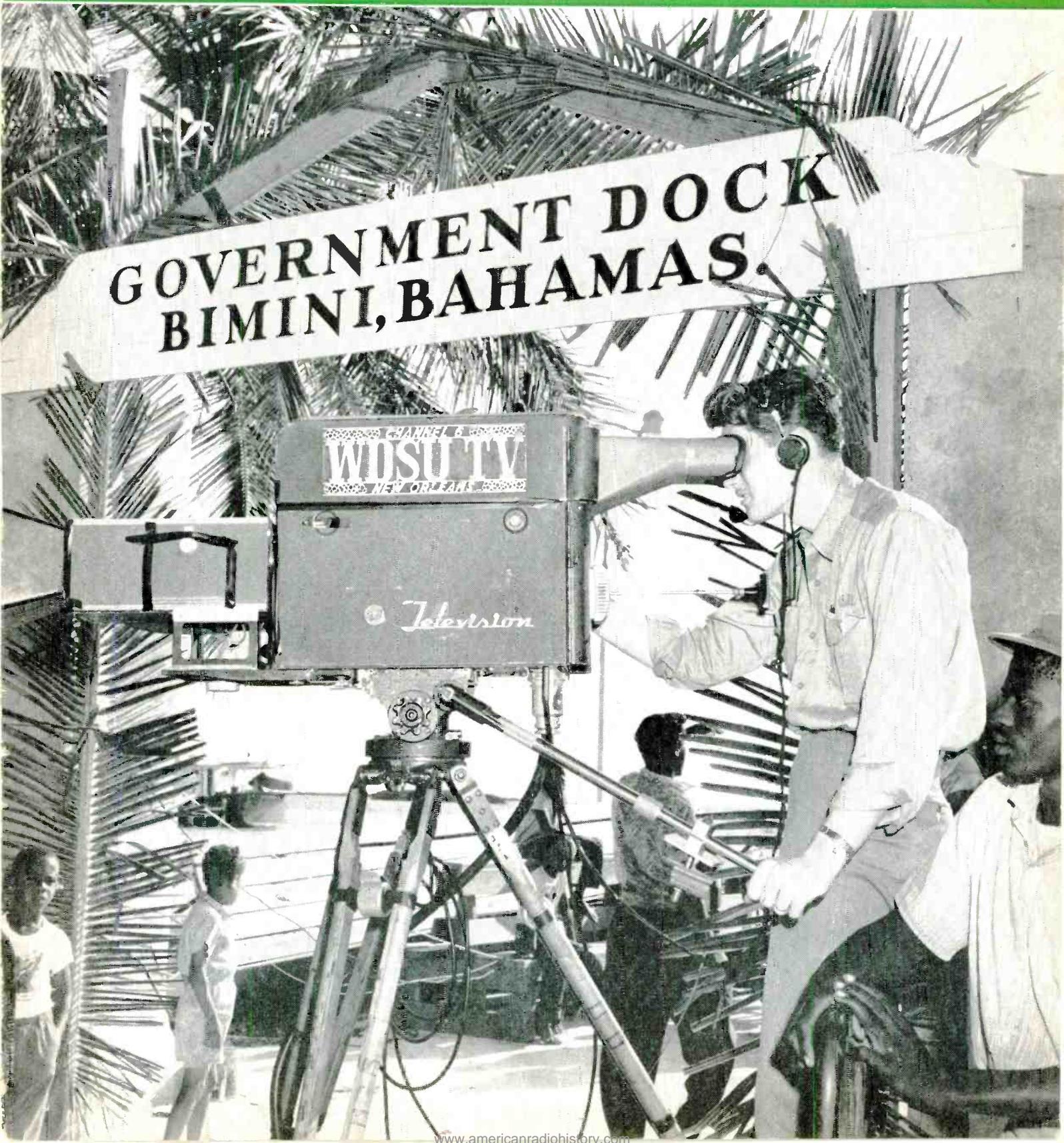


RADIO, TV and RECORDING



# TECHNICIAN-ENGINEER

MARCH, 1956



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

VOLUME 5 NUMBER 3

PRINTED ON UNION MADE PAPER

The INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS

GORDON M. FREEMAN International President  
 JOSEPH D. KEENAN International Secretary  
 FRED B. IRWIN International Treasurer

ALBERT O. HARDY Editor, Technician-Engineer

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**... the cover**

"Wide, Wide World," NBC's Sunday afternoon answer to "Omnibus," recently called upon the services of an outstanding IBEW-staffed station in the Deep South—WDSU-TV, New Orleans—in its effort to bring the West Indies "live" to a nationwide audience. Bill Laughlin, WDSU cameraman, set up shop at the Government dock at Bimini, Bahamas, and panned around the island vacationland. The show was fed to Miami, Fla., via a Channel 3 transmitter where another IBEW-staffed station, WGBS-TV, picked it up and fed it to the network. (See the full story on page 5.)

**commentary**

The AFL-CIO merger is without doubt one of the most significant developments which has ever taken place in the field of labor-management relations—and certainly the most significant since the enactment of the Taft-Hartley Law.

In the first place, I do not join with those who see in this development either economic collapse or political chaos. Neither do I join with those who predict only failure for this undertaking. It is my sincere belief that this merger will achieve a notable success.

I say that because there is inherent in this venture all the elements which beget success. In the first place, this merger is the inevitable dictate of time and circumstance. The wonder is not that it has occurred but that it occurred so late. For too long a time—and any impartial study of NLRB cases will establish this—unions have been expending too great a proportion of their time and substance vying with each other to change the affiliation of workers already organized.

