

THE BROADCAST ENGINEERS' JOURNAL  
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# The Broadcast Engineers' Journal

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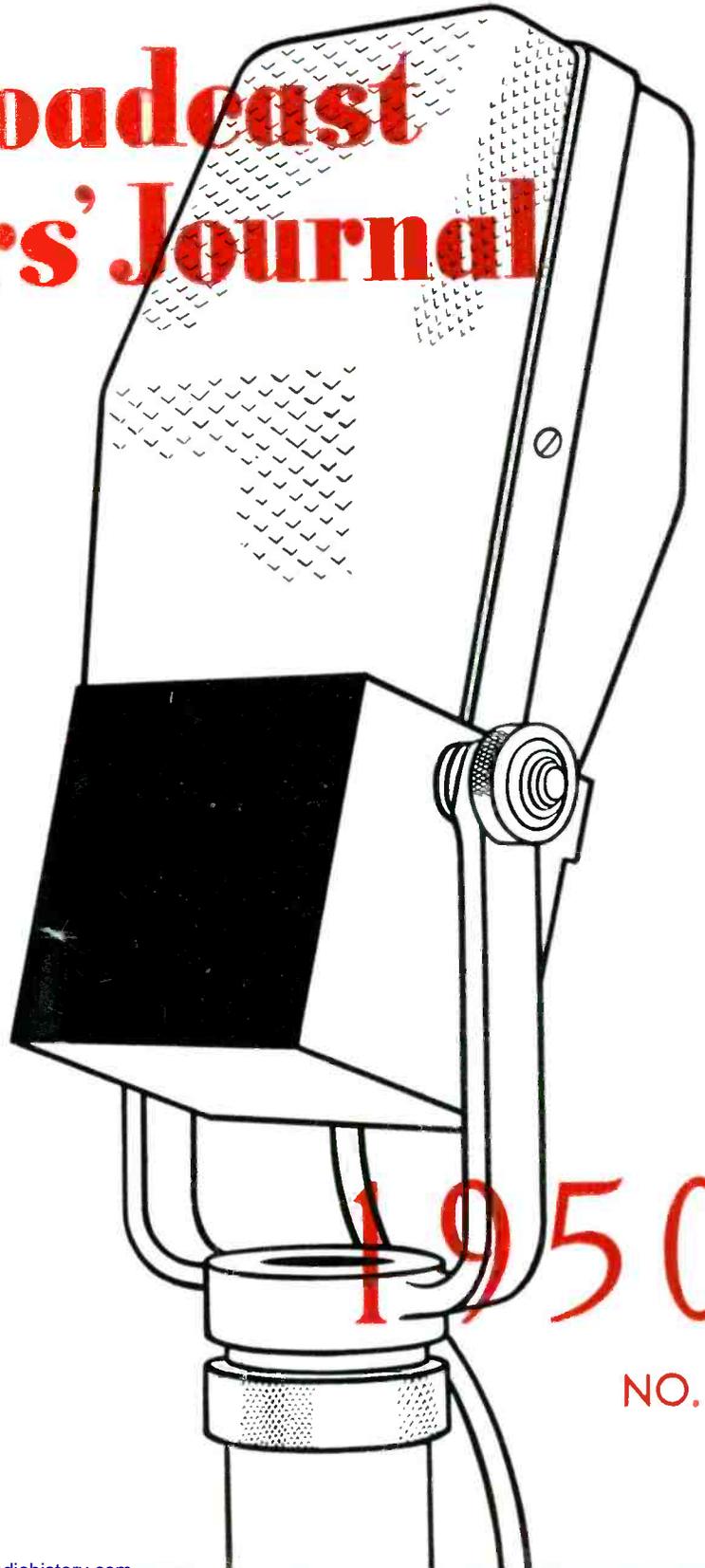
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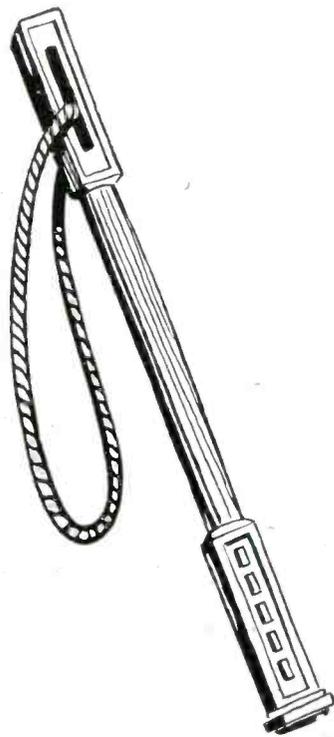
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# 1950

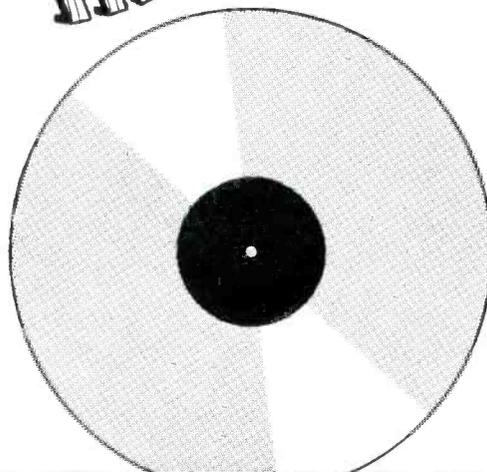
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## A Message to the Members of NABET

from

**JOHN R. McDONNELL**  
President, NABET

As this is being written the NABET Chapters are conducting elections of their local officers. Already reports have come in indicating that there will be many changes in the constituency of the National Council. In congratulating the newly elected officers I should like to urge each of them to assume a deep sense of responsibility to the members who have elected them, and, as members of the National Council, to the membership of NABET as a whole. The office of Chapter Chairman is not only an honor but carries with it the obligation to serve—and that service must be on the broad basis of improving NABET and furthering its aims as a National Union—in addition to coping with the immediate local problems which all Chapters have. Additionally, the Chapter Chairman is charged with the responsibility of inspiring his group, individually and collectively. The degree to which the Chapter Chairmen are successful in the fulfillment of these duties and obligations will be reflected in the over all stature of NABET in the years to come. We have been fortunate in our choice of leaders in the past and owe them a deep debt of gratitude for having brought NABET into being and guiding its destinies thus far. Let those of us, who presently are charged with the responsibility of the welfare of NABET and its members, resolve to work for an even higher degree of strength and achievement. Let us also remember that the Union's strength and ability to make new gains for its members is, in large part (if not wholly), dependent upon the degree of unity and understanding achieved by its members. This unity and understanding cannot be arrived at in an atmosphere of distrust and disdain. When a brother Union member (or Chapter) has not performed according to what we have determined are standards of good Union conduct let us take him (or them) by the hand and encourage him (or them) by example and precept. Let us all, officers and members alike, make a positive effort to raise NABET to a new high level of Union effectiveness, keeping in mind the democratic principles upon which the Union was founded.

Sincerely,

**JOHN R. McDONNELL,**  
President—NABET.

## The Secretary of Labor Says:

Our very preoccupation with the rights and welfare of wage earners should clear us of the charge that we are ready to sacrifice the good of the whole for the advantage of a bloc. Not only do the wage earners of the United States represent almost half our total population, but they are overwhelmingly the consumers of the country. Their well-being or ill-being is directly reflected in national prosperity or depression.



## George Maher

NABET

Executive

Secretary

This issue of NABET'S journal carries the complete text of the ABC-NABET Engineering Contract running from May 1, 1950, thru Oct. 31, 1951. The variations in the NBC-NABET Engineering Contract are noted at the conclusion of the text of the ABC contract.

It is important that every member of NABET pass on his copy of this issue to a fellow broadcast technician at a neighbor station.

**GEORGE MAHER,**  
Executive Secretary—NABET.

To argue that service in behalf of the wage earners of America is a form of special pleading is to lose sight of all that labor means in our democracy. It is to assume that what is good for labor is bad for industry, when just the reverse is true. It is to assume that labor and management are unavoidably set against one another, when the truth is that they are but separate fingers of the same hand, striving for effective performance.

I repudiate the doctrine of an irrepressible conflict between workers and employers. In promoting the cause of the wage earner the Department of Labor is making a contribution to the common welfare. Those who think that the Department of Labor is somehow working against the common well-being, because of its commitment to American wage earners, must also believe that you can't be faithful to your wife without being disloyal to your country, or devoted to your mother without being hostile to the other mothers of the land.

## Plan No. 12 Would Place NLRB Counsel Under Board

In his message to Congress which accompanied the reorganization plan, the President said:

"Reorganization Plan No. 12 terminates the present division and confusion of responsibility in the National Labor Relations Board by abolishing the office of the general counsel of the Board. The Senate last year indicated its approval of this step. The reorganization plan in effect restores unified authority and responsibility in the Board. As in the case of the other plans for regulatory agencies, certain administrative and executive responsibilities are placed in the Chairman. The relationship between the Board and the Chairman is identical with that provided for the other regulatory agencies. This action eliminates a basic defect in the present organization of the National Labor Relations Board and provides an organizational pattern consistent with that established for the other regulatory agencies."

# 1950-1951 NABET-ABC ENGINEERING CONTRACT

The complete NABET-ABC Engineering contract is printed below. There are differences between the ABC and the NBC Engineering contracts. These appear in sequence at the end of the ABC contract on page 13. For example, whereas the NBC Contract provides for Groups 3A, 3B, and 7, the ABC contract does not. Then, certain management engineering titles are different in the two companies, and these changes in text are also noted. In each case, the NBC contract change or difference is preceded with the contract Section, and sub-section for reference. NABET members covered under these contracts have received their copy in booklet form through their NABET Chapter. Requests for copies should be addressed to Executive Secretary Mr. Geo. Maher; his address appears on Page 1 of each issue of this NABET journal.

## NABET-ABC ENGINEERING CONTRACT



May 1, 1950—Oct. 31, 1951



This AGREEMENT dated the 1st day of May, 1950, is between AMERICAN BROADCASTING COMPANY, INC., or its successor (hereinafter called the "Company"), and the NATIONAL ASSOCIATION OF BROADCAST ENGINEERS AND TECHNICIANS, or its successor (hereinafter referred to as the "Union").

### Section One

#### INTENT—"EMPLOYEE" DEFINED

(a) It is the intent and purpose of the parties hereto to set forth herein the basic agreement covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto, and provide procedure for prompt, equitable adjustment of grievances to the end that there shall be no interruptions or impeding of work, work stoppages or strikes or other interferences with radio broadcasting and its facilities during the life of this agreement.

(b) The term "employee" as used in this agreement applies to all the technical employees of the Company wherever located, employed in the Engineering Department of the Company as shown in SECTION SEVEN, excluding

(1) director of general engineering, (2) director of technical operations, (3) administrative assistant to director of general engineering, (4) administrative assistant to director of technical operations, (5) chief facilities engineer and assistants, i.e., audio, radio

television and development, (6) chief allocations engineer and his assistant, (7) architect and his assistant, (8) model shop superintendent, (9) construction superintendent, (10) technical training director, (11) 8 staff engineers, (12) engineering managers, (13) engineers in charge of owned and operated stations, (14) operation supervisors, (15) television operation supervisors, (16) engineer in charge of television, (17) any other persons in executive or administrative positions whose responsibilities are at least equal to those of any enumerated above; and (18) supervisory personnel who do not operate or maintain equipment except for the purpose of training an employee.

