

THE BROADCAST ENGINEERS' JOURNAL  
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*F.A. Gehres*

# The Broadcast Engineers' Journal

This Issue:

Official Minutes of the 17th  
Annual Meeting of the  
NABET National Council

Decision and Order of the  
N.L.R.B. Sustains NABET Juris-  
diction of TV Projectionists

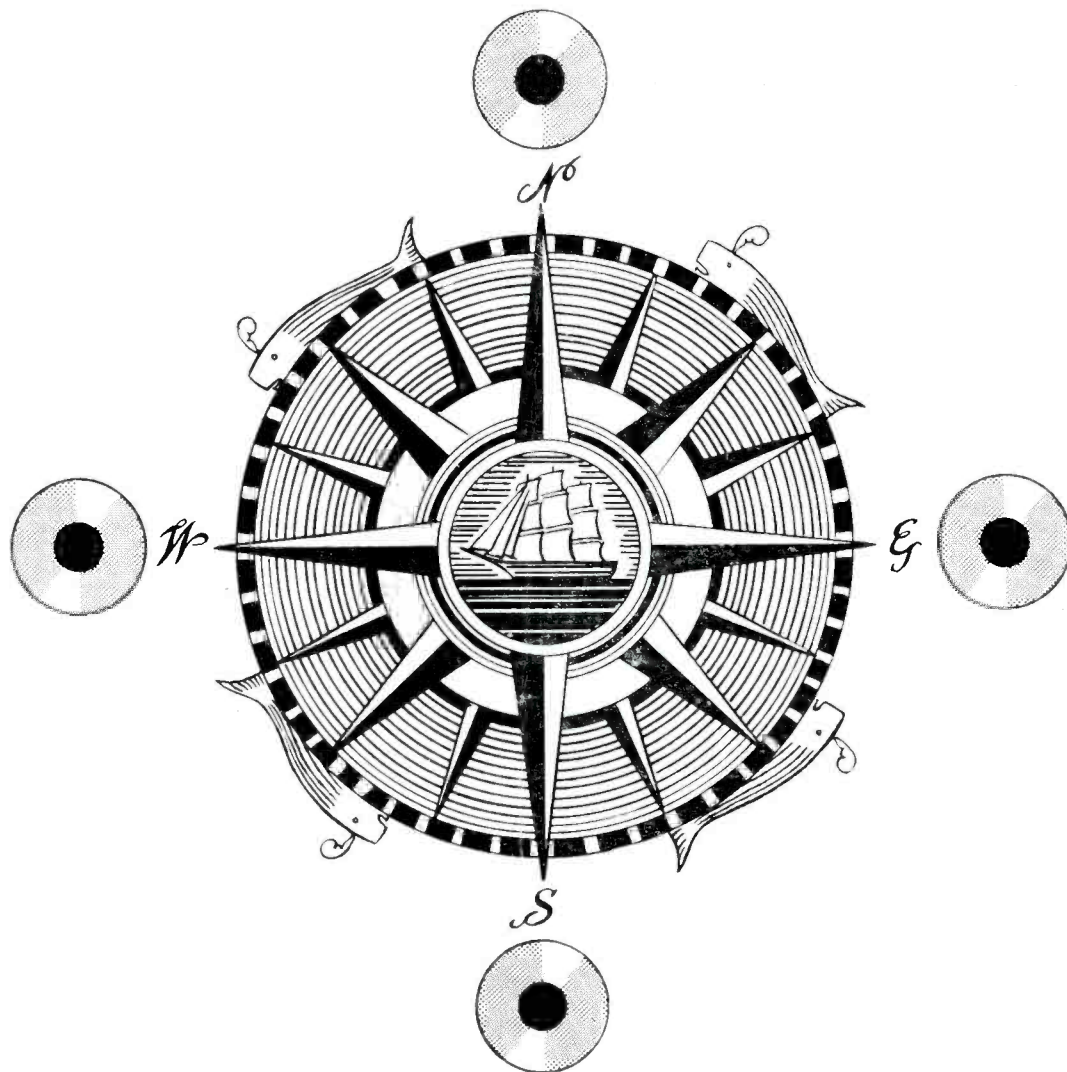
JANUARY 1951

Vol. 18 No. 1

**N. A. B. E. T.**

Dedicated to the welfare of the Radio-TV-Film Worker

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# THE BROADCAST ENGINEERS' JOURNAL

ED. STOLZENBERGER, EDITOR AND BUSINESS MGR.

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## THE BROADCAST ENGINEERS' JOURNAL

OFFICIAL PUBLICATION OF THE N. A. B. E. T.