This condition was not beneficial to the unions, nor beneficial to the country. For in the overall, there resulted no substantial gain in union strength.

*Continued on page 11*

**the index . . .**

For the benefit of local unions needing such information in negotiations and planning, here are the latest figures for the cost-of-living index, compared with the 1954 figures:

February, 1956—114.6      February, 1955—114.3

Published monthly by the International Brotherhood of Electrical Workers, AFL-CIO, 1200 Fifteenth St., N. W., Washington, D. C., for the men and women in the recording, radio and television industries. Entered February 20, 1952, as second-class matter at Washington, D. C., under Act of August 24, 1912. Subscription Price: U. S. and Canada, \$2 per year, in advance.

HERE WE GO AGAIN!

# NARTB Asks FCC for Further Rule Relaxation

**O**N February fifteenth, the National Association of Radio and Television Broadcasters filed a petition with the Federal Communications Commission which requests consideration of the further relaxation of FCC Rules and Regulations which apply to standard broadcast and FM stations. This proposal consists, in essence, of the proposition that remote control of all AM and FM stations—up to and including 50-kilowatt transmitters and all AM stations employing directional antenna systems—is practical.

The proposal does not envision a change of the Rules which apply to Operators, *per se*; the Association suggests that a First Class Radiotelephone Operator's license might be required for remote control operation—of the controlling operator at the control point. In other words, remote control would be available to all stations, but those employing more than 10 kilowatts—or those with directional antenna systems—(or both) might, ac-

ording to the Association, appropriately be required to employ a First Class Operator at the control point.

The petition is based upon considerable data which has been compiled by cooperating stations, whose transmitters have been operated by remote control on an experimental basis. Some eleven stations were involved in the operation, at the behest of the Association. The data purports to show that the accuracy of remote control is comparable to the usual standards of instrument accuracy—some 2%—and that the reliability of such operation is very high.

Experience gained from the present (relaxed) Rules is also emphasized by the new petition.

Because the industry's "rumor factory" was in full production just prior to the date of the filing of the petition, the International President of the

NEXT PAGE, PLEASE

## *Annual Radio-Television-Recording* **PROGRESS MEETING**

MIAMI BEACH, FLORIDA • MAY 11, 12, 13, 1956

*Registration information has been mailed to all local unions which have radio, TV and recording engineers. Sessions will be held at the Monte Carlo Hotel, Oceanfront at 65th Street.*

**THIS IS YOUR MEETING • YOU SHOULD BE REPRESENTED**

IBEW sent a letter of inquiry on the subject to the Chairman of the Commission on February fifteenth. (The date of that inquiry coincided with

the transmittal of the petition to the Commission by the NARTB). The letter produced the following reply:

MAR 7 '56 REC'D  
T.O

**FEDERAL COMMUNICATIONS COMMISSION**  
WASHINGTON 25, D. C.

March 1, 1956

ADDRESS ALL COMMUNICATIONS  
TO THE SECRETARY

IN REPLY REFER TO:  
8600

Mr. Gordon M. Freeman  
International President  
International Brotherhood of Electrical  
Workers  
1200 Fifteenth Street, N. W.  
Washington 5, D. C.

Dear Sir:

This is in reply to your letter of February 15, 1956, requesting that you be given notice if the National Association of Radio and Television Broadcasters filed a petition proposing further relaxation of the Commission's Rules and Regulations affecting operators in the broadcast service.

On February 15, 1956, the NARTB filed a petition for institution of rule making proceedings to amend the Commission's Rules so as to extend authority for remote control operation to standard and FM broadcast stations with directional antenna systems or power in excess of 10 kw. The Commission has taken no action on this petition to date, and oppositions to the petition may be filed by interested parties.

If the Commission, after examining the petition and any oppositions which may have been filed, decides that rule making proceedings are warranted, it will issue a formal notice of proposed rule making in which interested parties will be requested to file comments in support of, or in opposition to, the NARTB proposal.

The Rules require that an original and 14 copies of all pleadings be filed with the Commission.

Very truly yours,

  
Mary Jane Norris  
Secretary

As of the date this TECHNICIAN-ENGINEER went to press, the Commission had not taken any action on the petition. The ordinary course of procedure by the Commission is indicated, of course. A Public Notice of Proposed Rule Making is presumably under consideration—such a notice would request comments, etc. Whether—or when—such a notice may be issued is presently undeterminable. In any event, the IBEW is planning

on complying with the invitation of the Secretary of the FCC—opposition to the petition and other pertinent comments and action will be made known to the Commission in due course. The cooperation of NABET and the IATSE has been solicited, in view of the parallel interest of those organizations.

The only further comment of substance which can be made at this time is—Here We Go Again!



Terry Gerstner, cameraman for WDSU-TV, New Orleans, working on Bimini beach with some help.

## and now we take you to the Bahamas

Text by BOB GREVENBERG, Business Manager, Local 1139, New Orleans

**T**HE January 29 edition of "Wide, Wide World," NBC's Sunday program which takes the viewer just about everywhere via live TV cameras, included scenes of the Bahama Islands. To pick up the show, NBC used crews and equipment from WDSU, New Orleans, WGBS, Miami; and WITV, Fort Lauderdale. The first two of these three stations are IBEW-manned.

The Bahamas are British possessions on a 200-mile Atlantic shelf, extending in a chain from approximately fifty miles east of Miami to about that distance north of Haiti. The largest of the twenty inhabited islands is Nassau and the chain includes countless uninhabited and very small islands.

