

TECHNICIAN ENGINEER

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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS — AFL-CIO

The INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS

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... the cover

MORE THAN MEETS THE EYE could be charged in this case to "hardly meets the eye," for the tiny device on our September cover, claimed to be the world's smallest multi-position switch, is literally no bigger than your eye. The coin emphasizes the micro-miniaturization feature of the electronic unit, developed and made by the Avion division of ACF Industries, Inc. The 12-position switch was developed for sub-miniature ground and airborne radio frequency applications. It occupies about one-fourth of a cubic inch and weighs less than an ounce. The 12 contact points and center band are gold plated for long life.

commentary

One out of every 14 American workers was unemployed last month, the Labor and Commerce Departments report. The rate of unemployment climbed from 6.8 per cent in June to 7.3 per cent in July. A year ago, the rate was 4.2 per cent. Despite soothing statements by some politically-minded economists, the Government report says that the development means the "over-all job picture did not change significantly in July."

Meantime, the newspapers tell the story of a North Carolina family of 11 children who were so poor they could not buy clothes to wear to their father's funeral. They had no milk, no sugar, no coffee, no tea, no screens nor enough sheets or mattresses to sleep on. They live off their garden. Yet certain financial writers and Big Business apologists say that the country has been too fat and prosperous for its own good, and *Just needed the recession as a "corrective."*

the index . . .

For the benefit of local unions needing such information in negotiations and planning, here are the latest figures for the cost-of-living index, compared with 1957 figures: July, 1958—123.9; July, 1957—120.8.

Trial Examiner Dismisses the Complaint of Alabama Station



ON the basis of a prolonged hearing and a lengthy record, NLRB Examiner William F. Scharnikow has recommended to the National Labor Relations Board that the complaint of WKRG-TV, Inc. against Local Union 1264, IBEW be dismissed. The complaint alleged that the Local Union quite improperly sought representation of the station's employes and urged the station's customers to refrain from doing business with the station. Involved in this theory is the fact that a representation election in July of 1957 resulted in a "no union" vote tally.

The Local Union sought to show, in the NLRB hearing held in Mobile in March, 1958, that the station was picketed and advertisers were contacted in an effort to preserve and defend the Local Union's position and security in Mobile and, at no time, was any demand made to the station that the Local Union be recognized as bargaining agent for its technical employes. While the Examiner notes that one of the foreseeable results might be to induce recognition, he says it does not necessarily follow that this was the union's objective or motive. He goes on to say that not only is this a rebuttable presumption but that it has been developed that the union's "sole motive was entirely different."

Excerpts from the Intermediate Report, now before the Board in Washington, are of sufficient interest and significance to be worthy of careful reading.

September, 1958

UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

Division of Trial Examiners
Washington, D. C.

RADIO BROADCAST TECHNICIANS, LOCAL
UNION NO. 1264 OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO, and J. C. BURNS, IT BUSINESS AGENT

and

Case No. 15-CB-223

WKRG-TV, INC.

Before: *William F. Scharnikow*, Trial Examiner.

INTERMEDIATE REPORT AND RECOMMENDED ORDER

Statement of the Case

The complaint alleges, but the answer of the Respondents denies, that since July 31, 1957, the Respondents have committed unfair labor practices affecting commerce within the meaning of Sections 8 (b) (1) (A) and 2 (6) and (7) of the National Labor Relations Act, in that they attempted to force or require WKRG-TV, Inc., the owner and operator of a radio and television station in Mobile, Ala., to recognize, bargain with, and enter into a contract with the Respondent Union as the exclusive collective bargaining agent of WKRG's engineer-technician and film department employes, by picketing WKRG's offices and studios and by urging WKRG's customers and others to cease or refrain from doing business with WKRG, although at no time since July 16, 1957, when it lost a consent election conducted by the Board's Regional Director among these employes, has the Respondent Union been the majority, statutory, or certified representative of any of WKRG's employes.

Pursuant to notice, a hearing was held in Mobile, Ala., on March 18, 19, 20, and 21, 1958, before the undersigned Trial Examiner duly designated by the Chief Trial Examiner. The General Counsel, WKRG, and the Respondents appeared by counsel and were afforded full opportunity to be heard, to examine and cross-examine witness, and to introduce evidence bearing upon the issues. Since the close of the hearing, the undersigned has received briefs from each of the parties.

* * * * *

On April 10, 1957, the Respondent Union filed charges against WKRG with the Board's Regional Director, alleging a refusal to bargain on the part of WKRG in violation of Section 8 (a) (1) and (5) of the Act. On April 29, 1957, WKRG filed a petition with the Regional Director in Case No. 15-RM-97, asking for an investigation of the question of representation under Section 9 (c) of the Act. Following a notice from one of the Board's Field Examiners to WKRG that the representation petition would not be processed until there had been a disposition of the unfair labor practice charge, Attorney Freeman met with Respondent Burns and, as a result, the Respondent Union's charges were withdrawn and a consent election agreement was executed.

At the election held by the Regional Director on July 16, 1957, the Respondent Union was rejected as exclusive bargaining representative by the vote of a majority of WKRG's engineer-technicians who constituted the stipulated appropriate unit. Accordingly, the Regional Director certified this fact to the parties and, since the Respondent Union had been the only labor organization on the ballot, he further certified that no

labor organization was the exclusive bargaining representative of WKRG's employes in the appropriate unit, within the meaning of Section 9(a) of the Act.

At a meeting in the latter part of July 1957, the Respondent Union's members authorized a campaign to induce WKRG's advertisers to transfer their advertising to the other Mobile stations with whom the Respondent Union still had contracts, and turned over the entire matter to the executive board. Accordingly, the Respondent Union thereupon began attempts to induce a boycott by the public of the products or services of advertisers on WKRG and to induce the advertisers to transfer their advertising to the local "union" stations. Acting principally through the Respondent Burns, its business agent who was made chairman of its "advertising committee," its efforts in this direction began approximately on July 22, 1957, have continued up to the time of the hearing, and have consisted of:

(1) Letters to WKRG's advertisers, setting forth briefly the Respondent Union's version of its bargaining history up to and including its loss of recognition as bargaining representative as the result of the election. Attributing the breakdown of contract negotiations in March to WKRG's asserted insistence that the Respondent Union "make concessions which would have given (WKRG) and unfair competitive advantage over all of the other stations in Mobile and would have seriously weakened and undermined the position of its union employes," the letter made the following request:

In an effort to try to preserve the decent wages and working conditions that we have been able to establish through good-faith negotiations at one television and five radio stations covering the greater Mobile-Prichard area, we respectfully request that you cooperate with us to the extent of placing your advertising with a union station or stations.