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## National Association Broadcast Engineers and Technicians

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to the  
WELFARE-SECURITY  
PRESTIGE  
of the  
RADIO-TV-FILM  
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George Maher

NABET

Executive

Secretary



A Message  
to the Members  
of NABET

from

JOHN R. McDONNELL  
President, NABET

NABET'S NEW YEAR has started off in an auspicious manner and it is our fervent hope that this news is the fore-bearer of greater things to come during the year 1951.

As you know, NABET has been in litigation before the NLRB in defense of our historical contractual representation of the TV Projectionists employed by the ABC at their TV operations in the City of New York.

The formal hearing in the case was held in New York in September of 1950 at which time the IATSE attempted to carve out of NABET's overall unit these TV Projectionists who, according to the IATSE, comprise a so-called "craft unit." NABET's contention was and continues to be that there are no craft aspects in the highly integrated function of the various job classifications in the TV industry.

The NLRB in its decision handed down in Washington on December 27, 1950 completely refutes the claim of the IATSE that these TV Projectionists do comprise a craft unit and ordered the petition dismissed. The Board's decision and order appear elsewhere in this issue of the Journal verbatim.

This is a resounding victory for NABET and the overtones are even more gratifying to contemplate. One immediate result of the decision is that the NLRB in New York on January 4, 1951 dismissed the petition filed by the IATSE in an attempt to accomplish the same purpose with regard to the TV Projectionists employed by the NBC in New York City.

It would be naive indeed to expect that the decision will afford NABET any lasting relief from the tactics of the IATSE to encroach upon our jurisdiction. It is to be expected that further attempts will be made to carve NABET's primary jurisdiction into small bits and these efforts must be resisted at all costs.

Full credit should be and is given to the NABET attorneys Alan Perl and Jerry Sturm for their meticulous preparation and sparkling presentation of our defense against this onslaught upon the NABET membership.

Recognition of another pertinent fact cannot be emphasized sufficiently. We refer to the action on the part of the CIO who, in the interest of protecting the philosophy of industrial unionism, offered their unstinted support to NABET. Naturally this support was accepted and it should be readily apparent to all Radio and TV Workers the benefit that has accrued to them as a result of this magnificent action by the CIO.

To the CIO our sincere thanks.

The National Office is pleased to announce that as of January 1, 1951 NABET has established a regional office in Buffalo, N. Y. and Mr. Tim O'Sullivan has been transferred from the Chicago office and will be in charge of the Buffalo office. The address and other pertinent information relative

During 1951 NABET can look back with pride and forward with confidence. In the ten years that NABET has been constituted we have grown from a membership of approximately two hundred fifty, covered by one contract, to a membership of over two thousand working under the terms of over sixty contracts. This growth has been healthy and solid and we can count upon the present membership as a foundation for much greater expansion and broader horizons in the years to come. The reason for the success of NABET is simple. It is a democratic organization whose sole purpose for existence is the betterment of its members. We have made mistakes in the past, but they have been normal, human errors, and we believe we have learned from our experience and profited thereby. However, if NABET is to realize its fullest potential—both as a service to its present membership and in bringing the benefits of honest trade unionism to others in the Radio and Television Industry—it is essential that every officer and member rededicate himself to the principles and practices upon which the Union was founded and take an active, intelligent interest in its future welfare. 1951 promises much for NABET, but we shall be successful only in so far as we are prepared to take advantage of the opportunities that are being presented. NABET has grown and been successful in the past primarily as the result of the active, straight-thinking membership and it is apparent that, despite an increased staff of full time officers, our future success will likewise depend—to a large degree—upon the interest and hard work of the present membership of the Association. It is a pleasure to take this opportunity to wish the entire NABET Membership, and our fellow-workers in the Radio, Television, Film Industry, a Happy, Prosperous 1951.

JOHN R. McDONNELL,  
*President—NABET*

to the Buffalo office will be furnished to the membership in the next issue of the Journal.

The establishing of the Buffalo office of NABET is in furtherance of the action taken by the National Council in Chicago to provide more and better service to the NABET membership in the Allegheny region.