For the telecast, NBC used a commercial 5 kilowatt, channel 8 transmitter feeding a directional antenna beamed at Miami. This transmitter was located adjacent to the laboratory power house—where two new generators were available—which

supplied sufficient power, with good frequency stability and regulation.

The main control point for this remote was on the Island of Bimini, noted as a center of excellent deep-sea fishing. For nearly a week Bimini probably held more television equipment per square mile than any other spot on earth.

Five cameras handled by WDSU personnel were used to cover many of the interesting features on Bimini. Six hundred carefree natives live on this fisherman's paradise, and the palm trees and beautiful beaches extending into tinted waters are enough to make a color TV technician drool.

On Gun Cay, WGBS technicians operated from a boat. A boat was anchored a thousand feet from the Island of Gun Cay and the video and audio were fed by underwater cables to the lighthouse there. One camera was used topside, and a Pye underwater camera captured scenes of the coral

*Picture on Page 5 by  
Joe Budde; all others  
by Terry Gerstner*

Joe Budde operating a camera on  
the Marine Laboratory at Bimini.  
Camera was used to pick up scenes  
of sharks, giant rays and turtles.



Part of the unloading operation. The equipment was hauled over in a converted mine-sweeper and not in the fishing cruiser shown.



Tom Metz (left) and Phil DeGenova installing equipment to handle five cameras on Bimini. The local library was used to house this equipment.

teeming with friendly fish. The micro-wave transmitter was mounted on top of the lighthouse and its signal was received at Bimini.

WITV established a control point at Cat Cay and placed one camera on the top of the skeet bird release tower. A second camera was positioned on the range, behind the skeet shooters. A WDSU micro-wave transmitter operated from a thirty-foot tower erected for the purpose on the range. Cat Cay is an especially beautiful spot which, in passing, should be noted as being owned by an individual whose rights of ownership include the selection of inhabitants—resulting in the most exclusive and beautiful yacht club in the world.

Equipment of nearly all major manufacturers was used on this remote. The gear was shipped by boat from New Orleans, Miami and Fort Lauderdale, and the personnel were flown to the islands by seaplane.

The production and technical problems were vast. Considerable difficulty was experienced in establishing a satisfactory signal to Miami, cue and talk circuits between the islands presented unusual problems, and the fact that no power was available at some points (and, where available) power restrictions all contributed to many headaches. Some of the men commented on another not inconsiderable problem—no time for fishing or swimming.

The purpose of the show was well served. In general, it was proposed so as to show the normal activities on the islands. Turtle hunting, fishing, skeet shooting, the straw market, the fish laboratories, ocean swimming and even underwater panoramas were covered. When the show was over, comments from viewers in all parts of the United States seemed to agree that a good job was done.

# National CBS Negotiations Planned

## APRIL MEETING SCHEDULED FOR NEW AGREEMENT

**A** FORMAL notice was sent to CBS, Inc. on February 24, 1956, which requested consideration of changes in the nation-wide agreement which reaches its anniversary date on April 13. The company has since replied and arrangements have been completed for the negotiations to begin on April 16 in Washington, D. C.

Two new stations—and thus, two local unions—have been added to the long-standing list. The purchase of WXIX (TV) in Milwaukee last year and the more recent acquisition of WGTH-TV, Hartford, results in a larger bargaining unit and a new and obviously enlarged community of interest.

The various centers of operation which will be covered by the revised agreement which is anticipated to be consummated by May 1 include:

KCBR—Delano  
KCBS, KCBS-FM—San Francisco  
KMOX—St. Louis  
KNX, KNX-FM, KNXT—Los Angeles  
WBBM, WBBM-FM, WBBM-TV—Chicago  
WCBR—Wayne, N. J.  
WCBS, WCBS-FM, WCBS-TV—New York  
WDSI—Brentwood, N. Y.  
WEEI, WEEI-FM—Boston  
WGTH-TV—Hartford  
WXIX—Milwaukee

Our readers will recall that an attempt was made last November to reach an early accord with the company—duly reported in our November, 1955 issue. The parties were far apart in their respective ideas as to what a revised wage pattern should be. The burdens of outside influences and uncertainties which existed at that time were found to be too great when combined with the usual problems which occur when seeking a meeting of the minds.

**I**N Retrospect—The wage history of CBS agreements is particularly interesting and is brought to mind each time a current agreement approaches its anniversary date and the thoughts of the Local Union representatives are directed toward negotiation. Effective January 20, 1935, three of the network-owned stations operated on a wage schedule which began at \$43 per week and offered \$66 per week after nine years of continuous service. At that time, supervisors and assistant supervisors—after two years of service—were paid \$80 and \$75 per week, respectively.

The nine-year progression obtained until October 1, 1943, when it was cut to six years, offered a starting rate of \$50 per week and reached its top at \$85 per week. In 1945, the wage progression was lessened to five years and the wages ranged from \$60 to \$110 per week. By 1947, the beginning rate had been increased to \$62.50 and after five years became \$125. The assistant supervisors, by this time, were paid \$143.50 and supervisors \$150 per week.

The five-year wage progression remained in effect, with only the wage rates changed, until 1952. Effective May 1 of that year the starting rate became \$74 and the rate for those having four or more years of service was set at \$147.50—assistant supervisors were then paid \$165 per week and the supervisors' rate became \$171.50. A year later, in 1953, all of the wage rates were increased by \$2.50 per week.

The current agreement which reaches its anniversary date on May 1, 1956, was entered into effective May 1, 1954. The starting rate for the past two years has been \$85 per week and the current "top" rate is \$165 per week, with assistant supervisors receiving \$182.50 and technical directors and supervisors receiving \$190.