(2) Visits by Respondent Burns, and in some instances also by other members of Respondent Union's "advertising committee," upon approximately 100 or 125 of WKRG's advertisers.

(3) Visits to the membership meetings of the various unions in the Mobile area.

(4) The posting, on the bulletin boards at the halls of these unions, of notices setting forth the names of firms who "persist(ed) in advertising over WKRG, the only Non-Union Station in Mobile and Prichard."

(5) The distribution among union members and their friends of small cards which were to be left with WKRG's advertisers and which stated:

**WKRG
NON-UNION**

AS A MEMBER OF ORGANIZED LABOR AND A FRIEND OF YOUR FIRM, I REQUEST THAT YOU REFRAIN FROM ADVERTISING OF THIS ONE NON-UNION STATION. THANK YOU.

(6) The distribution of automobile stickers: "WKRG—RADIO—TELEVISION—NON-UNION."

(7) The distribution among union members and their friends, and the eventual mailing to WKRG's advertisers, of petitions which stated that WKRG's radio and television stations were the only ones in the Mobile area which were "operating non-union," and asked that the advertiser "discontinue (his) support of WKRG by refusing to further advertise over its facilities."

(8) The distribution of post cards addressed for mailing to various advertisers on WKRG and containing essentially the same message as that set forth in the petitions.

"In the beginning of August 1957, after the Respondent Union's "advertising committee" had visited a number of advertisers and and the membership meetings of other Mobile unions, the Respondent's Union's members decided to picket WKRG in furtherance of its objective because, as reported by their com-

mittee, the advertisers and the other unions' members "couldn't understand why we were calling on the advertisers with no picket line. It didn't make sense to them." Accordingly, on or about August 15, 1957, the Respondent Union began picketing in front of the entrance to WKRG's studio and office in Mobile. At any given time, not more than two pickets patrolled the sidewalk with signs reading: "W. K. R. G.—NON-UNION—ENGINEERS & ANNOUNCERS—LOCAL UNION 1264— I. B. E. W.—A. F. L.—C. I. O" All of these pickets were members of the Respondent Union but none was an employe of WKRG. At first, the picketing was without definite schedule, with a day or two missed occasionally. For the 4 or 5 months immediately preceding the hearing, however, the pickets were there every weekday from 8:30 to 10:30 in the morning and from 3:30 to 5:30 in the afternoon, when traffic was the heaviest. Under instructions from Business Agent Burns, the pickets did not speak to any of WKRG's employes and when a delivery man refused to cross the picket line (on the single such occasion shown by the record), his union was informed by the Respondent Union that was its intention merely to publicize the fact that WKRG was "nonunion" and not to keep people from crossing the picket line. The various other Mobile unions were also informed of this by the Respondent Union and the pickets were instructed by Burns to give only this answer to any inquires made of them, after the secretary of President Giddens of WKRG came up to Burns on the picket line and asked him what the purpose of the picketing was. There is evidence of only one incident—and that was denied by the picket and is accordingly hereinafter discussed—when a picket allegedly violated these instructions by telling a passerby "that they were going to keep on picketing until they got a union there."

Whatever objective the Respondent Union may have had for its picketing and its other conduct affecting WKRG's advertising, it is undisputed that, since the loss of the election in July 1957, it has made no request that WKRG bargain with it, or recognize it as the exclusive bargaining representative of any of WKRG's employes. Nor has it solicited membership applications from any of these employes.

Several other undisputed facts should also be noted. Although WKRG had planned for several years to initiate a "combo" operation in its radio station and had sought the support of the other stations against the opposition of the Respondent Union, it did not actually make the change until January 25, 1958, 6 months after the Respondent Union had lost the election. However, within 2 or 3 weeks after the election, Business Agent Burns received an oral request from the manager of WK1B, one of the radio stations in Prichard, requesting a change in its contract with the Respondent Union in order to permit WK1B the same advantages in its operations as were being "enjoyed" by WKRG in its non-union operation. Similarly, on August 13, 1957, Station WKAD, a radio station operated in Mobile by Pursley Broadcasting Service, Inc., also wrote to Burns asking for a modification of its contract with the Respondent Union, in the form of "a clause that would guarantee to Pursley Broadcasting Service that any privileges gained by a competitor who is operating non-union, then these same rights and privileges would be granted by the union to Pursley Broadcasting Service, Inc."

The General Counsel and WKRG contend that the object of the Respondent Union's conduct has been to force and require WKRG to recognize and enter into a contract with the Respondent Union. The Respondent Union denies that this has been its objective. In substance, it asserts that its only objective for its picketing and other conduct has been to strengthen its bargaining position in dealing with the other stations for the preservation of the wage standards and working conditions gained by it for these stations' employes (whom it still represents), by procuring increases in the advertising revenues of these stations as "union" stations in lieu of satisfying their expected demands

for concessions in working terms and conditions equal to the competitive advantages available to WKRG in its "non-union" operation.

The ultimate, material issue thus presented in the present case is the Respondent Union's motivation for its conduct. * Decision of this issue turns not only upon consideration of the significance of the undisputed general facts which have already been summarized, but also upon the credibility of direct testimony given by Respondent Union's witnesses and their testimony contradicting testimony given by the General Counsel's witnesses as to what was said concerning the Respondent's Union's objective (1) by the picket, William Dolan, on one occasion; (2) by Business Agent Burns in several conversations with Freeman, WKRG's attorney; and (3) by Burns, Doug Raybon, and DeWitt Allen during their visits to WKRG's advertisers, as members of the Respondent Union's advertising committee.

* * * * *

The Respondent Union has squarely denied the allegations of the complaint as to its motive or objective. As has been noted and fully developed in the discussion of Burns' Raybon's, and Allen's testimony in Section III B, 1, above, it not only denies that its objective was to force recognition or a contract from WKRG, but asserts that, faced with the threat that WKRG's non-union operation would create pressure from the competing union stations in Mobile to lower the local level of working conditions, its sole object was to protect its bargaining position with these competing union stations by increasing their advertising revenues through a transfer to them of WKRG's advertising, and, by this showing of advantage in operating under union conditions, to enable the Respondent Union to preserve for the union stations' employes their existing wages and working conditions.