Respectfully,

GEORGE MAHER

Read the N. L. R. B. Decision  
on Page 15

# Official Minutes of the 17th Annual Meeting of the National Council of the National Association of Broadcast Engineers and Technicians

Edgewater Beach Hotel, Chicago, October 11, 12, 13, 1950

The National Council meeting was called to order at 10:30 a.m., Oct. 11, 1950 by Pres. J. R. McDonnell. The following National Councilmen and Officers were present:

<i>Chapter</i>	<i>Nat'l Councilman</i>	<i>Voting Strength</i>
Buffalo (NY)	R. W. Ehrhardt (Present by invitation; not voting)	
Chicago	G. W. Smith	261
Cleveland	H. V. Brandt	61
Detroit	D. B. Stewart	99
Dixie	J. W. Dean	48
Hollywood	B. J. Doty	283
Metropolitan New York	E. Stolzenberger	316
	R. W. Bauer	314
	P. H. Boucheron, Jr.	314
Mohawk	D. C. Wilson	84
Omaha	D. R. Glanton	35
Philadelphia	H. S. Bates	13
Pittsburgh	W. C. Stuchell	25
Rochester	E. Lynch, Vice Pres.	74
Rocky Mountain	A. F. Blake	21
St. Lawrence	D. H. Lane	17
San Francisco	S. A. Melnicoe	104
Syracuse	R. W. Ardner	23
Washington	P. J. Malik	127
Total voting membership.....		2219

The following officers were present:

President: J. R. McDonnell of San Francisco  
 Executive Secretary: George Maher  
 West Coast Nat'l Representative: J. H. Brown  
 Eastern Nat'l Representative: C. L. Gorsuch  
 ADTFC Nat'l Representative: Patricia Lewis  
 Mid-West Nat'l Representative: T. J. O'Sullivan  
 President ADTFC: Arthur Florman (by invitation)

The President welcomed the new Buffalo Chapter to NABET, and introduced their elected representative Mr. R. W. Ehrhardt.

The President announced that the National Executive Board, composed of

Pres. J. R. McDonnell  
 V. Pres. E. Lynch (Rochester)  
 E. Stolzenberger (Metro-New York)  
 D. B. Stewart (Detroit)  
 G. W. Smith (Chicago)

had met for three days on Oct. 8, 9, and 10th. The Executive Board had functioned as a steering committee. NABET progress was discussed, and methods of further strengthening and expanding NABET were explored. NABET finances were thoroughly discussed in terms of our competition (what other unions charge and what their members get in return,

etc.) and additional demands to be made upon our financial resources. To improve NABET administration, equalize Executive Board representation, and speed up full-time National Representatives in all areas, the Executive Board will present to the National Council, a Regional or Divisional Plan, which requires drafting of Constitutional Amendments, and their ratification by the membership. To meet higher costs, the Executive Board will propose to the National Council an increase in Initiation Fees, which does not affect present NABET members, a revision in the National Dues formula which will reduce the dues escalator and slightly increase the dues as a result, and it will be recommended that the dues escalator be effective with the next following Quarter after a salary increase, instead of the present practice of waiting until the next following year to move up the dues escalator; this will also slightly increase NABET's revenue.

The President stated that his report had already been mimeod and distributed, as had the Journal Report.

Executive Secretary George Maher presented a detailed extemporaneous report of NABET's transition during the past year, what had been accomplished so far, plans to further organize the industry, successes achieved in several NABET strikes and work stoppages around the country, and thanked the National Council and the membership for the cooperation he had received.

Pres. McDonnell then asked for Mr. Maher's report as National Secretary-Treasurer. Maher stated that over and above the improved form of financial statements issued Quarterly, that NABET is now operating on a sound financial basis, that cost and budget controls were in effect and working, and that NABET was presently operating in the black. Maher urged that NABET continue to operate in the black, raising funds as required to meet current and proposed expenditures; he further noted the healthy increase in active membership, which he attributed primarily to TV expansion in the networks. Maher suggested that with the Divisional or Regional Plan recommended by the Executive Board and the full-time personnel that will work in each of these Regions, the normal results of the organizing work and better servicing should bring our membership to 3,000 by the end of 1951.

Pres. McDonnell stated that the Eastern Representative's (Cliff Gorsuch) report had been mimeod and distributed. In addition, Gorsuch urged serious consideration of the Executive Board's proposals to the National Council.

The President called upon the West Coast Representative, J. H. Brown, for his report, which was extemporaneous. Brown favorably commented upon NABET's present leadership, the work of the 1949-50 Affiliation Committee and its now-famous Report, and the important fact that the Executive Board's Regional Plan has been actually lifted from the joint IBEW-NABET affiliation committee joint recommendation, and that regardless of who attempts to organize the scattered radio-TV industry, a Regional setup is essential. Brown comment-

ed upon the singular work of George Maher in the Network Negotiations, the strategy, the impact, and the result, and the beneficial effects these negotiations have had on the independent station front. Brown commented upon the CBS strike and the internal IBEW unhappiness.

The Metro-New York Chairman, Ed Stolzenberger, presented a report of the activity and beneficial results for NABET and the membership brought about by the amalgamation of the former Engineering and New York Chapters into the Metropolitan New York Chapter.