Jurisdictional coverage and working conditions have likewise been improved, over the years. The length of the work day has consistently been shortened and vacation allowances have been increased to the present four weeks after five years of service. Prohibitions against subcontracting by the employer and recognition of equitable allowances for the use of personal automobiles, the necessity of advance notice of change of days off and working schedules and the various other provisions which have been negotiated are recognized as having set standards in the industry. No unreasonable provisions have emerged in the many agreements which have been entered into in the some twenty passing years. Mutual recognition by the parties to the agreement of a common interest and the benefits of harmonious relations have contributed to the prosperity of the employer and its employes. These joint interests will again be subjected to review and enumeration in the negotiations next month; a common meeting ground and recognition of the mutuality of the interests of all will, no doubt, benefit the employer, the employes, the sponsors and advertisers and, indirectly, the listening and viewing public.



BROTHERHOOD PRESIDENT Gordon M. Freeman confers with IUD President Reuther at a recent meeting.

*The International Brotherhood of Electrical Workers has affiliated with the new Industrial Union Department of the AFL-CIO. In addition, 36 other former AFL unions have become affiliated. Here is a report on the new department and an explanation of its purposes.*

## Our Union's Role in the Newly-Organized



**A**N Industrial Union Department in the AFL-CIO was created at the Merger Convention in New York City in December. With a membership of approximately seven million unionists and 66 affiliated unions—including our own International Brotherhood of Electrical Workers—the IUD promises to become one of the major units in the merged labor movement.

Primarily, the IUD is the old CIO plus those unions of the former AFL which have members in industrial-type units or locals. Walter Reuther, former CIO president, was elected president of the IUD, without opposition, at the Merger Convention. James B. Carey, who was CIO secretary and president of the International Union of Electrical, Radio, and Machine Workers, is secretary-treasurer of the new department.

At the founding session of the IUD in New York, all former CIO unionists except the Transport Workers affiliated with the new department. In addition, 35 former AFL unions affiliated for all or part of their membership. In the case of the IBEW, we became affiliated primarily because of the interest of our some 275,000 members em-

ployed in public utilities, manufacturing telephone companies, etc.

The Machinists are the largest affiliate from among the former AFL unions, enrolling for 450,000 members. Other former AFL unions affiliated with the IUD for 100,000 or more members include the Teamsters, 400,000; Meat Cutters and Retail Clerks, 100,000; Carpenters, 350,000; Electrical Workers, 275,000; Hotel and Restaurant, 100,000.

**S**EVEN vice presidents were elected at the initial session. Reuther explained that five additional vice presidents would be named soon, one from the Clothing Workers, who were not prepared to name their designate at the time, and four others from unions formerly affiliated with the AFL.

Elected at the IUD's initial meeting were: Pres. Joseph Curran, Maritime Union; Pres. L. S. Buckmaster, Rubber Workers; Pres. O. A. Knight, Oil, Chemical and Atomic Workers; Pres. Joseph A. Beirne, Communications Workers; Executive Vice Pres. William Pollock, Textile Workers and Pres. A. F. Hartung, Woodworkers.

At a subsequent meeting of the IUD Executive Board in Washington, D. C., March 13, three vice

presidents from former AFL unions were elected: James Cross of the Bakery Workers, Albert Hayes of the Machinists, and Peter Schoemann of the Plumbers.

The constitution for the new department provides for biennial conventions and an executive board made up of a representative of each affiliated union.

Al Whitehouse, veteran unionist and former director of Steelworkers District 25 in Cincinnati, was named director of the IUD.

Reuther explained that the IUD will have its own staff but will in no way engage in organizing work. This, he said, would be the function of the organizing staff under the direction of John W. Livingston.

He re-defined the objectives of the IUD to include aiding and assisting affiliates in improving wages and working conditions, engaging in legislative activity in matters of interest to industrial unions, administering the Organizational Disputes Agreement and acting as a clearing house for information and experience among its affiliates.

The unions from the former CIO which have affiliated with the IUD include: Auto, Barbers, Brewery, Broadcast Employees, Communications, Electrical Workers, Furniture, Glass, Government and Civic, Insurance, Leather, Lithographers, Marine Engineers, Marine and Shipbuilding, Maritime, Mechanics, Newspaper Guild, Oil, Chemical and Atomic.

Packinghouse, Paperworkers, Radio Association, Rubber, Retail-Wholesale, Shoe, Steelworkers, Stone and Allied Products, Textile, Transport Service, Utility Woodworkers, Clothing Workers.

Former AFL affiliates which have enrolled in the IUD for all or part of their memberships include Machinists, Carpenters, Office Employees, Electrical, Plumbers, Hotel and Restaurant, Hod Carriers, Operating Engineers, Teamsters, Laundry, Bridge, Textile, Bottle Blowers, Printing Pressmen, Bakery and Confectionery, Cement, Boilermakers, Distillery, Brick and Clay.

Coopers, Chemical, State-County, Doll and Toy, Painters, Theatrical Stage Employees, Firemen and Oilers, Tile Setters, Upholsterers, Molders, Flint Glass, Potters, Agricultural, Retail Clerks, Technical Engineers, Meat Cutters.

At the board meeting in

Washington, this month, three additional international unions affiliated with the department—the Transport Workers, the Hosiery Workers, and the Stove Mounters.

A proposed program of operations for the Industrial Union Department was presented to the IUD Executive Board at the Washington meeting and approved by the delegates present. It outlined the scope of IUD activities as follows:

**T**HE special problems of concern to members of industrial unions provide a sensible working guide to the problems with which the IUD ought to concern itself.