* * * * *

The uncontradicted evidence in the record presents a situation in which the testimony of Burns, Raybon, and Allen as to the Respondent Union's objective for its picketing and advertising campaign, appears to be completely credible. Respondent Union had just lost the election and the right to represent WKRG's employes. But of greater concern to the Respondent Union than the loss of WKRG's employes was the possibility that its representation of the employes of all the other stations in Mobile might be seriously affected. For, as the record shows, it had good reason to believe that WKRG would institute the "combo" operation for which it had pressed in its recent contract negotiations with the Respondent Union and might also institute other changes in its existing working conditions and thus gain advantages that the competing union stations would also demand of the Respondent Union as the representative of their employes. Indeed, such demands were in fact made of the Respondent Union by two of the union stations. Therefore, it appears natural that, as the Respondents' witnesses testified, the Respondent Union was primarily concerned with the problem of dealing with such demands, countering them in some fashion, and continuing its effective representation of the union stations' employes. In this setting, it is also quite believable that, as Burns, Raybon, and Allen testified, the Respondent Union decided to picket WKRG and attempt to induce a transfer of business from WKRG to the union stations, in order "to prove to the other stations that it is more profitable to operate with the union than without" and thereby to enable it in its dealing with the union stations to preserve for their employes the existing level of wages and working conditions. The undersigned accordingly credits the testimony of the Respondents' witnesses and finds, as the Respondents contend, that Respondent Union's objective was to enable it to preserve and maintain the level of wages

* See *Curtis Brothers, Inc.*, 119 NLRB No. 33; *Alloy Manufacturing Co.*, 119 NLRB No. 38.

and working conditions for the employes of the union stations in Mobile whom it represents.

The undersigned credits the further testimony of the Respondent Union's witnesses that it was not also one of the Respondent Union's objectives to bring pressure upon WKRG and its employes in order to gain recognition or a contract with WKRG. In this connection, the undersigned credits the testimony of Burns that early consideration of such a possibility was rejected as improper upon Attorney Adair's advice, and that, upon Adair's further advice, the Respondent Union entered upon its campaign solely for the purpose of protecting the working conditions of the union stations' employes whom the Respondent Union still represents. Furthermore, it appears clear from the evidence that at no time since its loss of the representation election has the Respondent Union approached WKRG in an attempt to secure either recognition or a contract, that it has not attempted to organize or secure bargaining authorizations from WKRG's employes, and that it has taken no steps which could possibly be regarded as showing an interest in resuming its representation of WKRG's employes.

Upon the foregoing considerations, the undersigned finds and concludes:

(1) That the evidence does not support the allegation of the complaint that the object or purpose of the Respondent Union's picketing and advertising campaign was to force WKRG to recognize or enter into a contract with the Respondent Union as the exclusive bargaining representative of any of its employes;

(2) That, on the contrary, the evidence shows that, faced with the threat that WKRG's non-union operation would create pressure from the competing union stations in Mobile to lower the local level of working conditions, the Respondent Union's sole object and motive for its action was to protect its bargaining position with these competing union stations by increasing their advertising revenues through a transfer of WKRG's advertising and, by this showing of advantage in operating under union conditions, they enable the Respondent Union to preserve for the union stations' employes their existing wages and working conditions; and

(3) That, under the Board's decision in the *Curtis Brothers and Alloy Manufacturing Co.* cases (*supra*), the evidence does not warrant a finding or conclusion that the Respondents or either of them committed an unfair labor practice within the meaning of Section 8 (b) (1) (A) of the Act.

Upon the basis of the foregoing findings of fact and upon the entire record in the case, the undersigned makes the following:

CONCLUSIONS OF LAW

1. WKRG-TV, Inc., an Alabama corporation, is engaged in a business affecting commerce within the meaning of the Act.
2. Radio Broadcast Technicians, Local Union No. 1264 of the International Brotherhood of Electrical Workers, AFL-CIO, is a labor organization within the meaning of the Act.
3. Neither the aforesaid labor organization nor J. C. Burns its business agent, has engaged in unfair labor practices within the meaning of the Act.

RECOMMENDATIONS

Upon the basis of the foregoing findings of fact, conclusions of law, and the entire record in the case, the undersigned hereby recommends that the complaint herein be dismissed in its entirety.

Dated at Washington, D. C., this 24th day of August, 1958.

WILLIAM F. SCHARNIKOW,

Trial Examiner.

**Labor Day
Salute For
Members
Of Iowa
Local Union**

Members of Local Union 347, employed at Station KIOA, Des Moines, Iowa, received a Labor Day salute from their employer through a special advertisement in "The Iowa Federationist," official publication of organized labor in their home state.

Station KIOA purchased most of "The Federationist" front page in its August 29 edition to state:

"KIOA Salutes Labor.

"We salute you on this, your special day. We also thank you for helping to make KIOA the leading station in Iowa. We hope you will continue to keep your dial tuned to 940 for the best in music, the fastest and most accurate news, and community service that you expect from your Number One Station. Special thanks to our own members of International Brotherhood of Electrical Workers, Local 347."

The Iowa Federationist
Vol. 25—No. 48
Des Moines, Iowa, Friday, August 29, 1936

Exhibits To Emphasize Label Week

Nation Joins In Observance Of Labor Insignias

WASHINGTON, D. C.—Special exhibits in public libraries in every state will help launch the celebration of UNION LABEL WEEK, set for September 24 through September 30, this year by its sponsoring body, the AFL-CIO Labor Label and Service Trade Department.

Joseph Lewis, the department's Secretary, announced yesterday that the Chicago (I)C) Union Label and Service Trade Council plans an exhibit in that city's library. Officials of the Chicago Council are working in cooperation with the Bureau and Chicago Department of the Public Library. The exhibit will feature many of the materials currently being distributed all over the nation by the Labor Label and Service Trade Department.

Label exhibits in libraries are being arranged in Washington, D. C., Detroit, Michigan, and other cities.

"The method of displaying the general public with the same interest in a festive and happy period," Secretary Joseph Lewis said. "Materials brought about through an exhibit in support of Union Label goods and services, including the fact that they are made by all members of the community and should be patronized in every manner possible."

UNION LABEL WEEK is celebrated annually in honor of the quality, durability, and service that have the emblem of AFL-CIO and the

Schnitzer Says Outlook Gloomier For World Today

On this Labor Day 1936, the state union members, like every other American, are busy for grand and inspiring activities.

On the international front, the migratory and unorganized nature of the Soviet Union have endangered world peace. All nations' American economic and political problems mean continued unemployment for millions, lack of variety and hardship for America's working families.

The solution of many of these problems lies in the action of our elected public officials. Wise legislative programs, enlightened administrative policies, firm economic requirements for the solution of America's difficulties.

In all the many instances 1936 has been a year in which public officials have not met the test. More than 70 percent of our great labor movement, according to the fact government reports, has been completely lost through the efforts of our politicians, according to a University of Michigan survey.