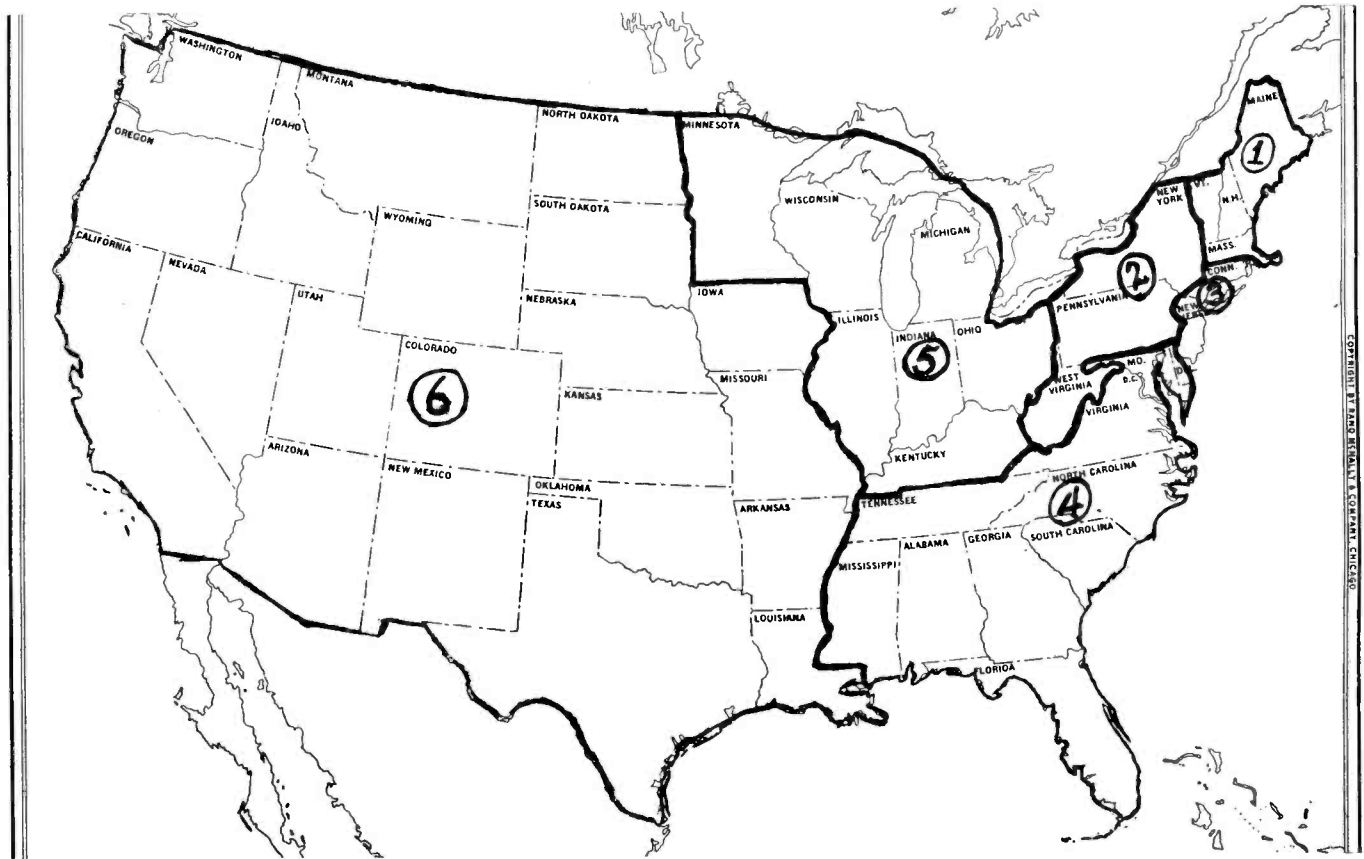
Pres. McDonnell called for the preliminary report of the Budget Committee, composed of Committee Chairman Stewart, D. C. Wilson, and J. W. Dean. The report was given, and a Q & A session followed.

**MOTION #1** by Stolzenberger, second by Stewart, and passed, to recess at 12:30 p.m. for lunch, until 2 p.m.

The meeting reconvened at 2 p.m., Wed., Oct. 11, 1950. **MOTION #2** by Brandt, second by Melnicoe, and passed, that the reports of the National Officers and the Metropolitan New York Chapter be accepted.