“In the field of legislation, the Wage and Hour Law, the Public Contracts Law (Walsh-Healey), and the national emergency disputes provisions of the Taft-Hartley Law, as well as some other parts of that law, tend to affect industrial unions more than they do any other type of union. Just as, for example, the Building and Construction Trades Department is more concerned with Bacon-Davis than is any other department, and the Railway Employees Department concentrates on legislation affecting railroad workers.

“The amount of the minimum wage and its coverage are of special interest to the industrial unions, particularly in the so-called soft goods category, and in wholesale and retail trade. The Walsh-Healey Act, in effect, also applies for the most part to industrial unions.

“The immediate job ahead in the Fair Labor Standards Act is to increase the minimum; it was increased from 75 cents to \$1.00 on March 1, 1956. But it still falls short of the AFL-CIO goal



AFL-CIO President George Meany speaks to first executive board meeting of the IUD. To his left, Walter Reuther and IUD Director Al Whitehouse.

of \$1.25. Another important problem is extension of coverage, which particularly concerns the unions functioning in wholesale and retail trade.

"In the Walsh-Healey Act, the pressing problem is the eliminating of the Fulbright amendment, which has introduced a large element of delay and court action in the administration of the act, so that it takes so much time to litigate the prevailing minimums established by the Secretary of Labor that the prevailing minimums are no longer prevailing and are out of date. Protection of our interests in speedy application of Walsh-Healey will undoubtedly require a considerable amount of litigation activity.

**W**ITH respect to both Walsh-Healey and the minimum wage law, there is an important job to be done in keeping in touch with day-to-day developments in the administration of the law, particularly with respect to the granting of learners' certificates and the operation of the law in respect to Puerto Rico. Legislative proposals relating to the Taft-Hartley Law and decisions of the National Labor Relations Board, as these affect industrial unions, need to be closely watched. As in other legislative activities, the position of the AFL-CIO will naturally provide the framework within which the department will operate.

"The whole field of technological change, including the labor consequences of automation, is an area of interest particularly relevant to industrial unions. In addition, the problems of industry location and migration are special problems of industrial unions. In the area of collective bargaining developments, guaranteed employment and supplementary unemployment benefits are in a field which is of special importance to industrial unions. What is involved in these areas is not only legislation but also keeping in touch with current developments, rendering such assistance to affiliates in connection with these problems as the affiliates may require and representation in connection with tax and unemployment compensation matters related to these programs.

"The administration of the Organizational Disputes Agreement is already incorporated into the IUD constitution as a function of the department until such time as the agreement is integrated with the AFL's internal disputes machinery and the AFL-CIO No Raiding Pact.

"Finally, there is a category of activities and functions which the department can perform in connection with aiding and assisting affiliates 'in securing improved wages, hours and working conditions through collective bargaining with due regard and respect to the autonomy and integrity of affiliated unions.'"



## *Twenty-fifth Anniversary*

For the edification of hundreds of combination men who sign their stations on each morning or sign off at night, we offer this bit of historical data:

Twenty-five years ago, March 3, 1931—117 years after it was written—"The Star Spangled Banner" was decreed the national anthem of the United States by Act of Congress. There had been none previously.

Francis Scott Key wrote the words, during the 1814 British attack on Baltimore later setting them to the music of "Anacreon in Heaven."

The painting by George Gray above, entitled "'Tis the Star Spangled Banner" hangs in the museum at Fort McHenry. It shows Key, helpless, a temporary prisoner aboard his own vessel outside the Baltimore Harbor, as he catches the first glimpse of the flag through the smoke of battle. He had gone with two other Americans to make arrangements with the British for the exchange of prisoners of war. Taken prisoner for the duration of the battle, they were guarded by a British marine.

Through the night a merciless bombardment of Fort McHenry by the British fleet had convinced the three Americans that their cause was hopeless. The dawn's early light showed them, as the anthem relates, that our flag was still there.

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### *Errata*

The February issue which contained a report of the death of Brother C. M. Baker, Sr., indicated that he was born January 11, 1912. This was a quite obvious error—Brother Baker was born January 11, 1889.

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## COMMENTARY

*Continued from page 2*

and in most instances the organizational activity required for those periodic elections cost the unions more in the expenditure of time and money than they were worth. And the incidental unrest these elections must inevitably create among employees was certainly no source of profit to the companies involved.

In such circumstances it was inevitable that responsible union leaders would see the need for putting an end to this type of internal conflict and competition and of devoting their combined energies to organizing the unorganized. This decision is both sound and reasonable and one which comports completely with the law of the land.

PHILIP RAY ROGERS, *Chairman, NLRB.*

### **WSJS, WSJS-TV Announcers**

An NLRB election on February 23 resulted in a victory for the IBEW in Winston-Salem, N. C. The staff announcers employed by WSJS and WSJS-TV voted for Local Union 1229 and will thus become the second bargaining unit in the employer's station. The NLRB certified the local union by a vote of 12 to 4.

### **KVAR Election Won**

The technical employes of KVAR voted, in an NLRB election on February 16, by a 9-0 tally to be represented by Local Union 640. KVAR is the Phoenix-Mesa Channel 12 NBC outlet. Representative Forrest Conley has been assisting the local union in an organizational drive in the Phoenix area and has personally welcomed these new members.

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### **ON STRIKE—Unfair to IBEW**

WAPI, WAFM, WABT — Birmingham, Alabama—L. U. 253.