The fact is being recognized with much more vigor today. Our workers are organized and determined. Despite the various handicaps that the Communist state is doing a better job of representing the people in the world of the world's people and the states' political activities.

The defense establishment has kept pace with the nation in the field of modern warfare. Our military groups are still denied the equality of opportunity that democracy is a matter of right in a democratic state. It will deny our great cities, disorganized

KIOA SALUTES LABOR

We salute you on this, your special day. We also thank you for helping to make KIOA the leading station in Iowa. We hope you will continue to keep your dial tuned to 940 for the best in music, the fastest and most accurate news, and community service that you expect from your Number One Station. Special thanks to our own members of International Brotherhood of Electrical Workers, Local 347.



KIOA
Survey Proved Des Moines' No. 1 Station
940 ON YOUR DIAL

Ohio Fight Looms on "Work" Referendum

A bitter November fight over employer attempts to impose a compulsory open shop law on Ohio was assured as backers of a so-called "right-to-work" measure filed 110,000 more signatures than needed on petitions to place the proposition on the ballot.

On the August 5 deadline, Ohioans for Right to Work supervised the carting into the secretary of state's office by armed guards of six sacks containing 465,180 signatures.

Under Ohio law the petitioners needed 345,209 valid signatures with at least 5 per cent in each of 44 counties in the state. The 465,180 represented at least 5 per cent in 80 of the state's 88 counties.

Leaders of the "right-to-work" petition fight have admitted spending at least a quarter-million dollars to secure the signatures. Labor sources in Ohio estimate that the petition drive cost close to a half million dollars.

Ohio labor greeted the petition filing with a call for an all-out registration drive and funds to fight the heavily financed "right-to-work" forces with a statewide advertising, television and newspaper campaign.

The filing of the petitions in Ohio means that voters in five states will decide on the "right-to-work" issue in November—Ohio, California, Kansas, Colorado and Washington.

MINIMUM EARNINGS NECESSARY FOR DECENT STANDARD OF LIVING

Budget Figures Compiled by Various Groups Serve as a Yardstick for Wage Negotiations

A FUNDAMENTAL union goal is wages sufficient to support a family on at least a reasonable standard of living. How much is this today? How much must a worker now earn to support a family reasonably by American standards?

Several authoritative studies are available.

(1) The Government—the U. S. Labor Department—has calculated a City Worker's Family Budget to show how much is needed for what it calls a "modest but adequate" standard of living. This calculation was last made in October, 1951, but if those figures are brought roughly up to date by adjusting for changes in prices and in Federal taxes since then, they show that:

At least \$4,656 a year must be earned by a worker to support a family (wife and 2 children) on a "modest but adequate" standard of living in an American city in the Spring of 1958.

This means at least \$90 a week, \$2.25 an hour, assuming a 40-hour week and a full 52 weeks of employment through the year. (If a worker is laid off part of the year, or if he receives less than full pay in some weeks because of sick absence, a cutback to part-time employment, or other reasons, he would need larger regular hourly and weekly wages to have the needed annual income.)

Separate estimates are available for a number of major cities. They show differences between cities, but regionally it costs about as much to buy the same goods and services in one part of the country as in another. For the same standard of living, as much income is needed in most Southern cities, for example, as in cities in other parts of the country.

(2) A group of private community organizations, through the Community Council of Greater New York, has prepared a Family Budget Standard for the New York City area for the guidance of social and health agencies.

It shows that, as of October 1957, at least \$1,545 a year or \$87.40 every week was needed by a 4-person family (worker, wife and 2 children) in the New York area "to maintain current standards of adequate consumption at low cost."

(3) A university group, the Heller Committee of the

University of California, estimates each year the amount of annual income necessary for a "commonly accepted" standard of living in the San Francisco area.

The Heller Budget reports that at least \$5832 a year is needed as of September 1957 for a wage earner (with a wife and 2 children) to afford all those things which are part of a "commonly accepted" standard of living in the San Francisco area. On a weekly basis, this means \$112 each week of the year.

Significance for Bargaining

By indicating the minimum wages necessary for a worker to provide a reasonable living (by current American standards) for a wife and 2 children, the budget figures serve as a significant yardstick for many wage negotiations.

The budget figures are a helpful guide for determining the amount of wage increase which may be needed to assure for the worker's family a living level considered reasonable by the standards of this country.

There has been substantial progress in the raising of worker living standards in the past two decades but, particularly as American ideas of what constitutes a reasonable standard of living have advanced, wages of many workers still are far short of the minimum amounts needed.

In manufacturing, for example, the *average wage*, let alone the minimum wage, still is below the level necessary for what is currently considered a reasonable living standard. The average wage of all nonsupervisory production workers in manufacturing in April 1958 was \$81 a week. This was some \$9 less than the \$90 conservatively estimated as required for the modest living standard measured by the City Worker's Family Budget, and more than \$30 less than the over \$110 needed for the Heller Budget's "commonly accepted" standard of living.

Some employers have argued that such family budget estimates are not appropriate for use in collective bargaining. They have stressed that, while the budget measures the needs of a wage earner for a 4-person family, families often actually have more than one wage earner and many families are smaller than 4 persons.

This argument has little merit. Obviously, no one budget figure can reflect the needs of families of all sizes.

Since wages in this country are not varied by size of family (as is done in some countries), it makes sense to rely on one reasonably representative family size in measuring family needs.

Wages should be enough to support at least a wife and 2 children, whether or not each worker has a family just that size. And it should not be necessary for two members of a family to work for the family to live on an acceptable American scale. If more than one member of the family goes to work, the family should be able to afford a substantially higher living level.

It should be noted also that a 4-person family is widely considered as a typical American-family size. Most families in this country are this size at some time and many families are, of course, much larger. Four persons is the most meaningful and appropriate family-size figure for wage determination purposes.

That the Heller Budget is surprisingly modest and by no means provides for luxurious living is illustrated by some of its allowances.

Monthly rent, for 4 or 5 rooms, is \$60 a month (excluding utilities). In the case of an owned home, the purchase price is \$12,839 (with monthly payments of \$82.29).

The family budget includes a used car (1952 model) bought at a price of \$553 and allowance is made for a replacement by another used car every 4 years.

On clothing, the husband owns one hat and gets a new one \$(9.22) every 4 years, has 2 suits and buys a new one (\$60) every 3 years, and has 6 ties, with a new one (\$1.50) added every year. His annual bill for all his clothing, including dry cleaning, is \$121.

The Heller Budget has a more liberal allowance for many items than the City Worker's Budget, particularly on food items. It provides, for example, for an egg a day for each member of the family, more milk (2¼ quarts per day for the family) and more other food products than the City Worker's Budget.