The next item on the agenda was the Regional Plan. **MOTION #3** by Lynch, second by Stolzenberger, that NABET issue Chapter Charters on the basis of the attached map. New Charters issued as a result of this motion will supercede all existing Chapter Charters.

the same basis as the Metro-New York Chapter, one for each 250 members or fraction thereof, with guaranteed National Representative for the leg and hatchet-work. That as a result, eventually, each National Councilman attending a National Council meeting would represent about 250 members, instead of the inequity that presently exists. Present Chapters within a Division could be operated as Sections of the overall Chapter, in the way the ADTFC Section is operated within the Metro-New York Chapter. The Executive Board developed its thinking to show that if the entire Division were treated and called a Chapter, and the present Chapters within the Division called a Section, that the Constitution as presently worded would encompass this Divisional Plan with a minimum of amendment and modification, and with the further advantage of retaining much of the terminology with which we are familiar. There would be Division-wide elections, first electing a Chairman (who would automatically be the National Executive Board member for the Division), and 1st Vice-Chairman, 2nd Vice-Chairman, etc., for each additional 250 members in the Division, exactly as the Metro-New York Chapter presently does under its Charter. Constitutional changes would be required, to insert and spell out the guarantee of Division Representation of the National Executive Board, plus the guarantee of a full-time National Representative for each Division. To continue National coordina-



This motion produced some far-reaching thinking. Lynch extemporized on the benefits that would accrue to the up-State Chapters if they could combine, as did the New York Chapters, and operate as a unified, cohesive force, complete with its own National Representative, as provided in the Plan. Lynch urged the consolidation of New York and Pennsylvania into a single Chapter, excluding metropolitan New York and Philadelphia, with representation on the National Council on

tion, each of the National Representatives would continue to report to, and be directed in overall sense, by the Executive Secretary. For day-to-day full-time operation within the Division, the National Representative would normally be expected to work closely with the Division Chairman, in exactly the same way as Metro-New York Chapter now operates. Metro-New York has been the proving ground that establishes the soundness of the Division Plan. Stolzenberger pointed out

with a block-diagram, that the National Council would consist of the Division Chairmen and additional National Councilmen, one for each 250 members or fraction thereof, from each of the Divisions, and the individual weight, voice, vote, and responsibility of each member of the National Council would be very nearly equal. The National Council would continue to be NABET's legislative body, and the National Executive Board would continue as it is now.

There was further discussion relative to who pays the costs of an inter-Division meeting of the several Section Chairmen. For example, in Division 6, a meeting of the Section Chairmen of the Denver, Omaha, San Francisco, and Hollywood Sections. It was suggested that it would appear most beneficial to the members that this type of meeting occur directly preceding the National Council meeting. It would appear this Division meeting would be held in Denver, the day prior to the convening of the National Council in Chicago. These 4 or more Section Chairmen would meet, make and formulate recommendations for the National Council. If Division 6 had two accredited National Councilmen (1 for each 250 division members or fraction thereof), these two would proceed to Chicago for the National Council meeting, the other two would return home. Those proceeding to the National Council meeting would incur little additional expense. The expenses of those returning home, since they occur but once a year, would conceivably be paid out of the Division-Wide Chapter treasury. It must not be overlooked, however, that the immediate goal and objective is to get at least one full-time national representative into each of these Divisions at once, and to meet this additional cost, the National Executive Board has proposed a number of efficiencies in the present operation; this proposed Divisional Plan falls into that category. This type of efficiency will materially improve the operation of the union, and its effectiveness and service to the membership. Maher and Gorsuch gave examples of the extent of Gorsuch's travels servicing the Eastern Chapters during the recent months, and that rumors that Gorsuch was the exclusive property of any one Chapter were not at all true; that with the Divisional Plan and a National Representative in each Division, NABET could deliver the service that the members are entitled to and ought to be getting; the adoption of the Division Plan could bring about this desirable change quickly. There was extensive discussion on the many Constitutional Amendments required. The point was made that if the goal sought is good, the National Council ought to pursue it, and find ways of financing it, and drafting Constitutional amendments to legalize the goal. In the Division Plan, our present budget provides for the additional full-time National Representatives. All that remains is the drafting of the Constitutional Amendments, making the proposal clear to the membership, and conducting the ballot. After a brief caucus, some of the terminology was deemed confusing, and the maker and the second withdrew Motion No. 3.

**NEW MOTION #3** by Lynch, second by Stolzenberger, that NABET establish geographical divisions on the basis of the attached map, which map may be revised from time to time by the National Council. The Chairmen of the respective Chapters within a Division shall elect one of their number as the Division Director, who shall also automatically become the National Executive Board member from that Division.

It was explained that this revised proposal removed what appeared to be the basic obstacles in the original motion. The reference to replacement of Chapter Charters has been eliminated. The other specific that has been eliminated from this motion, is the formula for National Council representation.

New Motion #3 would continue present Chapters as Chapters, rather than Sections of an area-wide Chapter, as originally proposed. After a brief caucus, the following addition was offered as an **AMENDMENT OF NEW MOTION #3** by Lynch, second by Stolzenberger:

"Representation on the NABET National Council shall be on the basis of One National Councilman for each 250 members or fraction thereof in the Division."