### Section Two

#### RECOGNITION

(a) The Union represents and warrants, and it is of the essence hereof, that it represents for collective-bargaining purposes all of the employees of the Company as defined in SECTION ONE. The Company recognizes the Union as the exclusive bargaining agent for all the employees of the Company as defined in SECTION ONE.

(b) All employees presently employed by the Company and all employees employed by the Company subsequent to the execution of this agreement shall, on the thirtieth day following employment, become and remain members of the Union for the effective period of this agreement. The Company shall give the Union notice of opportunities for employment in the classifications covered by this agreement, such notice to be of seven (7) days' duration wherever practicable. The Company agrees to refer all applicants upon hiring and in any event within seven (7) days after the commencement of work, to the local officers of the Union for information and advice as to the union-shop requirements of this agreement. All employees shall be temporary employees for a period of one (1) year from the date of their employment with the Company and shall thereafter be regular employees.

### Section Three

#### HOURS OF WORK, DAYS OFF, MEAL PERIODS

(a) Subject to the provisions of SECTION THREE, Paragraph (g), the work-week for employees shall consist of five (5) days in each seven

(7) consecutive days and a work-day shall consist of not less than eight (8) hours of labor in any one (1) day which shall be computed by totaling the number of elapsed hours between the time an employee reports for duty and the time his duties are completed for such work-day, (less one meal period as hereinafter shown).

(b) An employee, except those in Group 3, shall have two (2) consecutive days off in each seven (7) consecutive days. Friday and Saturday, if consecutive, shall be considered as two (2) days off for this purpose. The weekly work schedule shall be posted at the home office, (as defined in SECTION ELEVEN, Paragraph (d)), before Tuesday midnight of the preceding week. Notice of the day-off change shall be given by the Company seventy-two (72) hours in advance of 12:01 A.M. of the day or days involved in the change. In the event of failure to give such notice, except as provided in SECTION THREE (b-3), a penalty of Seven Dollars and Fifty Cents (\$7.50) shall be paid the employee.

(b-1) Notice of daily schedule changes affecting starting time shall be given ten (10) hours in advance of the changed starting time but not later than 9 P.M. of the day prior to the day in question. In the event of failure to give such notice, a penalty of Two Dollars and Fifty Cents (\$2.50) shall be paid the employee except that such penalty shall not be paid if two (2) hours or more of overtime work result from such change and that such penalty shall not apply to schedule changes of which the Company itself did not have adequate advance knowledge or which are caused by illness of another employee, out-of-town pickups or special-event programs. It shall be the employee's obligation to check his schedule before leaving each day, and after he has left it shall be the company's obligation to notify him of any change.

(b-2) A day off for employees, except employees in Group 3, shall consist of twelve (12) hours plus the twenty-four (24) hours for a total of thirty-six (36) hours for one (1) day off, and two (2) consecutive days off shall consist of ten (10) hours plus forty-eight (48) hours for a total of fifty-eight (58) hours off, consecutively. No employee shall be assigned to a watch on a work-day until twelve (12) hours have elapsed since his last previous work assignment has terminated. No employee shall be assigned to a watch on a work-day until a total of fifty-eight (58) hours has elapsed between the ending of his last work assignment prior to his two (2) days off and his reassignment to work after his two (2) days off.

(b-3) Nothing in this section is to be so construed as to prevent work by an employee on a scheduled day off providing that overtime rate of pay shall apply on such day off, and further providing that thirty-six (36) hours' notice (prior to 12:01 A.M. of such day off) shall be given by the Company to an employee whenever he is required to work on such day off. In the event that less than thirty-six (36) hours'

notice is given under this section and an employee is required to work on his day off, the sum of Seven Dollars and Fifty Cents (\$7.50) additional shall be paid the said employee.

(b-4) No penalty shall be payable under SECTION THREE, Paragraphs (b), (b-1), and (b-3), or SECTION FOUR, Paragraph (f), if it arises out of a change of schedule directly caused by the illness of another employee, but in no event shall illness beyond the second day be a reason for waiving such penalty. In the event of duplicate penalties under SECTION THREE, Paragraphs (b), (b-1), and (b-3), the higher penalty only shall apply. Overtime shall not be deemed a penalty hereunder.

(c) The employees of each operating group may determine, by a majority vote, their preference for a half hour or one hour first meal period. Such preference having been determined, the local committee shall notify the Company in writing, and the meal period established shall continue in effect for the duration of this contract.

A first meal period must be scheduled not earlier than the fourth hour and in no event later than within the sixth hour after the employee has reported for duty. In the event that such meal period has not been given during the fourth, fifth or sixth hour the employee must take such meal period at the end of the sixth hour. In the event an employee remains on duty for a period longer than ten (10) hours a second meal period of thirty (30) minutes shall be scheduled not later than his twelfth hour of tour and the Company shall pay to such employee his rate of pay at time and one-half for such time taken off for the second meal period. An additional period of thirty (30) minutes shall be scheduled after each five (5) hours of work beyond the twelfth hour at the rate of time and one-half.

The provisions of this Paragraph with respect to the first meal period shall not apply to employees assigned to transmitters, midnight tours and/or to individual employees or television-operating groups, who, with their consent are assigned meal period outside the period stipulated herein. In the event that it is not feasible that the employee be allowed a first meal period as aforesaid the employee shall receive a payment equal to half his regular rate of pay for each hour or fraction thereof after the sixth hour until such meal period is completed in addition to whatever compensation he is otherwise entitled to under this contract.

(d) Where it is mutually agreed between the management and the local committee to initiate or continue in effect a "Rotating Watch System" such system shall remain in force and effect until such time as the management and local committee agree to discontinue it. SECTION THREE, Paragraph (b-2), provisions in conflict with regularly established watch change swings shall not apply.

(e) A work-week is defined as beginning at 12:00:01 A.M. Saturday and continuing to 12:00 Mid-

night the following Friday. A tour of duty starting on Friday and continuing into Saturday shall be considered as part of the Friday tour. A tour of duty starting any day and continuing into the following day shall be considered as part of one tour of duty.

(f) If an employee has worked in excess of twelve (12) consecutive days without having received at least one (1) day off, for all such days worked in excess of twelve (12) and until such time as the employee has received a day off, he shall receive additional compensation at half his straight time rate of pay.

(g) The work-week for employees in Group 3 shall be the Company's regular office hours.

(h) The Company shall refrain from repeatedly assigning employees for continuous excessive hours of work resulting in excessive mental and physical strain. In the event the Company does so repeatedly assign employees, it is agreed that the matter shall be the subject of grievance procedure.

#### Section Four

##### OVERTIME, PREMIUM PAY, HOLIDAY CREDIT

(a) All hours worked in excess of eight (8) hours per day shall be paid for at the rate of time and one-half for all employees except as provided in SECTION FOUR, Paragraph (e).

(b) An employee who works more than two (2) hours between the hours of twelve (12) Midnight and seven (7) A.M. shall be paid a night-shift differential of ten per cent (10%) of the straight time rate of pay for such tour of duty.

(c) All work performed on scheduled holidays—excepting those specified in SECTION FOUR, Paragraph (c-1)—shall be compensated for by paying at the rate of one-half time in addition to the straight time rate of pay and by giving one (1) extra day off consecutive with the regular scheduled days off for such day worked. If the employee is on a regularly scheduled day off on such holiday he shall receive one (1) extra day off for such day, consecutive with regular scheduled days off. Such extra day off shall add twenty-four (24) hours to the fifty-eight (58) hours specified in SECTION THREE, Paragraph (b-2). Such day off shall be designated by the Company. No such holiday credit shall be repaid before the holiday or later than six (6) months following the holiday worked. In the event the Company has been unable to give such extra day off within such six-month period, the Company shall pay the employee in lieu of giving such day off, his straight time rate of pay for one (1) day.

(c-1) In lieu of the five (5) following holidays: Washington's Birthday, Memorial Day, July Fourth, Labor Day, and Thanksgiving Day, all employees, except employees in Group 3, also radio and television receiver maintenance men, shall receive

one (1) additional week off with pay; (i. e., five (5) consecutive work days plus the regular two (2) days off for that week less one (1) day for each of such of the above listed holidays as may occur outside the term of his employment), such week to be added to the regular annual vacation period.

(c-2) When any branch office or division of the Company recognizes any holiday other than those specified in SECTION FOUR, Paragraph (c-1) hereof, the technical employees of that branch or division shall receive benefits under SECTION FOUR, Paragraph (c).

(d) Each day an employee is excused from working in any week because of a holiday to his credit shall, subject to all other terms and conditions hereof, reduce by eight (8) hours the work-week of such technical employee for such week unless he is in Group 3, in which event such reduction shall be the number of hours in his regularly scheduled work-day.

(e) An employee in Group 3, required to work more than forty (40) hours in any week shall be paid time and one-half for all hours worked over forty (40) hours per week.

(f) Should an employee, except employees in Group 3, be assigned to a tour of duty before the specified turn-around period has elapsed, he shall receive additional compensation at the rate of Two Dollars and Twenty-Five Cents (\$2.25) per hour for the portion of such assignment which encroaches on such turn-around period.

(g) In no case shall overtime accrue on overtime. Penalties shall not be considered overtime or part of the base pay.

#### Section Five

##### VACATIONS

An employee engaged prior to January 1 shall receive two (2) consecutive weeks' vacation with pay. An employee engaged between January 1 and April 30 inclusive (excluding employees engaged for a specified period of less than one (1) year) shall receive one (1) week vacation with pay plus such days as are due him under SECTION FOUR, Paragraph (c-1). An employee engaged after April 30 (excluding employees engaged for a specified period of less than one (1) year) shall receive one (1) day vacation with pay for each month he has been employed by the Company prior to the beginning of his vacation for that year, not to exceed five (5) work days plus such days as are due him under SECTION FOUR, Paragraph (c-1). Vacation periods for employees shall be determined and posted by February 15 each year and shall fall within the period April 1 through October 31, and shall not be changed except by mutual consent of the Company and the particular employee concerned. Before February 1 of each year the local management and local committee shall con-

fer for the purpose of discussing vacation scheduling. Vacation preference, within the operating group to which the employees are assigned, shall be given to employees on the basis of seniority as determined by length of service in the Engineering Department, except apprentices as covered in SECTION SEVEN, Paragraph (d). Vacations may be taken outside the period specified above by mutual consent of the Company and the employee concerned. No employee covered by this contract shall be required to give up his free choice of vacation (during the period as shown above) to any person not covered by this contract.

In accordance with Company policy, an additional week's vacation consecutive with his regular vacation will be given to employees after they have been in the Company's employ for five consecutive years. Such employees shall have the right to take such additional week at some other time during the vacation period, subject to selection on a seniority basis among those employees so splitting their vacations after the vacations of the employees not splitting their vacations have been established.

## Section Six

### SENIORITY, LAYOFFS, DISCHARGES, TRANSFERS, SEVERANCE PAY

(a) Company seniority shall start on the date of employment as an employee in the Engineering Department except as provided in SECTION SEVEN, Paragraph (d) regarding apprentices.