It also allows more for life insurance (\$119 as against \$85), with the amount of insurance sufficient so that, in combination with government Social Security benefits, the family income if the husband should die would be half the total budget excluding income taxes.

The Heller Budget is also more liberal on allowances for recreation: It allows for one visit to the movies about every 2 weeks, for example. It also allows for a vacation expenditure, about \$39 a year (for a resort area tent or cabin for one week).

Heller Budget for Wage Earner¹ San Francisco September 1957

	<i>Necessary Weekly Income</i>	<i>Necessary Annual Income</i>	<i>Percent of Budget</i>
Total cost	\$112.14 ²	\$5,831.70 ²	100.0%
Income taxes	11.14	579.09	9.9
Food and beverages	33.75	1,755.00	30.0
Housing	13.85 ²	720.00 ²	12.3
Household operation (utilities, laundry supplies, etc.)	4.21 ²	218.78 ²	3.8
Housefurnishings (furniture, appliances, etc.)	4.18	217.12	3.7
Clothing and upkeep	9.13	475.03	8.1
Transportation	10.20	530.44	9.1
Medical and dental care	9.03	469.62	8.1
Personal insurance (including government insurance)	4.68	243.58	4.2
Personal care (barber and beauty service, supplies)	2.10	109.38	1.9
Recreation (paid admission) TV, vacations, etc.)	4.10	213.05	3.7
Tobacco	1.95	101.40	1.7
Reading .....	.66	34.30	0.6
Education (school dues, supplies, etc.) .....	.13	6.63	0.1
Union dues	1.09	56.48	1.0
Gifts and contributions	1.66	86.30	1.5
Miscellaneous .....	.30	15.50	0.3

¹ Annual income necessary for "commonly accepted" standard of living for wage earner, wife and two children renting a home in the San Francisco area in September 1957, as estimated by Heller Committee for Research in Social Economics, University of California.

² Home owner needs \$320.15 more a year (\$6.15 per week) for housing, \$56.48 more a year (\$1.08 a week) for household operation.



FAINT SIGNALS FROM THE KEYS

G. E. Leighty, President of the Order of Railroad Telegraphers, AFL-CIO, taps out an interoffice message from his desk in the ORT Headquarters in St. Louis, Missouri. Union telegraphers, today, have jurisdiction over the new devices transplanting "the key."

Morse Code A Dying Language; Machines Push It Toward Grave

A ONCE-VITAL language that knitted the world together is dying.

Morse code, now the specialty of a retiring group of older men, seems destined eventually to have as few living users as Sanskrit. Though it is still required knowledge for an FCC radio operator's license, it is seldom used by most license holders.

The Morse operator, with a tobacco can stuck in his "bug" as a sound box and a pride in his "fist" (his own style of sending), is being pushed aside by an army of machines.

Teleprinters, facsimile circuits, and automatic translators that require no rarer skill than typing, are taking over. Today's beginning telegrapher doesn't need to know Morse at all.

Some of the old telegraph keys are still in action, often at sporting events such as golf tournaments and regattas, where they are more economical than heavier installations. But the trend is seen in major league baseball parks, a favorite spot of the old Morse men, now converted to key-board sending. This development has brought women operators into the press boxes, traditionally an all-male sanctuary.

One by one, the railroads are abandoning the code that revolutionized traffic safety and scheduling. On the international airways some Morse is still heard, but much of that is both coded and transmitted by machine.

Even the Boy Scouts of America, long Morse devotees,

have lessened the Morse requirements for their amateur-radio merit badge. Scout officials had considered dropping it completely, but changed their minds after appeals from the armed forces. Soldiers have saved their lives by a rudimentary knowledge of the code.

Morse does not click-clack toward the grave unsung. The Morse Telegraph Club of America, made up of some 6,000 present and former Morse telegraphers, gathers in 42 chapters across the country to talk over old times and contribute to the history of their craft.

National President W. B. Patterson, of 5244 Rockland Avenue, Los Angeles, Calif., sadly points out that club members are part of "a dying art and profession. . . . Morse is all but finished as a method of commercial communication."

He writes, "What nontelegraphers failed to grasp was that Morse, more by accident than design, became a language, with many variations and dialects. Operators often expressed surprise, grief, laughter, or pain, merely by the way they manipulated the key on a certain letter or word."

Perhaps the code's epitaph should be written in the same words that Samuel F. B. Morse used on May 24, 1844, to open the telegraphic era. Over a line from Washington to Baltimore, he clattered the historic message:

.. _ _ _ _ _ _ _ _ _ _
_ _ _ _ _ _ _ _ _ _ _ _
_ _ _ _ _ _ _ _ _ _ _ _



"You don't have to register, boy! We're just going to get a li'l ole right-to-work law passed . . . and you're not interested in that!"

NOW is the time to step on the accelerator in your register-to-vote drive. Deadlines for registering voters are coming close in many states. If union members fail to register, they will not be able to vote in the crucial Presidential and Congressional elections this year, and labor's immense potential political strength will not be felt.

In many states, voters must register for each election well in advance of the voting date. In others, registration may be more or less permanent but may be conditioned on a voter exercising his franchise every year or two. If he has moved from one voting district to another, he will ordinarily have to register anew.

Labor unions have been explaining these problems to their members reportedly for a long time. But there are still far too many people who forget that they must register if they want to vote in November.

It is the responsibility of union leaders, and particularly the officers of local unions, to arouse all unionists to the vital importance of getting registered and ready to vote on Election Day, November 4.

It is the particular responsibility of COPE Committees in local unions, or other committees or officers charged with political duties, to give special attention now to this critical problem of registration.

Local COPE committees should be set up in every union which does not have such a committee. If a committee has already been appointed but is inactive, new people should be entrusted with these vital duties.

The business of getting voters registered calls for a lot of hard work on details.

How to Get Your Local Union

FULLY REGISTERED

One common and effective procedure is to take the list of union members and type it onto cards for ready sorting. The cards then can be separated by the ward and precinct in which members live.

The next step is to have a responsible union member take the cards to the county courthouse and check them carefully against the lists of registered voters.

Each card should have a place for checking whether the member is registered or not; the proper notation is made on the card by the union representative when he goes to the courthouse.

We are not concerned with the question of whether the voter is registered Democratic or Republican; we are interested only in having him register as he desires in order to play his proper part as a citizen. It is important to have everyone realize that labor's interest in these matters is completely nonpartisan, and that unions are merely urging everyone to fulfill a responsibility which he already has as an American.

When the cards are checked they should be brought back to local headquarters, and can be used again by block or precinct workers in making contact with unregistered members, and later in getting out the vote.