In concluding discussion, it was hoped that a competent member would at all times be elected for any union post, regardless of the size Chapter he came from, etc., and that all of us expect this wholesome practice will continue.

**NEW MOTION #3** by Lynch, second by Stolzenberger, was re-read as amended: Moved, that NABET establish geographical divisions on the basis of the attached map, which map may be revised from time to time by the National Council. The Chairmen of the respective Chapters within a Division shall elect one of their number as the Division Director, who shall also automatically become the National Executive Board member from that Division. Representation on the NABET National Council shall be on the basis of One National Councilman for each 250 members or fraction thereof in the Division.

This Motion was passed unanimously.

**MOTION #4** by Dean, second by Stewart, that the By-Laws, Art. II, Sec. 2, Par. 4, be changed by deleting the words "on the above mentioned dates."—Passed.

A discussion of Chapter voting strength followed. **MOTION #5** by Dean, second by Stewart, that the voting strength as established Wednesday Oct. 11, remain unchanged throughout the 1950 National Council meeting."—Passed.

**MOTION #6** by Geo. Smith, second by Brandt, "that the meeting adjourn until 8 p.m."—Passed.

The meeting recessed at 6 p.m.

The Wednesday evening session convened at 8:30 p.m. There was discussion of the constitutionality of the 3 National Councilmen from the Metro-New York Chapter, because the Constitutional Amendments had not yet been gotten out by the National Office, and consequently the membership had not yet voted on national Motions #3-50, 4-50, and 5-50, which would have established the uniformity of representation as contained in Metro-New York Chapter Charter as issued by the National Council, i.e., one National Councilman for each 250 members or fraction thereof. The President explained the turnover in National Secy-Treasurer's office and the move to Chicago, followed by Network Negotiations, and that it is not Metro-New York's fault that the Constitutional Amendment ballots had not been sent out. That is was the intent to re-issue all Charters with their new geographical jurisdiction and with the same voting provisions and representation, that Metro-New York's happened to be the first such Charter issued. A poll of the Council indicated Chicago and Dixie casting "no vote," all others in favor of recognizing Metro's multiple National Councilmen. Bauer and Boucheron carefully pointed out that Metro was not claiming "3 votes" but one for each 250 members or fraction, as stated in its Charter, and that some day soon, Metro might have 16 National Councilmen. Pres. McDonnell replied, "You are entirely right." This was followed by

**MOTION #7** by Dean, second by Stewart, that the National Council be recorded as unanimously supporting the position of the Metro Chapter with regards to its three Councilmen's voting strength.—Passed unanimously.

Nominations for President of NABET were called for. Messrs. McDonnell, Lynch, Stewart, were in turn nominated, and nominations closed.

Nominee	Ballot Number		
	1	2	3
McDonnell	10	11	12
Lynch	4	5	4
Stewart	2	0	0
No Vote	2	2	2
Total:	18	18	18

The Council declared Mr. J. R. McDonnell re-elected to another 3-year term as President of NABET. Applause.

Nominations were called for the office of NABET Vice-President. Messrs. Lynch, Glanton, George Smith, were in turn nominated, and nominations closed.

and Smith were nominated, and nominations closed.

Nominee	Ballot Number	
	1	2
Stolzenberger	9	13
Blake		
Geo. Smith	5	4
Lynch	3	
Total:	17	17

The Chair declared Stolzenberger elected to the Executive Board.

Messrs. Geo. Smith, Lynch, and Doty were then nominated

Nominee	Ballot Number																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Lynch	7	11	8	10	9	9	10	9	8	8	8	8	8	10	10	10	9	10	10	9				
Glanton	3	4	6	6	6	7	6	6	5	5	5	4	4	5	5	6	6	6	6					
George Smith	6	1	1							1	1	1					1							
Bauer	1	1	1	1	1		1																	
Brandt					1	1																		
Ehrhardt						1										1								
Ellis								1																
Stolzenberger								1	2	2	2	3	3	3	2		1	1						
Bates											1													
Dean								1				1	1											
Doty													1											
Malik																				1	1			
Stewart									2	1	1	1									1			
No Vote	1	1	2	1	1		1		1	1			1		1									
Total:	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	17	17	17	17	17		17	17	17

(\*)

(Note—Asterisk indicates ballot No. 21 declared void).

Mr. Lynch was declared re-elected Vice-President of NABET for the coming year.

**MOTION #8** by Dean, second by Stewart, that the National Council go on record with a unanimous vote in acclaiming the incumbent McDonnell as President.—Passed unanimously.