(b) In all instances where prescribed wage increases based upon the length of service are specified in this agreement, such length of service shall be computed from the first day of the month during which the employee started work in the Engineering Department, when such date of employment occurs on or before the fifteenth day of the month. When the date of employment occurs after the fifteenth day of the month, length of service shall be computed from the first day of the following month.

(c) In the event that an employee is temporarily transferred to a group higher than that to which he is permanently assigned, he shall be paid at the normal wage scale for such higher group during the period of such transfer. Meal relief, day-off relief, and relief for illness shall not be deemed to be such assignment on a temporary basis provided that if an operating position requires more than thirty-two (32) hours per week of day-off relief assignment, the relief employee or employees shall be paid at the normal wage scale for the position. In no event, however, is an employee to receive less than his permanent wage scale if assigned temporarily to a group lower than his permanent status.

(c-1) For the purpose of training an employee may be assigned, for a period not to exceed sixty (60) days, to perform work in a higher group classification at his normal rate of pay. In no case shall this

provision be used to avoid filling, for a period in excess of sixty (60) days, an existing vacancy. A vacation relief assignment shall not be given an employee in training without paying him in the higher group classification.

(d) A technical employee need not be transferred from Group 11 to Group 2 at a higher wage than the lowest salary shown in the higher group but in no event shall his salary be reduced as a result of such transfer.

(e) The Company may extend, after having notified the committee, the seniority of an employee, but only for the purposes of wages.

(e-1) The Company agrees to consider the principle of "Industry seniority" for purposes of pay, and will discuss the salary of prospective employees with the Union, within the seven (7) day period as outlined in SECTION TWO, Paragraph (b).

(f) The Company may discharge an employee for just cause. Prior to such discharge the Company shall fully discuss the matter with the local committee and if the local committee agrees to such discharge, it shall become effective after notice by the Company and two weeks' pay to the employee involved. In the event that the local committee does not agree to such discharge, the matter shall be certified within 1 week to the national office of the Union and the main office of the Company for resolution. If a solution between these parties is not reached within two (2) weeks from the date of the first notice to the local committee, such dispute shall then be certified to Mr. Edward F. McGrady for advice and resolution. The Company and the Union agree to abide by the decision of Mr. McGrady who shall give his advice and decision within one (1) week from the date of certification to him. Should the discharge in dispute be decided to be proper, such discharge shall be finally effective upon the Company's giving notice and two (2) weeks' pay to the employee involved.

(g) When lay-offs of employees are to be made in the Engineering Department, the Company, in its sole discretion, shall determine the number of employees to be laid off at each office. If such lay-off shall be confined solely to temporary employees the Company shall have the absolute right of selection among such employees. If such lay-off shall involve both temporary and regular employees the Company shall lay off all temporary employees and then lay off regular employees in inverse order of office seniority.

Similarly if a lay-off shall involve only regular employees such lay-off shall proceed in inverse order of office seniority.

(h) Office seniority shall date from the day on which an employee was employed as an employee at, or transferred as an employee to, the office at which such employee is regularly employed. The offices

of the Company are New York, Chicago, Los Angeles, and San Francisco.

(i) In the event an employee with more than one year's Company or office seniority is laid off, resigns, takes a leave of absence to engage in other business activity or transfers to a position not covered by this agreement and returns to the status of an employee within one (1) year, his Company seniority and office seniority upon returning shall be that which he had on the effective date of such lay-off, resignation, leave of absence or transfer.

(j) In the event the Company wishes to engage at any office employees for any of the salary groups specified in SECTION SEVEN, it shall notify the Union and the Company shall re-employ, in the order of their office seniority, any employees with more than one year's Company seniority who were laid off from such group within the previous year provided the names of such employees are submitted to the Company by the Union. In addition the Company agrees to give preferential consideration to re-employing a member of the Union who shall have been employed by the Company as an employee for at least one (1) year and released more than one (1) year prior to such consideration for reason of a reduction of personnel or for seasonal inactivity or similar cause.

(k) An employee may not be compelled to accept a transfer from one office of the Company to another.

(l) The Company will grant to all regular employees released other than for cause severance pay in an amount equal to one (1) week's pay for each year of Company seniority up to and including the sixth year; provided, however, that in no event shall a regular employee receive less than two weeks' severance pay.

(m) Employees who were transferred from National Broadcasting Company, Inc., to the Company prior to September 1, 1945, and who have continued in its employ, shall receive seniority credit for past service with National Broadcasting Company, Inc.

## Section Seven

### CLASSIFICATION AND WAGE SCALES

(a) Groups for the purpose of classification, seniority, and minimum wage scales shall be as follows:

#### Group 1. Radio Apprentices.

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—6 months .....	\$190	\$43.85
6—12 months .....	220	50.77
12—18 months .....	250	57.69

#### Group 2. Radio and Television

Studio Engineers  
Field Engineers  
Maintenance Engineers  
Video Camera Engineers  
Projection Engineers  
Recording Engineers  
Transmitter Engineers  
Light Direction Engineers  
Receiver Maintenance Men  
Construction Men  
Laboratory Technicians  
Microphone boom operators

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—6 months .....	\$292.50	\$67.50
6 mos. to 1 year .....	314.00	72.46
1—2 years .....	361.00	83.31
2—3 years .....	400.00	92.31
3—4 years .....	444.00	102.46
4—5 years .....	487.50	112.50
5 years and over .....	559.00	129.00

#### Group 3.

Radio Facilities Group Engineers  
Development Group Engineers  
Audio and Video Facilities Group Engineers  
Architectural Design Engineers.

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—6 months .....	\$305	\$70.38
6 mos. to 1 year .....	356	82.15
1—2 years .....	408	94.15
2—3 years .....	448	103.38
3—4 years .....	486	112.15
4—5 years .....	525	121.15
5—6 years .....	566	130.62
6 years and over .....	616	142.15

#### Group 4. Radio and Television.

Master Control Room Engineers (4)  
Assistant Station Engineers (4)  
(at stations with rated output of 5 kw or less).  
Maintenance Engineer (4).  
Recording Engineer (4).  
Receiver Maintenance Engineer (4).  
\$605 per month—\$139.62 per week.

### Group 5. Radio and Television

Master Control Room Engineer (5).  
 Field Engineer (5).  
 Maintenance Engineer (5).  
 Transmission Engineer (5).  
 Assistant Station Engineer (5).  
 (at stations with rated output of over  
 5 kw).  
 Recording Engineer (5).  
 Technical Director.  
 \$635 per month—\$146.54 per week.

### Group 6. Radio and Television.

Master Control Room Engineer (6).  
 Field Engineer (6).  
 Maintenance Engineer (6).  
 Station Engineer (6).  
 (at station with rated output of 5  
 kw or less).  
 Recording Engineer (6).  
 \$660 per month—\$152.31 per week.

### Group 10. Television Students.

\$250 per month—57.69 per week.

Group 10 Television Students shall receive a three-month training period during which time they will not replace any technician. At the end of such three-month period such Students shall be transferred to Group 2 if in the judgment of the Company he has demonstrated his competence to fill such position, otherwise he shall be released.

### Group 11. Television Assistants.

(who may perform one or more of the following duties):  
 Chauffeur-Mechanic's duties.  
 Field Setup Men's duties.  
 Assist in lighting operation in the field.  
 Assist in video effects operation.  
 Assist in laboratory.  
 Assist Radio and Television Receiving Set Men.  
 Adjust microwave receiving and transmitting parabolas.  
 Camera Dolly Operation.

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—1 year .....	\$192	\$44.31
1—2 years .....	212	48.92
2—3 years .....	231	53.31
3—4 years .....	247	57.00
4—5 years .....	264	60.92
5—6 years .....	282	65.08
6 years and over .....	310	71.54

### Group 13. Television.

Video Control Engineers.

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—6 months .....	\$305	\$70.38
6 months to 1 year .....	346	79.85
1—2 years .....	386	89.08
2—3 years .....	427	98.54
3—4 years .....	464	107.08
4—5 years .....	515	118.85
5 years and over .....	579	133.62

(b) In any case where the above descriptive classifications are inapplicable or uncertain, the director of technical operations of the Company shall determine the group classification of such employee.

(c) The classification of employees in this SECTION SEVEN is solely for the purpose of establishing minimum wage scales. Except as set forth in SECTION TEN, the Company shall not be required to employ or assign one or more employees to each of the classifications or groups set forth in this SECTION SEVEN.

(d) The apprenticeship period shall be not less than six (6) months nor more than eighteen (18) months. Within these limits the Company reserves the right to determine the duration of apprenticeship period or periods for each individual apprentice. All apprentices hereafter employed by the Company shall be promoted from other positions in the Company.

The number of persons to be employed by the Company as apprentices at any one time shall not exceed a total of six (6).

The Union agrees that employees will give full cooperation and assistance to the Company in training such apprentices to the end that their services to the Company will be effective and creditable.

During the period of apprenticeship, no apprentice shall operate or maintain any technical equipment unless directly under the supervision of an employee, excluding those employees in Groups 1, 10 and 11. Furthermore, an apprentice shall not be used during his apprenticeship to replace or substitute for an employee covering a scheduled watch. Seniority for determining salary classification for an employee transferred from Group 1 to another group will be established on the first of the month nearest the date of transfer.

For the purpose of determining vacation periods only, (a) an apprentice shall have seniority privileges within Group 1 dated from the time of his appointment as an apprentice; (b) an employee who is transferred from Group 1 to any other group specified in this SECTION SEVEN shall have the seniority privileges of the group to which he is transferred, dated from the time of his transfer to such group.

## Section Eight

### TECHNICAL EQUIPMENT

(a) No Company technical equipment shall be operated by any person other than an employee of the Company as hereinbefore defined. Technical equipment for the purpose of this contract shall be defined as those facilities of or available to the Engineering Department of the Company used in transmitting, converting and/or conducting audio, video, and/or radio frequencies for use in broadcast, re-broadcast, audition, rehearsal, recording, and/or "on-the-air" playback.

(b) The phrase "on-the-air" playback as stated in SECTION EIGHT, Paragraph (a), does not apply in the Chicago studios. The operations of tape recording and reproducing equipment in Chicago will continue as it is now.

(c) The Technical Director is responsible for the production of a technically acceptable television picture on the program to which he is assigned. The Technical Director is in technical charge of the studio during production.

During program rehearsals and broadcasts of unrehearsed programs the Program Director shall have the widest possible latitude in creating the program. The Program Director, or in his absence his designee, shall have the right to issue directions to the operators of technical equipment on all matters affecting artistic taste, program appeal, etc.

The Light Direction Engineer or person designated by the Technical Director is the only person who may direct personnel on the handling and placement of lighting equipment for basic lighting during set-up, rehearsal and broadcast. The term "basic lighting" means that lighting necessary to provide sufficient light for the production of a technically acceptable picture.

It is specifically understood and agreed that when a rehearsed program is on the air the operators of technical equipment shall take instructions on all matters from the Technical Director or his designee.

Whenever any controversy arises in which the Technical Director deems the lighting technically unsatisfactory, he will so advise the Program Director. Should the Program Director not heed the advice of the Technical Director, the Program Director will assume responsibility for the technical quality due to the lighting.