Where all the locals in a community are working closely together, they may wish to consolidate their cards into one list, both for checking at the courthouse and for followup afterwards.

If a member is not registered, it is the responsibility of the union to persuade him to do so if possible. The approach is often made by the steward in the plant; this man knows the individual members with whom he

works from day to day and understands their personal problems. He is often the best one to explain citizenship responsibilities.

Another effective and legitimate procedure is to have union representatives visit members at their homes. This allows for a more leisurely conversation and for plenty of questions and answers.

House-to-house canvassing should be carefully organized, with captains and teams assigned to each precinct, armed with suitable publications, and with the cards showing what people are still unregistered.

The COPE Committee of the local, or whatever officer has been given responsibility for political work, should keep constantly in touch with the progress being made in visiting members and should speed things up if necessary.

It would be well if the local has enough devoted members to take this kind of work on voluntarily.

But locals often prefer to compensate members who do such work by paying them lost time for the hours they have sacrificed in the plant. There is no more important and legitimate use for the political education funds of a trade union than to make it possible for vigorous and able union members to assume these important duties without financial loss.

Sometimes, when there is money enough, usually in the case of a city central labor union or council, where the resources of many locals can be pooled, a full-time COPE director may be put on the staff.

The public officials in charge of registration usually have power to decide how many registration booths there will be, and when they will be open. Union representatives should get in touch with the registrars and make certain that booths are conveniently located for union people and that they are open at times when union members are off work and can register.

In some cases, unions have been able to make arrangements for booths to be set up right in the plant so that members can register before or after work or during free time in the shop. In some cases, arrangements have been made with the company to allow specified hours off to register.

It can often make all the difference in the world in total registration whether the registration booth is conveniently located, or close to the plant or the places people live.

Trade unions have made effective use of ordinary advertising and publicity techniques to push registration; for example, advertisements in streetcars, buses or newspapers, radio announcements, and spots on TV programs. All these measures, if well done, can be helpful.

Direct mail is also used. Bear in mind that excellent materials are available from the COPE National office on all phases of political activity, including special publications covering details of registration methods too numerous to mention here.

How About You?

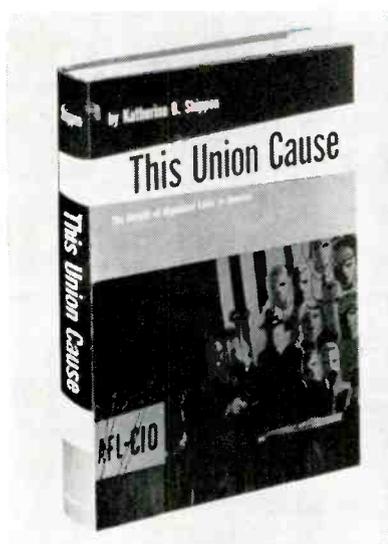
Here are the closing registration dates for 1958 general elections:

State	Senate Race	Governor's Race	Last Registration Date
Arizona	Yes	Yes	Sept. 29
Arkansas	...	Yes	Oct. 1
California	Yes	Yes	Sept. 11
Colorado	...	Yes	Oct. 20
Connecticut	Yes	Yes	Sept. 27 & Oct. 11
Delaware	Yes	...	Oct. 18
Idaho	...	Yes	Nov. 1
Illinois	...	...	Oct. 6
Indiana	Yes	...	Oct. 6
Iowa	...	Yes	Oct. 25
Kansas	...	Yes	Oct. 14, 24
Maryland	Yes	Yes	Sept. 23
Massachusetts	Yes	Yes	Oct. 3
Michigan	Yes	Yes	Oct. 6
Minnesota	Yes	Yes	Oct. 15
Missouri	Yes	...	Oct. 8, 11
Montana	Yes	...	Sept. 20
Nebraska	Yes	Yes	Oct. 24, 25
Nevada	Yes	Yes	Oct. 4
New Jersey	Yes	...	Sept. 25
New Mexico	Yes	Yes	Oct. 6
New York	Yes	Yes	Oct. 11
Ohio	Yes	Yes	Sept. 24
Oklahoma	...	Yes	Oct. 24
Oregon	...	Yes	Oct. 4
Pennsylvania	Yes	Yes	Sept. 15
Rhode Island	Yes	Yes	Sept. 5
South Dakota	...	Yes	Oct. 28
Tennessee	Yes	Yes	Oct. 15, 25
Utah	Yes	...	Oct. 29
Washington	Yes	...	Oct. 3
West Virginia	Yes	...	Oct. 5
Wisconsin	Yes	Yes	Oct. 22
Wyoming	Yes	Yes	Oct. 20

House-to-house canvassing to get people to register to vote is in the grain of the American democratic political custom. Needless to say, the right kind of approach to the voter is important. It must always be courteous and respectful. The canvasser is a visitor in the voter's home, he has come there to explain and to answer questions.

The important thing is to have each potential voter understand that registration is a duty he owes his country, his union, his family and himself.

READING TIME



"Bell Time" by Winslow Homer in Harper's Weekly.

The book jacket shows George Meany and Walter Reuther at the AFL-CIO merger.

This Union Cause, The Growth of Organized Labor in America by Katherine B. Shippen, published by Harper and Brothers, 49 East 33rd Street, New York 16, N. Y. 180 pp., \$2.50.

Here is a book which has long been needed—a well-written history of the American labor movement for young people.

The growth of labor unions in America, from the craft societies in colonial times to the large and vital international unions of today, was a dramatic and action-filled process. Miss Shippen's volume tells of the establishment of the early colonists by the sweat and brawn of European tradesmen and craftsmen. She tells of the early workingmen's parties and their part in getting Andrew Jackson elected to the Presidency. She traces the rise of the American Federation of Labor from the 1880's to the present, she explains how the Taft-Hartley law came about in language free of bias.

The IBEW member who would like to offer his son or daughter a dramatic book on the labor movement of which his or her father is a part will do well to visit the local book store for a copy of *This Union Cause*.

Basic Feedback Control System Design by C. J. Savant, Jr., published by McGraw-Hill Book Company, Inc., 330 West 42nd Street, New York 36, N. Y. 418 pp. \$9.50.

This volume is the latest addition to McGraw-Hill's series in control systems engineering. It features "a new approach to automatic control." Instead of using only the frequency analysis method, it bases the design on



a combination of the root-locus method and the frequency method.