**MOTION #9** by Smith, second by Brandt, that the re-election of V.P. Lynch be made unanimous.—Passed unanimously.

The chair called for nominations for the first seat on the National Executive Board. Messrs. Stolzenberger, Stewart, Doty, Dean, Malik, Glanton, Geo. Smith, and Lynch were nominated, and nominations closed.

Nominee	Ballot Number			
	1	2	3	4
Stolzenberger	6	5	3	2
Stewart	4	7	11	13
Doty	1			
Dean	2			
Smith	1	2	2	2
Glanton	3	3	1	
Lynch				
Total:	17	17	17	17

The Chair declared Stewart elected.

Nominations were called for, for the second position on the National Executive Board; Messrs. Stolzenberger, Blake, Lynch

for the third position on the Executive Board.

Nominee	Ballot Number						
	1	2	3	4	5	6	7
Geo. Smith	5	5	7	8	7	6	2
Lynch	9	9	10	9	10	11	15
Doty	3	3					
Total:	17	17	17	17	17	17	17

The Chair declared E. Lynch elected to the third position on the Executive Board.

Messrs. Geo. Smith, Doty, and Glanton were nominated for the fourth position on the Executive Board.

Nominee	Ballot Number	
	1	2
Geo. Smith	9	12
Doty	3	
Glanton	5	5
No Vote		1
Total:	17	18

The Chair declared George Smith elected to the fourth position on the Executive Board.



The 1950-1951 National Executive Board members are:

Pres. J. R. McDonnell  
D. B. Stewart  
E. Stolzenberger  
E. M. Lynch  
G. Smith

A discussion followed on area salary differentials. Since the National Council had in caucus decided to establish a new Section in the National By-laws titled, "NABET Policy," it was urged that NABET Policy in regard to area differentials, and other similar items, be reduced to writing for all to see.

The President re-appointed George Maher as Executive Secretary, and commended him highly for much of NABET's success during the past year.

**MOTION #10** by Stewart, second by Dean, that George Maher be ratified as the Executive Secretary.—Passed unanimously.

The President appointed George Maher as National Secretary-Treasurer at a salary not to exceed \$1.00 per year. On that basis,

**MOTION #11** was made by Blake, second by Stewart, that NABET ratify Mr. Maher's appointment as Secretary-Treasurer.—Passed unanimously.

The efficiencies achieved thru the employment of a bookkeeper and a bookkeeping machine were discussed briefly, and that the saving will provide for an additional National Representative to service the membership.

The President re-appointed Cliff Gorsuch as Eastern National Representative.

**MOTION #12** by Stewart, second by Dean, that Gorsuch be ratified as National Representative.—Passed unanimously.

The President re-appointed Jim Brown as West Coast National Representative.

**MOTION #13** by Stewart, second by Lane, that Mr. Brown be ratified by the National Council as a National Representative. After brief discussion, passed unanimously.

The President reminded the National Council that in July, he had requested names of potential NABET full-time employees, but that few responses had been received. The President and Executive Secretary answered questions relative to several applicants.

The President appointed Tim O'Sullivan to the position of NABET National Representative.

**MOTION #14** by Dean, second by Stewart, that the National Council ratify by unanimous vote the appointment of Tim O'Sullivan as National Representative. The Motion failed of unanimity, 12 FOR and 6 against. (see Motion #18.)

At 11:45 p.m., **MOTION #15** by Smith, second by Brandt, that the Meeting adjourn until 10:00 a.m.—Passed.

Thursday Morning Session, Oct. 12, 1950.

Meeting convened at 10:15 a.m.

**MOTION #16** by Stolzenberger, second by Boucheron, that the Chairman poll the Council, and list in the Minutes the Chapters who are in local compliance with the NLRB, and those Chapters who are not in compliance. After some discussion, the motion failed.

**MOTION #17** by Stolzenberger, that the Chairman poll the Council and list in the minutes those Chapters who are delinquent for fourth quarter dues, and those Chapters who are in good standing. This motion failed for lack of a second.

The President and Executive Secretary spoke of the urgent need for each Chapter to maintain NLRB compliance, in addition to NABET's National compliance.

**MOTION #18** by Stewart, second by Dean, that the National Council ratify the appointment of Tim O'Sullivan as National Representative.—Passed.

There followed some discussion of NABET's hiring practices and policies, past and present.

**MOTION #19** by Smith, second by Brandt, that the appointment of Tim O'Sullivan be made unanimous.—Passed.

On question from the President, Executive Secretary Maher stated that all NABET National Officers were in compliance with NLRB requirements.

Pres. McDonnell appointed Miss Patricia Lewis, business agent of the Documentary Film group, as NABET National Representative.