All instances of grievances or disputes under this paragraph (c) shall be handled in the following manner: The grievance shall be reduced to writing and forthwith certified to the National Office of the Union and Mr. Frank Marx, or his successor on behalf of the Company. If these representatives shall not succeed in settling the grievance or dispute within fifteen (15) days after it shall have been referred to

them, either party may invoke arbitration under the terms and provisions set forth in this contract in SECTION THIRTEEN, Paragraph (c).

## Section Nine

### PROGRAM ORIGINATION

(a) An employee shall be present at the origin of Company commercial and sustaining programs originating in the field within the continental United States, except that the provisions of this paragraph shall not apply to:

(1) Commercial and sustaining programs originated in the studios of affiliated stations. Affiliated stations' studios shall include auditoriums, halls and theatres leased by an affiliated station within a twenty-five (25) mile radius of their main studios as designated by the FCC. This exception shall not apply to commercial programs originated in conjunction with other attractions at fairs, expositions, carnivals or exhibits.

(2) Sustaining programs, including network cooperative programs of fifteen (15) minutes or less, originated within a twenty-five (25) mile radius of an affiliated stations' main studio as designated by the FCC.

(3) Commercial or sustaining programs built and produced by affiliated stations wherever originated.

(4) Programs scheduled on short notice when time does not permit the assignment of an employee to a pickup.

(5) Sustaining programs or political commercial programs broadcast jointly with any other network or networks.

(6) Affiliated stations night spot dance bands.

(7) International short-wave programs originated outside ABC studios and broadcast under government contracts.

(8) Television programs originated at points which are nearer to the main studios of affiliated stations than to the principal television studios of the company in New York, Chicago, Los Angeles and San Francisco.

(9) Material for spot news programs and interviews to be included in such programs recorded on minicorder or mutually approved equivalent portable recording equipment.

If in the opinion of the Engineering Managers, it is in the best interests of the Company, an employee of the Company shall cover any program falling in the foregoing classifications.

(b) Affiliated radio stations are defined for the purpose of this section as those taking ten (10) or more hours of service monthly from the Company network. Affiliated television stations are defined for the purpose of this section as those taking four

(4) or more hours of service monthly from the Company network.

(c) The origin of Company programs using material especially recorded for broadcasting shall be that point at which the recording is converted by reproducing equipment for broadcasting, provided the recording has been properly checked, edited or re-recorded by employees of the Company.

(d) Where the Company cannot obtain access to the point of pickup or where the facilities at the point of pickup or transmission facilities between such point and the Company's terminal facilities are not available, the Company may broadcast studio and field television programs originated jointly or in cooperation with other licensed television stations without assigning an employee to the pickup.

(e) In no event shall the Company refuse to assign an employee in any case where the Company would ordinarily assign an employee because of any claim made by any other Union to the operation of all technical equipment in any particular area.

(f) Employees assigned to scheduled field pickups that require travel and/or work for a period of twenty-four (24) hours away from the home office shall be allowed a meal allowance of six dollars (\$6.00) per day. Employees assigned to field pickups originating within the local operating area of the home office shall be allowed two dollars and fifty cents (\$2.50) for a meal after fourteen (14) elapsed hours. Whenever an assignment places an employee in a position where he is required to spend more for his meals than he normally would spend or more than the foregoing meal allowances, he shall be reimbursed for such excess. Necessary incidental expenses such as taxi fares and tips shall be reimbursable.

## Section Ten

### STANDARD BROADCAST—TELEVISION FM—SCHEDULING

(a) Two employees of Group 2 classification or higher, or one employee and a non-union or union station engineer shall be present at standard broadcast transmitters of over 5 KW power rating during program transmission and scheduled test periods.

(b) For the purpose of this contract, the phrase "power rating" shall be the output of the transmitter in kilowatts into the transmission line.

(c) Two employees of Group 2 classification or higher, or one employee and a non-union or union station engineer shall be present at a television or FM transmitter with a power rating of over 5 KW during program transmission and scheduled test periods.

(d) The term "Television Transmitter" where used in this contract shall be understood to include both audio and video as a unit.

(e) The technical staff for a separately located FM broadcast station installation shall be the same

as that provided for a standard band station of comparable power rating.

(f) If an FM transmitter and a standard broadcast transmitter are located in the same or contiguous operating area, both transmitters shall be operated and maintained by the staff provided herein for the transmitter of higher power.

(g) If an FM transmitter or standard broadcast transmitter is installed with a television transmitter, two employees of Group 2 classification or higher, or one employee and a Union or non-union station engineer shall be present during simultaneous program transmission and scheduled test periods.

(h) Where a standard broadcast transmitter of more than 5 KW power rating and television and FM transmitters are located in the same or contiguous operating area, three employees or two employees and a non-union or Union station engineer shall be present during program transmission and scheduled test periods of two or more transmitters.

(i) There shall not be more than one (1) station engineer or more than one (1) station engineer and one (1) assistant station engineer, as the case may be, at a station consisting of one or more transmitters under this Section.

(j) At television and/or FM broadcast transmitters where a non-union station engineer is assigned, there shall also be a Group 5 assistant station engineer assigned. If a non-union station engineer is not assigned, there shall be a Group 6 station engineer in charge.

## Section Eleven

### TRAVEL TIME

Travel time by an employee shall be credited as follows:

(a) Travel time shall be all that time consumed by an employee when traveling on Company assignment from his home or home office and return thereto.

(a-1) All travel by common-carrier shall be in first-class accommodation when available.

(b) Full time shall be credited for all travel time except as hereinafter provided.

(c) Traveling time between his home and the Company assignment shall only be credited when the employee is so scheduled by the Company and the time necessarily incurred is in excess of the time normally required to travel between his home and the home office.

(d) Home office shall be defined as any Company engineering office to which the employee is normally attached, or the out-of-town hotel or headquarters to which he may be assigned by the Company for the duration of his assignment.

(e) When travel is on a common carrier between the hours of 8 A.M. and 12 Midnight, local time, full time less one (1) meal period shall be credited up to and only for the first nine (9) hours of travel.

(f) When travel is continuous on a common-carrier during the period between the hours of 12 Midnight and 8 A.M., local time, and suitable sleeping facilities are available, no credit shall be allowed. For the purpose of this paragraph a single occupancy berth is construed to be suitable sleeping facilities. When travel is designated by the Company on conveyances which do not have suitable sleeping facilities, full time credit shall be allowed.

(g) When travel on a common-carrier terminates between the hours of 12 Midnight and 8 A.M., local time, due to arrival at designated destination, travel time from station to hotel or out-of-town headquarters plus one hour, is to be credited to the work-day in which such termination occurred and shall not result in a split day, or a short turn-around, or ten per cent (10%) differential, or penalties under SECTIONS THREE and FOUR.

(h) When travel by an employee on a common-carrier is interrupted between the hours of 12 Midnight and 8 A.M., local time, due to the necessity of making a scheduled common-carrier change, he shall receive full time working credit from the time he leaves one carrier and arrives on another carrier, plus one hour. This credit for the hours between 12 Midnight and 8 A.M., local time, shall be added at the Company's option, to the work-day during which the interruption occurred or to the previous work-day and shall not result in a split work-day, or a short turn-around, or a ten per cent (10%) differential, or penalties under SECTIONS THREE and FOUR.

(i) It is agreed that on out-of-town assignments of seven (7) days or more, Company assignments permitting, an employee will take his two (2) consecutive days off each week for the number of weeks he is on the out-of-town assignment. No holiday repayment shall be permitted while on such out-of-town assignment.

(j) The Company may assign a returning employee to a day off, providing he completes his assignment or proper arrangements are made to relieve him of the responsibility of the equipment on or before 8 A.M. If the employee is assigned to a day off, with this provision, he shall receive one (1) hour credit for traveling to his home, which will be credited to the previous day, and shall not result in any penalty under SECTION THREE or SECTION FOUR.

(k) The Company, at its discretion, may schedule an employee to travel out of a distant city any time after 8 A.M., without incurring a short turn-around penalty.

## Section Twelve

### USE OF EMPLOYEE'S CAR

Compensation at the rate of seven cents (\$.07) per mile with a minimum of one dollar and forty cents (\$1.40) for each assignment shall be allowed an employee for using his automobile with the consent of the Company in executing the business of the Company. An employee shall not receive working credit for the time consumed in traveling between his home and office, except those assigned to KECA-TV, Mt. Wilson. However, it is agreed and understood that the use of an employee's car is not mandatory.

In the case of an employee assigned to any of the following transmitters who drives to and from work, the Company shall pay to such employee the following amount per vehicle per day:

WENR, Chicago .....	\$1.25
KGO, San Francisco .....	\$1.35
KGO-TV-FM San Francisco .....	\$.75

In the event that the company should in the future furnish transportation to the employees regularly assigned to KGO-TV-FM, San Francisco, California, the above amount of seventy-five cents (75c) shall not be paid unless such company transportation is not available to the employee.

Traveling time credit for employees regularly assigned to KECA-TV Mt. Wilson shall be one and one-half (1½) hours straight time, and shall be added to the daily tour but shall not result in overtime. In the event that Company transportation is not available to employees assigned to Mt. Wilson, the Company shall pay to each employee who drives his own car to and from work an amount of three dollars and twenty-five cents (\$3.25) per day.

## Section Thirteen

### ARBITRATION—CONTROVERSIES AND DISPUTES

(a) In the event any dispute or grievance shall arise under this agreement in any of the local offices of the Company, the employee or employees involved shall report, in writing, the specific dispute or grievance to the employee committee, herein called "local committee," and to the operations supervisor or the engineer in charge of such office, who will endeavor to settle such dispute. In the event that such dispute or grievance cannot be settled by the committee and the Company representative within seven days, then such dispute shall be immediately certified to the national office of the Union and the main office of the Company for action. In the event that the parties cannot reach agreement within seven days after the dispute is referred to them, or reach such agreement during any extension thereof upon which the parties may agree, the dispute will be certified to an arbitrator as hereinafter provided.

(b) When any of the members of the local or national committee are on duty and are called upon to meet with a Company representative pursuant to the provisions of this Section, said members of the committee, during the period of discussion in reference to such labor problem, will be paid at their normal wage rate by the Company.

(c) A request for arbitration shall be made by delivering a signed written notice to that effect directed to the other party within thirty days after the national office of the Union and the main office of the Company cannot reach an agreement in the dispute. Unless such an arbitration request is so made, the grievance or dispute shall be deemed to have been abandoned. The party requesting arbitration shall simultaneously request the American Arbitration Association at the location where the arbitration is to be heard, to appoint an arbitrator in accordance with its rules and regulations. The arbitration hearing shall be conducted in the locality of the office where the grievance or dispute arose, unless otherwise mutually agreed to by the parties, provided, however, that if the grievance or dispute is one of national application, it shall be heard in New York, unless otherwise mutually agreed. A final written decision or award of the arbitrator shall be made as soon as practicable after submission of the grievance or dispute to him. The parties agree that such final decision shall be binding on each of the parties, and that they will comply therewith within five days of the arbitration award, subject to such decisions, rules and regulations as any Federal agency having jurisdiction may impose. In no event shall the arbitrator modify or amend the provisions of this agreement, nor shall the same question or issue be the subject of arbitration more than once, except upon a showing of new evidence, change of conditions, or circumstances. Each party will bear its own expense in carrying out the provisions of this paragraph, and the parties will share equally the expense of the arbitrator. The time limits herein provided may be extended by mutual consent. The Union and the Company agree that there will be no stoppage of work or lock-out or other interference with the Company's work or business until the procedure provided in this paragraph shall have been employed and one of the parties hereto fails or refuses to comply promptly with any final decision duly made against it by the arbitrator hereunder.