KGHI—Little Rock, Arkansas—L. U. 1304.

WMBD, WMBD-FM—Peoria, Illinois—L. U. 1292.

KRMD, KRMD-FM—Shreveport, Louisiana—L. U. 1178.

KGON—Oregon City (Portland), Oregon—L. U. 49.

### **ON STRIKE—Unfair to NABET**

KOA, KOA-FM, KOA-TV—Denver, Colorado—L. U. 52.

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KENNETH D. COX

### **New International Staffer**

Brother Kenneth D. Cox joined the International Staff this month and has been assigned to the International Office in Washington.

He was originally a member of the ABT Unit and became a charter member of Local Union 1224, Cincinnati, Ohio, when its charter was issued on March 1, 1941. He transferred to Local Union 1215 in September, 1942, and is still a member of that Local Union.

Born and raised in Knoxville, Tennessee, Brother Cox worked in a station there, was a member of the staff of WKRC in Cincinnati for some 2½ years and has since worked for WTOP and WWDC in Washington, D. C.

During World War II he was employed by the OWI and was supervisor of the studio operations of United Nations Radio in North Africa.

Brother Cox is married and lives in Silver Spring, Maryland.

### **Little Rock Agreement**

Local Union 1304 has reached a new agreement with KARK and KARK-TV, providing a 10 cents per hour increase for some employees and 25 cents per hour for two supervisors. These immediate increases equalize the wage rates of the technical employes. The two-year agreement provides for a blanket increase of 10 cents per hour, effective in January, 1957. Representative Taylor Blair assisted the local union in the negotiation of this new agreement.



New study by the Bureau of Labor Statistics  
measures employers' expenditures

# The THEORETICAL COST of FRINGE BENEFITS

**S**TATISTICS on "costs" of so-called fringe benefits have to be examined and used cautiously. They generally are not a reliable yardstick for bargaining comparisons.

This is reflected anew in a study just published by the Bureau of Labor Statistics of the U. S. Department of Labor. The study examines some of the technical problems of measuring employer expenditures for such fringe benefits as paid vacations, holidays, and health, welfare and pension plans.

Data on expenditures, while of interest to some negotiators, have not been used widely in collective bargaining because of their many limitations.

The widest use of such data has been by some employer groups. They have blown up expenditure totals and, by publicizing them, have tried to create an exaggerated impression of costs of fringe benefits to employers and of the amounts which workers receive in addition to wages.

For some years, several employer organizations have worked up figures on expenditures on fringe benefits and have tried to use them to produce the impression that workers are receiving far more income than is actually true and that employers are paying very much more than is shown by wage totals.

The U. S. Chamber of Commerce, for example, for several years has issued special reports on "fringe payments" made by employers.

Many individual companies have made their own calculations and have presented them, in special letters or in articles in publications for employes, in an effort to persuade employes that they receive substantially more than would appear from the size of their paycheck.

Actually, unions are proud of the fact that they have been able to negotiate fringe benefits providing additional security and leisure for workers and are constantly seeking to improve such benefits.

*But the fact is that employers generally have overstated both the additional income that such benefits provide to workers and the costs they represent to employers.* The reports of employer groups on expenditures have been based on highly questionable surveys and, even worse, have encouraged misinterpretations of the data they present.

The most recent Chamber of Commerce report on this subject, "Fringe Benefits, 1953," stated that average fringe payments (in manufacturing and non-manufacturing) were 34.6 cents per hour or (multiplying by 2,080 hours) \$720 per year

per employee. It implies that this was an additional income received by workers which was not reflected in their wage rates.

This is not so. Such totals *cannot* be added to hourly wages to show how much more a worker really receives. Much of the so-called fringe payments are in fact already part of regular hourly wages, while other benefits mean additional security and not additional hourly or annual income.

The Chamber report speaks, for example, of payments of 3.6 cents an hour for "paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc." Apart from questions as to the accuracy of this figure, such payments happen to be a part of the usual hourly wage and are not, as the report implies, paid in addition to wages.

The same is true of payments for vacations and holidays. Paid vacations and holidays are important primarily as leisure time and not as providing additional income. They mean no more in hourly or annual income for the worker than he would receive if he worked such time.

**R**EPORTS of the Chamber and other employer groups treat expenditures as synonymous with actual "costs" to employers, without noting the important distinction between gross expenditures and net costs. They ignore the fact that employer expenditures for benefits produce offsetting gains and that they normally result in advantages to the employer as well as to the worker.

The Bureau of Labor Statistics study specifically recognizes this point. It states:

"It is important to emphasize that the term 'expenditures' is not intended as a measure of actual costs to the employer nor of the value of the benefits to the workers. The measurement of the real costs connected with a particular practice must take into account offsetting savings of various types (which, as in the case of some premium pay items, may equal or exceed expenditures) and, possibly, additional related expenses not included in the expenditure total.

"For example, a paid vacation policy obviously involves an expenditure of money by the employer. Total 'expenditures' represent the sum of the vacation payments to individual workers. However, this does not reflect the net cost of a vacation policy. There are offsetting savings, which may include the amount of 'cover-up' or 'made-up' work, the resultant increase in productivity during the remainder of the year, a reduction in absenteeism, and a reduction in labor turnover.

"On the other hand, additional expenses may arise through the substitution, training, and trans-

fer of workers during the vacation season, the hiring of less efficient replacements, the loss of production during the vacation season, the legally required payments such as the social security tax which apply to vacation pay as well as to regular wages, and the administrative costs involved."

Some of the difficulties in attempting to obtain or use expenditure data for comparison purposes are analyzed in the new BLS study.