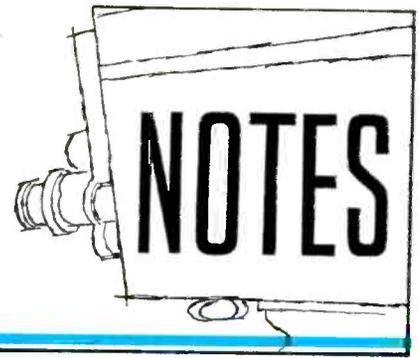
The book emphasizes linear servo-mechanism design. It includes frequency methods such as Nyquist and Bode for completeness. It covers a wide range of servo transducers and components and includes a chapter on nonlinear servo analysis.

Synthesis of Passive Networks by Ernst A. Guillemin, published by John Wiley and Sons, Inc., 440 Fourth Avenue, New York 16, N. Y. 741 pp. \$15.00.

A logical, complete, and consistent theoretical basis for all linear passive synthesis procedure appears in Ernst A. Guillemin's *Synthesis of Passive Networks*. The new volume discusses both the approximation problem and the realization techniques which are the two essential parts of synthesis procedure.

Assuming the previous acquisition of mathematical tools and the theory of circuit analysis, and allowing for no short-cuts, Dr. Guillemin deals with realization theory and methods in the first 13 chapters. The chapter headings here include: properties of driving-point and transfer impedances; driving-point and transfer functions of two-element-kind networks; synthesis of *LC* driving-point impedances; synthesis of *RC* and *RL* driving-point impedances; more about equivalent and reciprocal networks; properties of two terminal-pair networks; synthesis of lossless two terminal-pair networks; real-part sufficiency and related topics; synthesis of *RCL* driving-point impedances; transformerless driving-point impedance synthesis; conventional methods of transfer function synthesis; other methods of realizing transfer functions; and *RC* transfer function synthesis. The last two chapters cover the approximation problem in the frequency and time domain respectively.

Dr. Guillemin is professor of electrical communication at the Massachusetts Institute of Technology. He is the author of three other active Wiley titles: the two-volume *Communication Networks*, *The Mathematics of Circuit Analysis*, and *Introductory Circuit Theory*.



Band Compressing

In these days of frequency spectrum congestion, there is considerable interest in any new method of compressing the time or frequency band needed to transmit information. A new system, called Ticoss, has been developed which provides a unique approach to multi-channel operation. Ticoss stands for Time-Compressed Single-Sideband System. In a typical application ten two-way stations can operate over a single SSB channel by time-sharing multiplex. The multiplexing is accomplished by dividing each half-second into ten time slots. Stations are assigned a given time slot to transmit or receive and then are shut off during the rest of each half-second period to give other stations on other channels their turn. The heart of the system is the time-compression feature. Information to be transmitted is first stored during each preceding half-second and then read out and transmitted at high speed during the assigned time slot. At the receiving end, the compressed message is stored and then read out at its original slower speed, resulting in a continuous message at the receiver output. This novel system is particularly well suited to mobile operations. (IRE Trans. on Communications Systems, June, 1958.)

TV Tube in the Sand

Nobel Prize Winner Ernest O. Lawrence, inventor of the cyclotron and a man who helped to launch the world into the atomic age, died last month in California. Lawrence was a man with boundless enthusiasm for research.

Edward Teller said of him: "No one had more of a true sense of modesty than Lawrence. He shared a delight in any scientific development that was made by anyone."

In 1951 Lawrence designed a color TV tube. He did so in a casual way, astonishing to less gifted persons:

He and his sons were lying on the beach at Balboa, Calif., during a summer vacation. One suggested TV pictures should be in color like modern movies.

"It could be done," said Lawrence, and taking a stick,

he sketched the basic elements of a color tube in the sand. Later he built one at the radiation lab—and it worked. But he always regarded it as a toy, and the Lawrence Tube was never developed to compete with the three-gun tube.

Video Under Ice

Television will play an important role in undersea navigation, Commander W. R. Anderson of the Submarine *Nautilus* indicated recently when he described the successful trip of his vessel through the Northwest Passage of the Arctic.

The *Nautilus* had a TV camera mounted on its hull to reconnoiter the ice pack overhead. The undersea route of the atomic sub was lighted by a 24-hour daylight which penetrated the ice cover.

TV Fights Woods Fires

Foresters are using everything from bombing planes to television in an up-to-date campaign against man's ancient enemy—the forest fire.

To reduce the fire toll, the Forest Service of the Department of Agriculture has used many new devices. Surplus World War II bombers have been converted into water bombers. They can drop about 600 gallons of water on critical points during a fire. Television cameras enable a single ranger to watch vast stretches of woodland at once. Sighting a fire from two TV cameras helps to pinpoint a blaze so that crews can reach it quickly.

Frozen TV Picture

International Telephone and Telegraph recently exhibited a method by which instantaneous transfer of pictures from a television receiver to a storage display tube can be achieved, so that the pictures can be "frozen" and studied at leisure. The principle is similar to one developed at the Naval Research Laboratory in Washington, D. C., and reported in a previous edition of **TECHNICIAN-ENGINEER**.

Station

Breaks

Local 501 Wins Vote

Local Union No. 501 has been certified as the bargaining agent for the technical personnel involved in installing, operating and maintaining the closed-circuit television system at the Yonkers (N.Y.) Raceway.

Vidicon cameras continuously monitor the progress of each race and thus the whole of each race can be recorded on video tape, including the all-important finish line competition. The tape recording offers the obvious advantage of immediate playback in any case where doubt as to the finish or fouls may be involved. Heretofore, this picture was available only on motion picture film and challenges as to the conduct of the races or the finishes were not resolved until the film was developed and available for projection.

The New York State Racing Commission is particularly interested in this new process and plans similar installations at other tracks if it proves to be successful and practical.

WANE-TV Victory

As the result of a hearing before the NLRB an election was directed by a Board decision of July 23rd, among the employees of WANE-TV, Ft. Wayne, Indiana.

Questions were raised in this case as to the unit appropriate for bargaining—which were resolved by the NLRB. The unit found by the Board consists of the station's engineering and program department employees who contribute to the presentation of but who do not appear on television programs. Excluded from the unit are the directors, the film director and the usual group of clerical, custodial, supervisory and guard employees.

The election, held on August 13, was handily won and Local Union 1225 has been certified as the bargaining agent.

Labor Spectacular

Members of AFL-CIO unions employed in the television entertainment industry are contributing their time and talents in the production of a 90-minute "recorded spectacular" for exclusive showing to armed forces audiences overseas next Christmas time, it was recently announced by the national USO.

The project, unprecedented in scope, is being undertaken in cooperation with America's television enter-

tainment industry and USO. Coordinating labor's participation is Sollie Pernick, a representative of IATSE.