#### Section Fourteen

##### GENERAL PROVISIONS

(a) The Company will not discriminate against any employee for anything said, written or done in furtherance of the policies and aims of the Union.

(b) It is the intention of the Company to continue the practice of granting a reasonable rest period during television program rehearsals or a reasonable relief period for each job function during an extended television broadcast such as a football game whenever possible to so do.

(c) It is the intention of the Company that air credit shall be given to the Technical Director on Company produced programs if in the Company's opinion such air credit is warranted as a result of general excellence in the performance of his duties. In the case of agency produced programs the Company agrees that air credit will be given to the Technical Director if the agency so requests.

(d) The Company will not assign, transfer or require employees to go to any radio station, transmitter, studio or property where a strike of broadcast technicians or any technicians whose functions are similar to those covered by this agreement, is in progress or to originate a program or programs especially for such station. However, the Union agrees that unless and until the Company fails to abide by an award of arbitrators made pursuant to the provisions of SECTION THIRTEEN of this agreement, the service and operations of the Company will not be interrupted by its members and that its members will perform the duties regularly and customarily performed by them for the Company. The Company agrees that unless and until the Union fails to abide by an award of arbitrators made pursuant to the provision of SECTION THIRTEEN of this agreement, it will not lock-out any of the employees covered by this agreement. Upon the failure of either party to abide by the provisions of this Section, the other party may at its option terminate this agreement forthwith by notice in writing to the other party.

#### Section Fifteen

##### TERM OF CONTRACT

This agreement shall become effective on the first day of May, 1950 and shall remain in effect until Midnight (New York Time), October 31, 1951. Both parties agree to commence negotiations on September 27, 1951, for the extension or modification of this agreement for a period commencing November 1, 1951.

AMERICAN BROADCASTING COMPANY, Inc.

By s/ Joseph A. McDonald, Vice President

NATIONAL ASSOCIATION OF BROADCAST  
ENGINEERS AND TECHNICIANS

By s/George Maher, Executive Secretary

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## NABET-NBC

### CONTRACT VARIATIONS:

1950, is between NATIONAL BROADCASTING COMPANY, INC., or its successor (hereinafter called

**NBC Sec. 1 (b) P 2 reads:**

(1) chief engineer; (2) director of engineering operations; (3) administrative assistant; (4) assistant to director of engineering operations; (5) liaison engineer; (6) engineers in charge and their respective assistants in the following four engineering groups, to wit; radio facilities, development, audio facilities, technical services; (7) model shop superintendent; (8) construction superintendent; (9) development administrative assistant; (10) technical training director; (11) eight staff engineers; (12) division engineers; (13) engineers in charge of owned and operated stations; (14) operation supervisors; (15) television operation supervisors; (16) station engineers assigned to transmitters of more than 5 KW; (17) director of television engineering operations; (18) television station engineers; (19) any other persons in executive or administrative positions whose responsibilities are at least equal to those of any enumerated above; and (20) supervisory personnel who do not operate or maintain equipment except for the purpose of training an employee.

The NBC Contract covers draftsmen and Machine Shop, classified as Group 3A, 3B, and 7, which are included in Sec. 3 and Sec. 4 as follows:

**NBC Sec. 3 reads:**

(b) An employee, except those in Groups 3, 3A, 3B and 7 shall have two (2) consecutive days off in each seven (7) consecutive days. Friday and Saturday, if consecutive, shall be considered as two (2)

**NBC Sec. 3 (b2) reads:**

Groups 3, 3A, 3B and 7 shall consist of twelve (12) hours plus the twenty-four (24) hours for a total of thirty-six (36) hours for one (1) day off, and two (2)

**NBC Sec. 3 (g) reads:**

(g) The work-week for employees in Groups 3, 3A, 3B and 7 shall be the Company's regular office hours.

**NBC Sec. 4 c-1 reads:**

except employees in Groups 3, 3A, 3B and 7 also radio and television receiver maintenance men, shall receive one (1) additional week off with pay; (i.e., five (5) consecutive work days plus the regular two

**NBC Sec. 4 (d) reads:**

groups 3, 3A, 3B and 7, in which event such reduction shall be the number of hours in his regularly scheduled work-day.

**NBC Sec. 4 (e) reads:**

(e) An employee in groups 3, 3A, 3B and 7 required to work more than forty (40) hours in any week shall be paid time and one-half for all hours worked over forty (40) hours per week.

**NBC Sec. 4 (f) reads:**

groups 3, 3A, 3B and 7, be assigned to a tour of duty before the specified turn-around period has elapsed, he shall receive additional compensation at the rate

**NBC Sec. 5; change last P to read:**

An additional week's vacation consecutive with his regular vacation will be given annually to each employee who has acquired ten (10) years seniority with the Company. Such employee shall have the right to take such additional work at some other time during the vacation period, subject to selection on a seniority basis among those employees so splitting their vacations after the vacation of employees not splitting their vacations have been established.

**NBC Sec. 6 (f) (adds "or his successor") change to read:**

then be certified to Mr. Edward F. McGrady or his successor for advice and resolution. The Company and the Union agree to abide by the decision of Mr. McGrady who shall give his advice and decision

**NBC Sec. 6 (h) (change of Cities) to read:**

geles, San Francisco, Washington, Cleveland and Denver.

**NBC Sec. 6 (l) change to read:**

year of Company seniority; provided, however, that in no event shall a regular employee receive less than two (2) weeks' severance pay.

**NBC Sec. 6 (m) change to read:**

(m) Employees, who, prior to September 1, 1945, were transferred from the Company to Blue Network Company, Inc., and/or American Broadcasting Company, Inc., and who prior to said date returned to the employ of the Company and have continued in its employ, shall receive seniority credit for past service with the Company and Blue Network Company, Inc., and/or American Broadcasting Company, Inc.

**NBC Sec. 7—**

Radio Apprentices are titled G-1 in ABC.  
Radio Apprentices are titled G-1A in NBC.

**Group 1A. Radio Apprentices.**

Add in NBC Contract: Sec. 7:

**Group 1. Radio and Television Riggers**

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—1 year .....	\$255	\$58.85
1—2 years .....	282	65.08
2—3 years .....	309	71.31
3—4 years .....	336	77.54
4 years and over .....	363	83.77

**Sec. 7 Group 2 classifications.**

Add in NBC Contract:

Chief Rigger

Add in NBC Contract: Sec. 7:

**Group 3A. Design Draftsmen.**

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—1 year .....	\$290	\$66.92
1—2 years .....	330	76.15
2—3 years .....	370	85.38
3—4 years .....	410	94.62
4—5 years .....	450	103.85
5 years and over .....	490	113.08

Add in NBC Contract, Sec. 7:

**Group 3B. Draftsmen.**

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—6 months .....	\$210	\$48.46
6 months to 1 year .....	245	56.54
1—2 years .....	290	66.92
2—3 years .....	330	76.15
3—4 years .....	370	85.38
4 years and over .....	410	94.62

Any draftsman may be transferred to the classification of Design Draftsman, at any time the Company deems him qualified for such advancement. At the time of such advancement the employee will receive the same salary which he was receiving in Group 3B or the next higher salary classification in Group 3A, whichever the Company shall decide. After such advancement the employee will receive the annual increases specified for Group 3A until he reaches the top classification in Group 3A regardless of his length of service in Group 3B.

Add in NBC Contract, Sec. 7:

**Group 7. Machine Shop Mechanic First Class.**

Increases to be determined on the basis of length of service as follows:

	<i>per mo.</i>	<i>per wk</i>
0—1 year .....	\$260	\$60.00
1—2 years .....	290	66.92
2—3 years .....	320	73.85
3—4 years .....	350	80.77
4—5 years .....	380	87.69
5—6 years .....	410	94.62
6—7 years .....	430	99.23
7—8 years .....	460	106.15
8 years and over .....	490	113.08

Sec. 7 (b) change of title; NBC contract reads:

fications are inapplicable or uncertain, the chief engineer of the Company shall determine the group classification of such employee.

Sec. 7 (d) P 4 NBC includes Groups 1A, 3A, 3B, and 7. NBC Contract reads:

mployee, excluding those employees in Groups 1, 1A, 3A, 3B, 7, 10 and 11. Furthermore, an apprentice shall not be used during his apprenticeship to replace or substitute for an employee covering a scheduled watch. Seniority for determining salary classification for an employee transferred from Group 1-A to

Sec. 7 (d) P 5, the ABC Group 1 is NBC Group 1A; NBC P 5, in the two appropriate places, reads: leges within Group 1A dated from the time of his is transferred from Group 1A to any other group

Sec. 8 (a) NBC contract reads:

defined as those facilities of the Engineering Department of the Company used in transmitting, converting and/or conducting audio, video, and/or radio frequencies for use in broadcast, re-broadcast, audition, rehearsal, recording, and/or "on-the-air" playback.

Sec. 8 (c) P 6 change of name. NBC Contract reads:

Union and Mr. O. B. Hanson, or his successor on

ABC contract does not have Sec. 8 (d) (e) (f) NBC contract reads:

(d) In connection with the interchange of equipment and operators between the Company and RCA Victor, NABET employees of the Company may be assigned by the Company to operate technical equipment of the Company and/or of RCA Victor Division in the New York City and Chicago studios of the RCA Victor Division, when such equipment is being used for the purpose of making recordings originated by and for the Company. In like manner NABET employees of the RCA Victor Division in New York and Chicago may be assigned to operate technical equipment of the Company and/or RCA Victor Division for the purpose of making recordings originated by and for RCA Victor Division at the Company's studios in New York City and Chicago.

(e) NABET agrees to use its best efforts to have a paragraph similar to (d) above incorporated in any new collective bargaining agreement it may enter into with RCA Victor Division.

(f) Group 1 employees may make adjustments to the equipment associated with microwave receiving and transmitting parabolas located on towers.

Sec. 9 (7) change ABC to NBC. NBC Contract reads:

outside NBC studios and broadcast under govern-

Sec. 9 (8) change of cities. NBC Contract reads:

of the company in New York, Washington, Cleveland, Chicago and Hollywood.

Sec. 9 (9). NBC Contract reads:

(g) Except in Chicago and Denver, material for spot news programs and interviews to be included in such programs recorded on minicorder or mutually approved equivalent portable recording equipment.

If in the opinion of the Division Engineer or the Engineer in Charge it is in the best interests of the Company, an employee of the Company shall cover any program falling in the foregoing classifications.

Sec. 10 (a). NBC Contract reads:

higher, or one employee and a non-union station engineer shall be present at standard broadcast transmitters of over 5 KW power rating during program transmission and scheduled test periods.

Sec. 12 P. 1. NBC Contract reads:

the Company in executing the business of the Company, except in no event shall he receive working credit for the time consumed in traveling between his home and office. However, it is agreed and understood that the use of an employee's car is not mandatory.