The study found, for one thing, that there are wide variations in record keeping practices. Only about half of the 1,105 manufacturing companies questioned by BLS responded. And only about half of those which took the trouble to reply reported that they kept their books in such a way that they had some type of expenditure records for each of several items which BLS asked about. Many could only estimate some expenditures.

BLS emphasizes that expenditures vary widely, not only because of differences in benefit practices but even where the practices are precisely the same. They are affected by such other factors as the wage level, the extent to which employes meet any eligibility requirements, the makeup of the work force, the number of manhours of employment, and the size of payrolls.

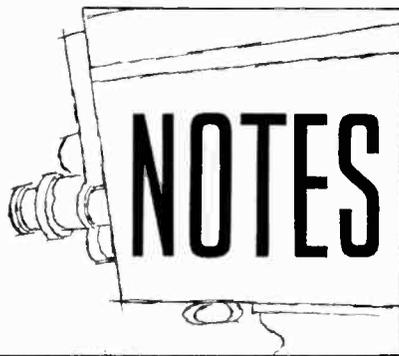
The composition of the work force, particularly the length of service, age and sex of workers, influences heavily expenditures for such items as vacations, health and welfare plans, and pensions.

**F**INANCING practices may strongly affect pension expenditures; if liability for past service credits is financed over a long period, cents-per-hour expenditures will be smaller—but continue for more years—than if financed over a shorter period.

In the case of a legally required payment such as unemployment compensation, expenditures may depend on such special factors as experience rating or other particular practices in the individual state.

How much is spent "per hour" will depend in part on the number of hours of employment. For example, take two plants in which the benefit practice and all other factors are identical. If average hours a year for an employe are 2,000 in one and 2,200 in the other, the one with more hours would have a cents-per-hour expenditure almost 10 per cent smaller, simply because its expenditure is spread over more hours.

Similarly, expenditures calculated as a percentage of payroll are affected by the size of the payroll. An increase in overtime work would mean a larger payroll and a decrease in per cent of payroll spent on benefits.



## ***Ampex Eyes TV Tape***

G. I. Long, president, Ampex Corp., Redwood City, Calif., in a recent letter told the firm's stockholders that Ampex has constructed a laboratory version of what is believed to be a practical system for the recording and reproduction of TV pictures on magnetic tape.

"However," Mr. Long cautioned, "the conversion of this laboratory prototype into a commercially acceptable unit will still require a considerable amount of additional time and effort. We do not contemplate publicly demonstrating this laboratory model. We cannot predict when we will be in a position to demonstrate a unit more suitable for commercial use."

## ***Controlled Acoustics***

The new Capitol Records Building in Los Angeles has many innovations to improve the production of quality recordings. They all fit into a master plan for "controlled acoustics."

As an integral part of the "controlled acoustics" design, Capitol came up with an unusual innovation when it decided to sink its four shock-mounted reverberation chambers (commonly referred to as "echo chambers") underground and to the rear of the Capitol Tower. From these chambers, buried 25 feet into the earth and each occupying 3,000 cubic feet without any parallel surfaces, various amounts of reverberated sound can be electronically (by wire) injected into recording sessions in progress in the studios some 50 feet away. The outer walls of the chambers are 10 inches thick and the ceiling 12 inches thick, all of reinforced concrete. Inside these walls are completely isolated inner walls finished in two inches of hard plaster and resting on a concrete slab, which in turn rests on a thick cork lining over the bottom concrete floor.

It was decided to sink the reverberation chambers in the ground after it was determined that

the concrete would absorb 10 per cent of the sound energy while the surrounding earth would absorb the remaining 90 per cent.

## ***14 New Electronic Tubes***

Fourteen new electronic tubes, developed primarily for new applications and uses within industry, have been introduced by Sylvania Electric Products Inc.

The new industrial tubes include a high vacuum rectifier, two new types of high vacuum amplifiers, seven types of industrial thyratrons, and four new types of ignitrons for welding equipment.

The newly-announced high vacuum amplifiers, the Sylvania 892 and 5736 triodes, are used in broadcasting equipment and in induction heating. These triodes may be used as amplifiers, modulators, or oscillators. They are widely used in induction heating, and electronic control equipment. They are used in a wide variety of circuits in broadcasting and communications applications.

## ***Record UHF Wattage***

Four and a half million watts of ultra-high-frequency television radiated power at a frequency of 537 megacycles (channel 23)—the highest continuous-wave power ever achieved at that frequency, and more than four times the output of the most powerful existing UHF-TV stations—have been produced in Lancaster, Pa., by the Radio Corporation of America, W. W. Watts, Executive Vice President, Electronic Components, has announced success of the experiment, he said, makes possible extended and improved TV broadcast service throughout nation.

"The experiment, latest development in RCA's continuing program to improve UHF-TV broadcast equipment and techniques, coupled an RCA super-power UHF antenna with a developmental super-power electron tube to produce the record-

high effective radiated power," Mr. Watts explained. "Although UHF television stations are permitted a maximum of one million watts of effective radiated power under existing regulations of the Federal Communications Commission, it is hoped that this limit will be raised as technological advances reach the commercial stage.

"The 4½-million watts of radiated power produced at Lancaster," Mr. Watts said, "were obtained by feeding approximately 100 kilowatts, generated by the electron tube into the antenna which has a gain of nearly 50. Station WBRE-TV, Wilkes-Barre, Pa., which went on the air a year ago as the nation's first million-watt UHF-TV broadcaster, utilizes a type of RCA super-power antenna similar to that used in the Lancaster experiment. The same type of antenna is in operation at UHF station KPTV, Portland, Oreg.