More than 150 personalities of stage, screen, TV and radio, all members of AFL-CIO unions, are being invited to participate. Cooperating AFL-CIO unions are: American Federation of TV and Radio Artists, American Guild of Variety Artists, National Association of Broadcast Engineers and Technicians, Screen Actors Guild, Actors Equity Association, American Guild of Musical Artists, International Brotherhood of Electrical Workers, International Alliance of Theatrical Stage Employes, and American Federation of Musicians.

New Local Chartered

On August 16, Vice President O. G. Harbak installed the charter for Local Union 264, IBEW which instituted a new local union operation in the Los Angeles area; and a specialized local union for electronic technicians.

This Local Union is the outgrowth of the Electronic Technicians Organizing Committee, an independent union of some standing. Included in jurisdiction, under the IBEW, are Los Angeles, Orange, Ventura and Santa Barbara Counties. This large area is the scene of very rapidly-growing industries having electronic specialists as essential elements in their operation.

Local Union No. 1710 was instrumental in the formation of the new local union and the encouragement given to the E.T.O.C. The cooperation of Business Manager Harry Fesperman, Representative Clinton Brame of Local Union 1710 and International Representative C. P. Hughes has been especially appreciated by the new Local Union.

The present membership is relatively small but the potential membership of this Local Union is estimated to be several thousand. The feeling of the present membership is that the resources and ingenuity of the IBEW, combined with the enthusiasm and dedication of purpose of the Local Union and its officers can not fail to produce a better standard of living and genuine job security for a great number of families in the area. Such a philosophy must surely succeed.

Give to COPE

Your \$1 membership contribution is needed for political education. See your local COPE collector today!

Technician-Engineer

AFL-CIO Hits Exclusions

Last month in the **TECHNICIAN-ENGINEER** we described how the National Labor Relations Board has extended its jurisdictional standards to bring in more labor disputes for study which had heretofore been considered in "no man's land." In taking this action, the NLRB had mysteriously ignored the need for greater work in broadcasting and actually proposed to raise the minimum limits of jurisdiction from firms with a gross volume of \$200,000 to those with \$250,000.

The move would exempt most TV and radio stations with which the IBEW negotiates.

Like the IBEW in its brief of last month, the AFL-CIO has come out in opposition to the new stand. The AFL-CIO finds the action to narrow the broadcasting jurisdiction "in direct conflict" with the Board's stated purpose of protecting more workers.

Supporting the IBEW position, the AFL-CIO has recommended cutting the gross volume to \$100,000.

Booklets Out of Stock

Robert K. Dye of Spring Valley, Ohio, a member of Local Union 1266 sent for two of the government publications we listed in the June-July edition of the **TECHNICIAN-ENGINEER**, only to be told by the Government Printing Office that the particular publications are "permanently out of stock."

Our apologies to Brother Dye. The Government Printing Office tells us that this happens sometimes between the time they circularize a listing of booklets and the time an inventory is taken.

For the benefit of other member-readers, the booklets out of stock are *Advanced Mathematics for Electronics Technicians* and *Physics for Electronics Technicians*.

Cincinnati Move

WKRC-AM-FM-TV, Cincinnati, Ohio, will move to a new \$800,000 building sometime next year. The stations, which employ members of Local Union 1224, will be relocated on a nine-acre tract within the city limits—assuming the Cincinnati City Council approves a zoning change. A recommendation to change from residential to business zoning would allow the stations to move out of the downtown Cincinnati Times Star Building.

Toledo Station Coming

Community Broadcasting Co., operator of WTOL-AM and FM, Toledo, Ohio, is progressing in its efforts to get a television station on the air before the end of 1958. Work has begun on a tower for WTOL-TV, Channel 11, and construction of a building will follow. Members of Local Union 1218 are employed by the AM and FM facilities.

September, 1958

If She's Too Plump for You, Or You're Too Fat for Her



With the advent of picnics, cookouts and similar gastronomic exercises, the subject of dieting has been particularly bandied about, of late. Having come upon a diet which ostensibly is guaranteed to reduce even a skeleton, we will pass it on to those readers who may find the subject of interest.

MONDAY—

Breakfast: Weak tea

Lunch: 1 Bouillon cube in ½ cup diluted water

Dinner: 1 Pigeon, 2 ozs. prune juice (gargle only)

TUESDAY—

Breakfast: Scraped crumbs from burned toast

Lunch: 1 doughnut hole (without sugar)

Dinner: 2 Jellyfish skins, one gallon dehydrated water

WEDNESDAY—

Breakfast: Shredded eggshell skins

Lunch: ½ doz. poppy seeds

Dinner: Bees knees and mosquito knuckles sautéed with vinegar

THURSDAY—

Breakfast: Boiled-out stains from tablecloth

Lunch: Navel of orange

Dinner: 3 eyes from an Irish potato—diced

FRIDAY—

Breakfast: 2 Lobster Antennae

Lunch: 1 guppy fin

Dinner: Fillet of soft shell crab claw

SATURDAY—

Breakfast. 4 chopped banana seeds

Lunch: Boiled butterfly liver

Dinner: Jellyfish vertebra a la Bookbinders

SUNDAY—

Breakfast: Pickled humming bird tongue

Lunch: Prime rib of tadpole

Dinner: Aroma of empty custard pie plate tossed in paprika, and clover leaf (one salad)

(Note—All meals are to be eaten under microscope to avoid extra portions.)

ATTEND Your Local Union Meetings

Without trying to be cynical, and with all due appreciation to faithful union members, perhaps it would be wise to put a few good reasons for attending all meetings of your local.

1

FIRST of all, it is a union member's privilege and obligation to share in the discussion of union business. Our union is a democratic organization. Every member has a vote which he has an obligation to use.

2

SECOND, a successful union needs the ideas of each member to create its goals and then work toward those goals

3

THIRD, a union needs each member's support in order that the union may speak with a voice of authority in negotiations and grievances. Don't forget: a union's strength is in its members.

Any one of the above reasons should stimulate you to attend the meetings. We like to compare a union member with a tributary to a great river. Each tributary by itself is weak, but when all the tributaries are working to capacity, the river is strong and powerful. If the tributaries dry up, so does the river, until it becomes a mere trickle, too weak and impotent to accomplish anything.

A solid, active membership gives strength to your committees. The spirit imbued by the rank and file of any organization benefits all and such spirit gives weight to the sincerity of the committee's proposals during contract negotiations, during grievance procedures, organization drives, and other allied activities.

When a man is a member, he should be a good member, and good membership requires participation.

Think it over; remember YOU are the Union!

BE REGULAR • BE ACTIVE

ALEXANDER BROWDY
1962 S STEARNS DR
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45 PM