Sec. 12; change of cities and amounts. NBC Contract reads:

Belmont, California, one dollar (\$1.00) per day;

Dixon, California, one dollar and fifty cents (\$1.50) per day;

Mt. San Bruno, California, seventy-five cents (\$.75) per day;

Elmhurst, Illinois, one dollar and twenty-five cents (\$1.25) per day.

Sec. 12, P 4, The NBC Contract deletes station call letters. NBC Contract reads

Mt. Wilson shall be one and one-half (1½) hours straight time, and shall be added to the daily tour but shall not result in overtime. In the event that Company transportation is not available to employees assigned to Mt. Wilson, the Company shall pay to each employee who drives his own car to and from work an amount of three dollars and twenty-five cents (\$3.25) per day.

NBC Contract signed by:

NATIONAL BROADCASTING COMPANY, Inc.  
By s/V. T. Norton, Vice President

## NABET Success At Grand Rapids

After a five hour strike at WLAV and WLAV-TV in Grand Rapids, Michigan, on Saturday, June 24, 1950, the NABET Engineers and technicians signed an 18-month contract with the management of the station.

The contract provides for union shop, improved working conditions, adequate seniority clause, jurisdiction recognition, and an improved wage scale. Previous wage scale of \$50 to \$60 per week upped to \$55 to \$82.50 per week.

The engineers and technicians at this station were formerly represented by the IBEW but switched affiliation to NABET after usual NLRB election procedure earlier this year.

GEORGE MAHER,  
Executive Secretary NABET.

**Climaxing 15 years experience in training PRACTICAL ENGINEERS . . . we announce completely NEW and MODERN AM - FM - TV STUDIO, TRANSMITTERS, and IMAGE ORTHICON CAMERA CHAIN . . . specially designed and planned to give the student the practical experience needed to be a real asset to an engineering staff.**

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\*Reg. U. S. Pat. Off.



## ABC CHICAGO —By DICK DAVIS

ABC is putting in another new studio here in the Opera Building—TV that is. Upon its completion WENR-TV goes into daytime operation. From 11 a.m. until 1 p.m., we'll have lots of records with informal chatter by Bob Murphy of the "Breakfast Club" and movie star, Kay Westfall. I've heard it said that the Zoomar will be used. Wonder who the lucky guy will be.

Had a couple of promotions here in the last month. Lew Wallenhaupt just recently made Technical Director and Walt Kramer was upped to Group 13. Both were Group 2 men from Studio A. However, Walt still isn't quite satisfied that TV is here to stay. He just took an examination which licenses him to sell real estate.

With the advent of warm weather several of the guys have the wanderlust and have moved. Hank Soleman was lucky enough to find a nice new apartment. Larry Kettler of Video Recording likewise. With Larry, it was a "have to" case. He's supposed to have a new baby coming in August. Larry's studying for his ham ticket right now and will soon be burning up the ether. Grant Miller of Maintenance just moved out to Park Forest, which is where I abide at the present.

ABC-TV had its face lifted this week. Frank Genereux, W9FDL, just transferred from AM to TV. We got him in exchange for three feet of mike cable and a burnt out 6ak5.

Noble Moore is now working in Telecine. Ray Chappell is running the audio console in the penthouse. And Thomas Baron just transferred from maintenance to Studio A. This is in keeping with ABC's policy of rotation.

By the way, I know who's making the big money in TV now. Bob Christensen, Art Joswick, and Cliff Vogel are all driving new cars these days.

Our congratulations to Steve Gabocy of the Civic Studio. His wife just presented him with a baby girl. He already has a boy but says he won't be satisfied until he has five.

If anyone is interested in putting up an FM station, get in touch with George Ives, Maintenance Supervisor for WENR-TV. George owns WRGK which he just recently took off the air because he was unable to devote enough time to its operation.

Floyd Timberlake of Video Recording, W1RZP, is now active on 10, 20, 40 and 80 meters. CW or phone. How about some business from some of you guys with the multi-kilowatt jobs.

I'm sure that most of us have at one time or another heard of the fabulous Jack Armstrong. But did you ever wonder who did the writing for that program. I found out the other day where some of it comes from. Yep, it's none other than one of our own engineers. Kermit Slobb of Studio A dashes

off a few pages of script every now and then when he's not running audio.

I spent about an hour on the phone the other day trying to get some news out of the AM department for this column and didn't have much luck. However, I did get hold of Leonard Clements and found out that the recording studio had new equipment. All of the old tape recorders have been replaced by new Ampex machines. The new machines are smaller than the old type and are all alike which makes for a much more flexible operation.

## MOHAWK

By JOHN F. McMAHON

Might as well start out by mentioning the fact that the old bachelor is finally going to make the break from single bliss to marriage. Most guys will say: "Who gives a damn," but there are those who will call me chicken, if I don't; after all the remarks I've made on the subject.

Guess I'll be on my honeymoon at Lake Champlain when this issue reaches you, if you're in the neighborhood of the lake, drop in. (No pun intended.)

Marce Reeds had a rough time at the hospital recently but came through in FB shape after a bout with a bundle of little gallstones. I've heard of guys having rocks in their heads but Marce has a new angle there. Hope the boy was picked off those last two for DXCC, by now. Guess I'll have to have one of those twenty meter beams.

Newt Barnes is busy as a beaver on his new house and anyone who knows a saw from a hammer is welcome as heck.

Jack Hahn has his car in shape now and it looks good as new, bet Jack could do OK in the body and fender business.

Red Wilson is the new chairman here at Mohawk and we all think he's a good man for the job. It is really a full time job, too.

Don Morey was rendered a vote of thanks for the swell job he has done as our Chairman for the past five years and he certainly rated it. Seems to me that it is one of the most thankless jobs I've ever heard of. If a fellow does everything right no one even mentions it and God help him if he ever makes a slip. Maybe that is what it takes to get some of the lads to a meeting though.

Joe Decker is the new councilman at WGY Studio. Incidentally, Joe is going to have quite a deal at the Thousand Islands, shortly. Sort of a land line Disk Jockey eh Joe?

Stan Godell is the bearer of the crying towel at WRGB Studio now, after being elected councilman a few weeks ago. Stan is the boy who had his pix in Radio News a couple of months ago, demonstrating the G. E. Telemaster control console.

Yours truly got the unanimous vote at Helderberg Station. Out of five men, three didn't vote and two voted for me. How do you like that?

Carl Youngs has that new father look. Guess a bit of sleep would fix him up, have to teach little Sharon to sleep at night so her Dad can, too.

John Martocci is also a recent father, he didn't suffer too much I guess. It looks like the boys have been hearing too much of "Daddy's Little Girl." Who's next?

Haven't heard yet, who will be councilmen at WABY,

WSNY, WOKO or South Schenectady, so will have that next time.

A bunch of the boys at South Schenectady have new Fords. I've seen Don Morey's and Ralph De Graf's and if they are an indication, the antenna farm out there must look like a branch of the Local Ford dealer and very nice.

Joe Gagne expects to transfer out of WGY Studio very soon. Sorry to see him go. Takes quite a bit of something to look cheerful day in and day out, at six A.M.

Glad to welcome a new cameraman to WRGB. Keep in focus Scotty.

Vacation time is near and some of the lads are working on vacation plans. I'm afraid my future is all planned.

Hort Mosher is keeping his eye on a nest of new born bunnies outside the WRGB Xmtr. Looks like Peter Cottontail has been in the neighborhood.

Howard Wheeler is up and around again, after a stay at one of the local hospitals and we're sure glad of that.

Maybe we'll be putting out some of that color TV sooner than we thought. I see where RCA has a new single tube deal which uses either one gun Kines or a triple gun affair. Could be that the freeze will warm up soon. Here's hoping.

Greetings again to our vacation relief boys who do a swell job every year about this time, while we are taking a short break from the broadcast business.

I guess that is all from Mohawk for now. I'd like to ask in closing, what ever hoppen' to the deal on exchanging meeting minutes, between Chapters. Seems like it would be a good way for each individual Chapter to get an idea what is going on in the rest of the Union and also the manner in which some of the problems are handled. Let's think it over lads.

Better say 73 for now and get this in the mail to Stolzy, before it's too late. BCNU next month.—Mac.

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## Tobin Opposes Extension Of Antitrust Laws to Unions

Antitrust laws cannot by their very nature regulate in constructive ways the relations between labor and management, Secretary of Labor Maurice J. Tobin told a subcommittee of the Senate Committee on the Judiciary in a recent statement submitted on S. 2912.

Under the bill's provisions, the statement said, the pursuit by unions of certain now-lawful objectives could subject them to criminal prosecution by the Federal Government, to private injunction actions and suits for treble damages, and to prosecutions under the criminal-conspiracy statutes.

"I am opposed," Secretary Tobin declared, "to any bill which would attempt to turn the clock back to the dark days when the antitrust laws were regularly used to harass and destroy labor unions."

This bill (introduced by Senator A. Willis Robertson, of Virginia) would return labor-management relations in all basic American industries to the era of "government by injunction," Tobin stated further, declaring that it reverts to the language of the original Sherman Act in its failure to establish standards to guide the courts in determining what constitutes "unreasonable" restraint of trade by labor unions. He pointed out that the Sherman Act had its most effective use as a weapon against labor unions.

Tobin indicated his belief that one factor giving rise to this proposed legislation is the desire to find a method of dealing effectively with the labor disputes in the bituminous coal mining coal mining industry. He recommended that the subcom-

mittee consider the fact that the impact of legislation intended to deal with a situation arising in one segment of our economy often extends far beyond the evil toward which it is directed to strike down accepted activities and practices in other segments of the economy. He emphasized the importance of proceeding on the basis of calm and careful study of the facts.

Secretary Tobin strongly urged the committee to reject this bill, asserting that it is opposed to the whole policy of collective bargaining, which is the heart of the system in labor-management relations. In conclusion, he declared that this bill, if enacted, would do great damage to labor-management relations in the United States.

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## 1949, First Taft-Hartley Year, Busiest In NLRB History

The National Labor Relations Board reported to the President and Congress, in its fourteenth annual report, that the fiscal year ended June 30, 1949, was the busiest in its 14-year history.

The year 1949 was the Board's first full fiscal year of administering the Taft-Hartley Act.

The NLRB reported that during the 1949 fiscal year it closed a total of 32,796 cases of all types. This compares with 14,456 cases of all types closed in fiscal 1947, the Board's last and busiest year under the Wagner Act.

Of the cases closed in 1949 fiscal year, 4,664 were unfair practice cases; 9,245 were representation cases, and 18,887 were union-shop authorization cases.

The five-member Board, also in its first full fiscal year of operation with five members instead of the three provided by the Wagner Act, issued formal decisions in a total of 3,365 cases. This was an increase of 64 per cent over the 2,054 cases decided the previous fiscal year. Of the cases decided in the 1949 fiscal year, 484 were unfair labor practice cases, 2,498 were representation cases, and 383 union-shop cases.

### Unfair Labor Practices

The office of the general counsel, which is responsible for the investigation and prosecution of unfair labor practice cases, issued formal complaints in 617 such cases. Complaints were issued in 475 cases charging employers with unfair practices and in 142 cases charging unions with unfair practices. This was more than double the 305 cases in which complaints were issued in fiscal year 1948.