### **All-Transistor Receiver**

The first all-transistor electronic marker-beacon receiver for commercial and military aircraft—a flyweight 15-ounce navigational aid—has been developed by the Radio Corporation of America.

The new marker-beacon receiver is the smallest and lightest ever developed and operates on only a fraction of the power normally required by similar existing equipment. It requires only three-quarters of a watt—or less power than is needed to light a standard flashlight bulb. The wattage requirements of tube-type receivers are many times greater.

Electronic marker-beacon receivers are used to provide pilots with positive "guideposts" in navigation and in landings under instrument conditions. They tell the pilot by visual or aural signal when he is over airfield and airplane marker-beacon transmitters on the ground in identifiable locations.

The RCA transistorized marker-beacon receiver measures only two inches high, four inches deep, and five inches wide. In addition to the receiver, the navigational system includes a three-light signal box with identical dimensions and weight. The signal box is sufficiently compact for installation in the instrument panel, or elsewhere in the pilot's cabin, and can be connected for operation with the receiver located in another part of the plane. The combined receiver and signal-box provide a 30-ounce, space-saving package.

Designed to provide high operating reliability, the completely transistorized system utilizes printed circuitry and a special passive light-switching circuit.

**MARCH, 1956**

### **New Double-Triode Tube**

The Radio Tube Division of Sylvania Electric Products Inc. has developed the 12AD7 double triode, a 9-pin miniature tube that fills the need for a low-hum preamplifier in audio applications.



A 9-pin miniature tube that fills the need for a low-hum preamplifier in audio applications.

Established tube ratings of the 12AD7 assure an extremely low hum level—less than 3.0 millivolts rms on the plate of each triode when the tube is operated in a typical resistance coupled amplifier circuit. This has been achieved by design features that include a reverse coil heater which helps cancel magnetic coupling.

The 12AD7 is the first preamplifier type to be factory-constructed and factory-tested to meet such low hum specifications, providing a guarantee that the new tube will at all times meet a minimum hum capability, regardless of manufacturer. The 12AD7 low-hum audio tube eliminates the need for incoming inspection and will reduce production line rejects over presently used preamplifier types.

### **Tiny Oscillograph Tube**

A new oscillograph tube (RCA-1EP1) having a diameter of only 1¼ inches, intended primarily for use in lightweight portable equipment, or in continuous monitoring service for large electronic equipment, has been announced by the RCA Tube Division.

The 1EP1 utilizes electrostatic focus and deflection. It has a flat face, a minimum useful screen diameter of 1-1/16 inches, a maximum overall length of only 4-1/16 inches, and weights two ounces.

Other design features of the 1EP1 include separate base-pin terminal for each deflecting electrode to permit use of balanced deflection, and a small-button unidekar 11-pin base.

The heater of the 1EP1 draws 0.6 ampere at 6.3 volts. The screen phosphor is type P1 with medium persistence.

**15**

# Station

# Breaks

## ***AFL-CIO Begins Move***

All this month, big moving vans are pulling into the unfinished driveway at the new AFL-CIO Headquarters Building in Washington, D. C., as various offices of the federation begin moving in. First to move in was the library, and this was followed by the Education Department and the offices of the Committee on Political Education. The target date for other departments to move into the building will be April 1.

## ***Expansion Talks***

It is reported from Hollywood that CBS is already outgrowing big and booming Television City. Growing program production from the West Coast has caused an overflow of the four big studios at Television City, and there are reports that two more studios are planned, plus additional office space. Members of IBEW Local 45 are employed at the big Hollywood installation. The studios began operation about 2½ years ago.

## ***Vox Populi***

Two broadcasting stations in Des Moines, Iowa—KRNT-TV and KRNT Radio—conduct weekly man-on-the-street interviews. Station announcers recently inquired of their sidewalk audiences if the merger of the two leading labor federations, the AFL and CIO, would result in good or harm for the country.

A few of those interviewed had no opinion, but 27 thought the merger would prove beneficial. Only seven could see possible danger in labor unity.

## ***Sic Transit Gloria***

Representative Craig Hosmer urged the FCC to stop radio and TV stations from turning up the sound volume during the commercials.

The *California Republican* in a letter to the

FCC denounced this "irritating and obnoxious practice."

He said listeners get the volume control on their sets adjusted perfectly for the entertainment and then are "blasted unmercifully by the noise of the commercial."

He said FCC regulations require stations to maintain the highest possible distortion-free volume output. He suspects advertisers deliberately devise "distortion free" commercials so the sound volume can be increased.

Whatever the cause, he urged the FCC to do "whatever needs to be done" to protect Americans from "these excessively loud commercials."

## ***Sic Passim D-A***

Brooklyn District Attorney Edward Silver has charged that the FCC is not doing its job in protecting citizens against gyp radio and TV advertising.

Silver made the charge to newsmen as he conducted them on a tour of a monitoring center where a squad of special police are keeping a 24-hour, seven-day-a-week watch on radio and TV commercials.

"There is no end to the means some of these chislers will resort to to cheat the public," Silver said. "It's a modern way of breaking and entering."

Silver said he had set up the monitor center as a result of complaints from listeners who had been taken in by phony advertising.

"I regret to say the FCC is of little or no help in this matter," he said. "They have a real responsibility to the people not to permit the airways to be used to the citizens' detriment. Their workings are slow and cumbersome and they are not alert to the situation. In my opinion, they are not doing their job."

***Technician-Engineer***

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