NLRB trial examiners issued intermediate reports in 154 per cent more cases than in the previous fiscal year.

A total of 1,994 employees received back-pay awards totaling \$605,940 to reimburse them for loss of wages suffered as a result of discriminatory discharges or demotions.

A total of 1,458 employees were reinstated in their jobs to remedy discriminatory discharges.

Collective bargaining was resumed as a result of Board action in a total of 228 cases in which the employer was charged with refusal to bargain, and in 13 cases in which the union had been charged with a refusal to bargain.

Unions found to be dominated by employers were disestablished in 38 cases.

Bargaining representatives were selected in 3,939 representation elections, or approximately 70 per cent of the 5,646 conducted.

Negotiation of union-shop contracts was authorized by em-

ployees in 14,581 union-shop polls, or 96.7 per cent of the 15,074 such polls conducted.

Charges of unfair practices were filed in 5,314 cases, of which 4,154, or approximately 78 per cent, involved charges against employers and the remaining 1,160 cases involved charges against unions.

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## LABOR UNITY

By CHESTER M. WRIGHT

At this hour there is high hope and promise that within a matter of a brief time unity will have been achieved between AF of L and CIO.

It has been a long time coming.

Unity will mean greater strength for all labor. It will operate in the economic field and in the political field.

Possibly the first great importance and effect will be in the political field.

Labor always has been and is in politics up to its neck. Not in partisan party politics, but in politics to support its friends.

\* \* \*

Both CIO and AF of L supported Pepper to the limit, but the anti-Pepper forces levelled their full attack on CIO "northern labor bosses."

In Ohio both organizations of labor want to retire Senator Taft, but how much greater will be their strength if they can operate as one outfit, under one direction!

Labor worked hard, but it couldn't offset the bitter opposition to Senator Pepper.

\* \* \*

A trick the opposition played was to ask, in broadcasts, whether the AF of L wanted the CIO to boss the labor show through a Pepper victory, seeking thus to play one labor organization against the other.

Under unity that couldn't have been done.

Labor unity will mean smoother operation in many directions. It will pay big dividends in results for labor.

Of course there may be hitches that will postpone the unity move, but surely they are not important enough to weigh much in the scales, if national labor welfare is the goal.

There is another collateral gain to be expected under unity. That is a stronger labor press.

A labor press backed by a united movement must command greater respect in the ranks of business and within the ranks of labor itself.

\* \* \*

Labor papers, with solid backing from a united labor movement, can be better papers because they will have greater resources. Better papers can speak more ably for labor and can thus do more to show their communities the value of organized labor to the community.

The more labor is understood by people in general, the smoother will be its road, the less wicked its opposition.

Local labor movements long ago showed the way to joint action between the two houses of labor. They saw the need for common and joint action and they went ahead.

But co-operation is one thing—good as far as it goes; but unity is another thing and a much more important one.

If there are things that block unity just now, it will come sooner or later. The fact that it is under discussion officially is all to the good.

While there is discussion there is hope.—CMW.

## EMPLOYEE BENEFIT PLAN REVIEW

GROUP PERMANENT PREMIUMS paid by the employer *must now be reported as income to the employee* for tax purposes if the employee has a *nonforfeitable interest* in the reserve value, the Commissioner of Internal Revenue has ruled.

The ruling (No. 6477) *does not apply* to group permanent contracts used to fund *trusteed pension plans* qualified under Section 165(a).

*Group term premiums* paid by the employer are *not* considered as income to the employee. Provision is made in the ruling for separation of the term and permanent premiums under combination plans. If the employee does not have a nonforfeitable right to the reserve value of the permanent insurance the premiums paid on his behalf are not considered income. If his right to the reserve value *is subsequently changed* from a forfeitable to a nonforfeitable basis the premiums *must be included* in the employee's income in the year the change is made.

*Under Section 165 (a)* pension plans funded by insurance, the current life insurance protection cost (term) is considered *taxable income* to the employee. In another ruling (No. 3993) the Commissioner has ruled that death benefits attributable to the reserve value of insurance used to fund pensions (on which the employee paid no tax) *must be reported as income by the beneficiary*. Death benefits represented by the term insurance (on which a tax has been paid) *are not reportable* as income by the beneficiary.

A \$125 month, including social security, non-contributory pension has been agreed upon by *Consolidated Edison Co.*, New York, and the *Utility Workers-CIO*. Benefits start at 65 after 30 years' service under a two-year agreement.

Around 4,000 employees already retired under the company's 58 year old retirement plan will be eligible for increased benefits *effective April 1*. The union estimates pension costs at 18c per hour at a cost of \$5,500,000 a year to the company which has around 30,000 employees. The union also predicts that 95% of the employees will receive at least \$150 a month because of the high average service records.

*Firestone Tire and Rubber Co.*, has agreed with eight unions representing 21,000 employees to establish a pension plan with non-contributory group life insurance.

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## Element of Control Is Factor in Determining Tax Deductibility

Contributions to an employees' welfare fund organized to provide benefits for employees are deductible as ordinary and necessary business expense under Sec. 23 (a) if the employer exercises no control over the fund, the U. S. Tax Court has held in 13 TC, No. 113, CCH Dec. 17, 297. The case involved the Weil Clothing Co., a retail store. The welfare fund provides accident and sickness, medical aid, burial, group life and hospitalization benefits for members who pay dues. The employees control the fund and determine benefits to be paid.

In 1943 the company paid \$12,000, about 6½% of its annual payroll, in addition to its regular contribution to the fund. The Commissioner disallowed deduction of this payment on the ground that it was not an ordinary and necessary business expense. The company held that the contribution was made for a business purpose for improving loyalty and morale of

employees. The additional funds were paid so the association could meet its obligations on a sounder actuarial basis.

### Two Main Tests

In considering deductibility under Sec. 23 (a), the court held that there were two main tests: 1. The element of control retained by the employer over the use and distribution of the fund. 2. The right and interest to the fund accruing to the individual employee. The court also rejected the Commissioner's argument that the payment was a capital expense on the grounds that employee benefits were not confined to the taxable year and might apply to employees subsequently hired. The court held that this was not a factor since the employees controlled the fund.

In citing the Roberts Filter Manufacturing Co. case (10 TC 26, CCH Dec. 16, 207, aff'd CA-3, 49-1 USTC ¶9231), the court said that benefit fund payments in that case were not recognized under 23 (a) as the employer controlled fund expenditures, reserved power to modify the agreement and imposed limitations on eligibility for benefits.

## GRACE FAVORS NON-CONTRIBUTORY PLAN

In view of the uncompromising stand taken by Benjamin F. Fairless, president, and other officials of the United States Steel Corp., on the desirability of contributory pension plans, it is rather interesting to note the following comment by E. G. Grace, board chairman, Bethlehem Steel Corp. in the proxy statement recently sent to stockholders asking their approval on the new pension plan:

### Always For Non-Contributory Plan

"The Bethlehem pension plan is and always has been a non-contributory plan, that is, a plan under which all pensions and other costs are paid by the employing companies," Mr. Grace asserted.

"The question of whether Bethlehem should have a contributory or a non-contributory plan has many times been carefully considered by the management, which has always believed, and still believes, that for Bethlehem a non-contributory pension plan is better than a contributory plan.

"Bethlehem's experience has shown that only a relatively small percentage of employees will normally ever receive pensions, because the great majority of them either die or otherwise terminate their employment before they reach a pensionable age. An important problem under contributory pension plans is what to do with the contributions made by those employees who never become pensioners. It is generally recognized that they should be regarded as having some equity in the moneys which they have contributed, and some contributory plans provide for a refund of their contributions, with or without interest, upon their death or leaving for other employment prior to being placed on the pension roll.

"It is obvious, however, that under a contributory plan the aggregate amount of the contributions made by those employees who ultimately receive pensions is only a small part of the total cost of their pensions. Accordingly, under such a plan which provides for such refunds, unless the contributions which the employees shall make shall be so large as to deter them from participating in it, the employer will bear all except a small part of the cost of the pensions and also bear the expense of, and be required to do the work in connection with, the handling and refunding of contributions to the employees who shall never become pensioners. Other troublesome problems are bound to arise under a contributory pension plan, such as how the fund created by the contributions

of the employees and the employer shall be managed and the question of whether insurance covering the obligations to the employees for pensions should be purchased."

## Payment Held Gift

A payment to an employee retired for illness was held to be a gift by the U. S. Court of Appeals (5th), although the resolution granting \$2,000 a year to the employee (a church minister) embodied the term "salary or honorarium." The court held that despite the use of that term, all the facts and circumstances indicated a gift. The decision reversed a U. S. Tax Court ruling. (Schaal, CA (5), June 3, 1949, reversing 11 TC 111).

## Intertype Agrees To Minimum Contribution

Intertype Corporation, Brooklyn, has agreed to a \$100 a month minimum pension plan, including social security, with United Automobile Workers-CIO. Pensions start at 65 after 30 years' service. Retirement is not compulsory until 68. Retirement benefits are available for those with 15 years' service with a \$50 guaranteed minimum which increases with service. Intertype has agreed to contribute not less than 6c an hour and to fund past service credits. A joint board of three management and three UAW representatives will administer the plan. No changes can be made until July 1, 1953 while Intertype has the option to extend it for an additional two year period. The contributory accident and health insurance plan was liberalized.

## Grade Group Benefits By Length of Service

Life insurance and accidental death and dismemberment benefits are graded by length of service, under the new group non-contributory plan of Centrifugal Fusing Co., Lansing, Mich. Employees with 90 days to six months' service get \$500, those with six months to a year \$1,000 and for one year or more \$2,000. After six months, employees are eligible for \$25 a week for 26 weeks accident and sickness benefits, starting the first day on accidents, the eighth day on sickness. Hospital benefits for both employees and dependents are \$8 a day for 70 days, \$120 for hospital fees, \$200 surgical and \$25 laboratory and x-ray, and \$80 for maternity. A \$1,500 poliomyelitis benefit is provided.

\* \* \*

*U. S. Printing and Lithograph Co.*, Norwood, O., has agreed to a company paid group plan with Paperworkers-CIO providing \$2,200 life; accident and sickness benefits for 52 weeks; \$8 a day hospitalization, \$160 hospital extras, \$200 surgical. Dependents get \$7 a day, \$140 extras and \$200 surgical.

\* \* \*

A pre-paid medical plan, already in effect in some plants, is being sought on a state-wide basis by *Meat Cutters and Butcher Workmen-AFL* in the state of Washington.

\* \* \*

In its contract with *Chemical Workers-AFL, Pure Carbonic Corp.*, Pittsburgh, agreed to pay 50% of the cost of a life, accident and health and hospitalization insurance plan.

## SUPPORT NABET



## WASHINGTON

By W. D. DEEM

This item is being written in Denver, Colorado, this month where I am completing a three week vacation.

I visited station KOA and had an interesting talk with Aubrey Blake, chairman for the Rocky Mountain Section of NABET. I learned that the Denver engineers are kept plenty busy. They have a rotating work schedule here similar to the one at WOIC in Washington, D. C.

Denver, as yet, hasn't a TV station and won't have until around June 1951, according to FCC Chairman Wayne Coy. Mr. Coy, at the request of the Rocky Mountain Radio Council, gave an address to about 500 Denverites at the East High School Auditorium on May 23rd. He told them that applications for stations in Denver and Portland, Ore., (the only other major city without TV) should be processed first when the "freeze" is taken off by the FCC.

I attended an interesting IRE meeting here in Denver. The speaker was RCA's Dick Webb. He described the complete system of industrial TV using the Vidicon Camera. Most of the Denver NABET members attended and were shown a demonstration of the system along with some interesting slides.

Being that this is the Washington column, I should put something in about D.C. members: Johnny Rogers (WNBW) is doing a wonderful job of making out the work schedule; it consumes a good part of his time considering vacations, schedule changes, etc., etc.! Art Redfield came back from his Florida vacation with a nice tan. Got burned a little getting

it, though. That's what happens when you ride in a convertible with the top down. I'll have to get back to D. C. in order to find out what else is happening to the NABET engineers there. See you next month.—73, W. D. Deem.

## DIXIE NEWS

By SAM SAMBATARO

Greetings, you all—here is the latest in Dixie News.

After a long absence from the journal we are back to keep you up to date on Dixie.

The day, May 11, 1950—the location, the Sir Walter Hotel, Raleigh, N. C. The occasion—election night for the Dixie Chapter. As was expected the entire membership, except those tied down by duty, turned out. The election went off smoothly and the results are as follows:

Willard Dean, Our Great White Father, was re-elected chapter chairman; Bob Royal was appointed to the office of secretary-treasurer; and Lawton Metcalf was re-elected councilman for WPTF control. Frank Higgans was elected councilman for WPTF transmitter. Yours truly was elected councilman for WNAO and Gene Reopelle was re-elected as alternate. WBIG had a quorum but did not hold their election in order that they might have everyone present for the voting. WBIG results are forthcoming. We expected the beer flow, or I should say Doc Seagraves did, but I understand it is customary to keep everything dry on such occasions so as to keep everyone safe, sane and presentable for work next day. Well, maybe next time.

Speaking of elections, North Carolina has just undergone a hot primary with Senator Frank Porter Graham turning out to be the peoples choice, not to mention the choice of The United Labor Political League which is made up of all segments of organized labor in Raleigh. Dixie NABET was behind Senator Graham with its active support. Many of the boys contributed much of their spare time in support of Graham. During election day every spare engineer was pressed into service since interest was at its greatest throughout the state. Willis Smith, Graham's opposition, has called for a secondary election which will be held June 24. We feel certain that Senator Graham will pull through with votes to spare. Labor in North Carolina has a true friend in Senator Graham. I know that we can expect much in the form of

beneficial legislation in the labor field in the future.

A Pre-Election Note: You have all heard about the sleepy eyed engineer who works out of sheer habit. Well, meet our boy Hunter Wall, latest candidate for the honors. (Hunter is a WPTF studio man). On a recent remote, Hunter set up his gear at Raleigh's Memorial Auditorium for special speech during the State's Democratic convention. Finding no tagged lines, Hunter decided to tie on to loose line and hope. Then he proceeded to check with the control board only to be met with "Get the duce off this line. This is Station (not worth mentioning since not NABET). "Oh sorry," replied Hunter and proceeded to try his luck again, only to be met with the roaring laughter of one Lawton Metcalf, who decided that Hunter had better stay put. Hunter, in true radio style, merely cursed a lot and sat back to be thoroughly bored by the proceeding. I understand that Hunter is a Republican.

Ray Gray, WNAO engineer is about to make the fatal plunge. Yes, he is going to be married to a sweet young lady, in July. Our best wishes for a long happy marriage.

Latest addition to Dixie NABET is Bill Dowell. Bill received his training at CREI in Washington, and is now a transmitter man for WNAO. Welcome into the fold, Suh.

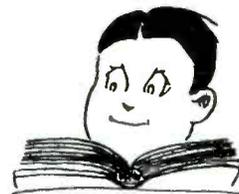
I talked to the boys from Greensboro in hopes that I might get a volunteer spy working for the column. The boys all swear that no news can possibly come out of Greensboro.

The stork is flying a heavy schedule in these parts. Preston Pearson is on the list along with myself. Jimmy Capps, WPTF announcer, has already made the grade. He is the father of a baby boy.

Negotiation at WNAO and WPTF have both terminated with signed contracts. All is well in Dixie!

—Sam Sambataro.

If It Concerns  
The Broadcast  
Engineer



—he will read it in the  
BROADCAST  
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JOURNAL

# They climbed the world's tallest tower so you could see farther

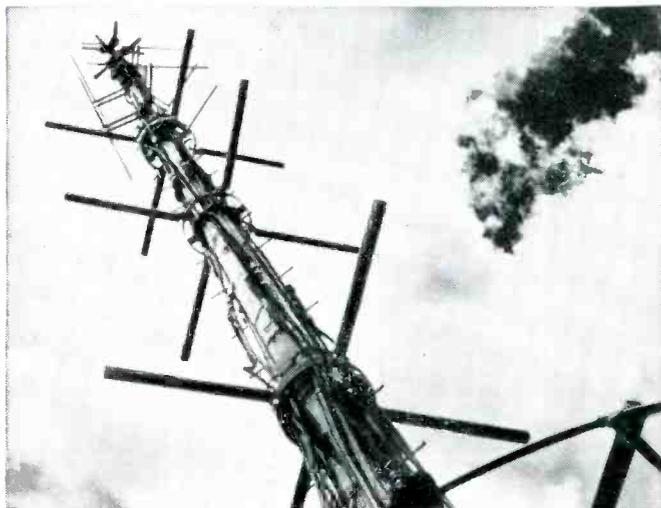
Installation of NBC's television antennas has been a job for daring steeplejacks!

No. 6 in a series outlining high points in television history

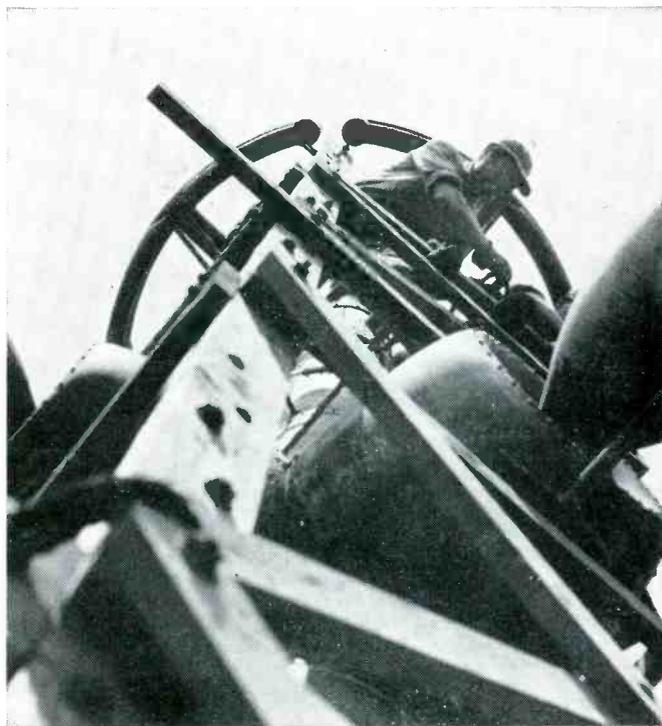
*Photos from the historical collection of RCA*

● Dwarfed ant-small by their height above Manhattan's streets, skilled and daring workmen—in 1931—offered New Yorkers a sight as exciting as the highwire act at a circus . . . but much more significant.

Task of these men, as they clambered about atop the tower of the Empire State Building—1250 feet in the air—was to install an antenna for experimental telecasts from NBC's television station. "Why did it have to be so high?" was a question on thousands of watchers' lips.



A familiar sight on the New York skyline, NBC's television antenna—installed in 1946—was the successor to those erected in 1931, 1936 and 1938, and used by RCA and NBC to perfect television.



Steeplejacks at work on an NBC television antenna—1250 feet above the sidewalks of New York. Its height gives telecasts a wider range in the New York and New Jersey area.

As might have been expected, with television an unfamiliar art, the average layman thought of it in relation to radio broadcasts, whose waves he knew could circle the globe. That telecasts were fundamentally limited by the line of the horizon was little known. To increase this limiting range, scientists, engineers, and technicians, sought the highest available vantage point.

With its antenna installed, this experimental television station was able to transmit pictures a distance of about 42 miles, and farther under highly favorable conditions. Receivers dotted around the New York area picked up the first telecasts, providing encouraging and instructive information to be studied by RCA's scientists.

Facts gathered in this period included new data on the behavior of very short waves, as well as how to handle them. New knowledge about interference was acquired, including the fact *that much of it was man-made* and therefore could be eliminated.

Other studies undertaken at the time included basic work on the "definition" most suitable for regular commercial telecasts. Definition as coarse as 60-lines was used in early days. Then came 341-line, and 441, until today's standard of 525-line definition was finally adopted.

That we may now, as a matter of course, see sharp, clear pictures on the screens of our home television receivers is in good part the result of experimental work initiated by RCA scientists, and carried out by NBC engineers since the erection of the first station in the Empire State Building. A share should also be credited to the steeplejacks who climbed to dizzy heights so that you could see farther!



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Daven Volume Level Indicators are designed to indicate audio levels in broadcasting, sound recording and allied fields where visual indication of volume is desired. Extremely sensitive, they are sturdily constructed and correctly damped for precise monitoring. Preferred by leading sound and electronic engineers throughout the world, these units incorporate all the latest DAVEN mechanical and electrical features.

### GENERAL SPECIFICATIONS:

<b>Input Impedance</b>	Type 910 and 911—7500 ohms. Type 915—7500 ohms bridging and 600 ohms terminating. Type 920—12,500 ohms.
<b>Frequency Range</b>	Less than 0.2db variation from 30 to 17,000 cycles.
<b>Meter Scale</b>	—20VU to +3 VU and 0 to 100%. Type A has VU reading on upper scale. Type B has percentage reading on upper scale. Scale is large, clearly marked and carefully designed to minimize eye fatigue.
<b>Indicating Meter</b>	NAB Standard; 4 inch square, rectifier type possessing ideal characteristics for monitoring purposes.
<b>Mounting</b>	Rack models 19" long for standard relay rack; portable models available in walnut cabinets.
<b>Finish</b>	Standard, black aluminite panel. Other colors available upon request.



#### Type 920

Rack model, low-level bridging type. Meter multiplier ranges —20 VU to +20 VU. Power supply, 100—130 V, 60 cycle AC with voltage regulator for normal variations. Reference level: 1 mv into 600 ohms. Special ranges on request.



#### Type 915

Rack model, term noting and bridging type. Meter multiplier ranges: Term-noting, —6 VU to +32 VU; bridging +4 VU to +42 VU; or terminating —6 VU to +16 VU, bridging, +4 VU to +26 VU. 2 VU steps. Reference level: 1 mv into 600 ohms.



#### Type 910

Rack model has same characteristics as Type 911. Available with illuminated scale, if desired.



#### Type 911

Portable model, bridging type. Meter multiplier is constant impedance network which extends the range of the instrument in steps of 2 VU from +4 VU to +42 VU or +4 VU to +26 VU. Reference level: 1 mv into 600 ohms.

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