**MOTION #20** by Stolzenberger, second by Boucheron, that Miss Lewis be ratified as a NABET National Representative.—Unanimously passed.

Mr. Arthur Florman, President of the Ass'n of Documentary and TV Film Cameramen (ADTFC), recently affiliated with NABET, was introduced. Both he and Miss Lewis will report to the Council in some detail tomorrow.

**MOTION #21** by Stewart, second by Dean that the National Council approve the appointment of two additional full-time National Representatives at a salary not to exceed \$7,000 per year.

The President stated that these additional full-time men are already provided for in the proposed budget, and that they would be assigned to the proposed Divisions presently without full-time Representatives. Some discussion of salary and calibre of men desired followed; then,

**MOTION #22** by Boucheron, second by Stolzenberger, that the salary figure be removed from Motion No. 21. After discussion,—passed. The amended Motion No. 21 enacted now becomes:—

"Moved, that the National Council approve the appointment of two additional full-time National Representatives."

Several names were proposed as being possible applicants for full-time NABET work; the President asked that all applicants contact the President and Executive Secretary.

**MOTION #23** by Melnicoe, second by Smith, that the term of office of the full-time National Representatives and for the Executive Secretary of NABET be concurrent with the term of office of the President.—Passed unanimously.

**MOTION #23-A** by Stewart, second by Dean, that all full-time employees of the Union be given hospitalization and health benefits plus group insurance. The motion passed, with one dissenting vote.

Next on the agenda of Executive Board proposals, was revision of the National dues collection procedure.

**MOTION #24** by Stewart, second by Stolzenberger, that the National Office shall collect all National dues as follows:

1. Each member is solely responsible to keep his Chapter and the National Office advised of his current mailing address.
2. Chapter Secretary-Treasurer one month in advance of each Quarter shall supply the National Office with a dues listing showing members' current weekly wages and National quarterly dues for the upcoming quarter.
3. All money shall be paid to the National Office by check or money order.
4. The National Office shall bill all members by an envelope or card system three weeks prior to due date.
5. The National Office shall mail dues cards to Chapter Secretary-Treasurer for distribution.
6. There shall be a uniform fine to all members in arrears of

five dollars for the first day late, plus an additional fine of 50 cents per day for all days in arrears.

Considerable discussion followed. Differences in amounts of Local dues, and methods of collection were noted. The Executive Board's dues collection proposal was patterned after the mail-order house motto, "from the warehouse to the customer," and that this proposal is intended to effect uniformity of practice for the collection and billing of National dues only; the Chapter still retains total autonomy for the amount and method of collection of its Local dues. This Motion is intended to insure two things, first, that the right amount is collected, and second, that the money flows quickly and without interruption or interception from the Member to the National Treasury. Question was raised about the National Office mailing a dues-card to a member, if that member may not have paid his Local dues, or otherwise the member may not be in Local good standing. Item 5 of the Motion takes care of that, when the National Office sends the pre-addressed member's dues-card to the local Secretary-Treasurer; if the Local Secretary-Treasurer finds the member in Local good-standing, the U. S. Govt. 1c postcard is then dropped in the mail box, and the member gets it the next day in the mail. Members presently under dues-checkoff contracts would continue with that method of dues-payment. Because some of NABET's contracts are open-shop or maintenance-of-membership, some question arose as to the advantage of Paragraph No. 6 in Motion No. 24.

**MOTION #25** by Wilson, second by Glanton, that Motion No. 24 be amended to delete Section 6 of this Motion.

A general discussion followed on fines in general, and legal advice to the Council is that if the fine or assessment is uniform and levied in a uniform fashion, it is legal under the law. After discussion, Motion No. 25 passed, with two dissenting votes.

**MOTION #26** was ready for action, when, at 12:25 p.m.,

**MOTION #27** by Stuchell, second by Bates, that the meeting be recessed to two p.m.—Passed.

Thursday afternoon session, Oct. 12, 1950, convened at 2:10 p.m.

**MOTION #26** by Smith, second by Stewart, that Motion No. 24 be amended with the following preface: The Chapter shall determine in its Local By-laws whether or not it shall use the following method of collecting National dues.

Discussion disclosed that this local-option feature will make the transition easier for some of the Chapters, and permit Chapters who wish to continue their present dues-collection system, to do so. Motion No. 26 passed.

There was no further discussion on the main **MOTION #24** as amended, which now reads: "That the Chapter shall determine in its Local By-laws whether or not it shall use the following method of collecting National dues:

The National Office shall collect all National dues as follows:

1. Each member is solely responsible to keep his Chapter and the National Office advised of his current mailing address.
2. Chapter Secretary-Treasurers one month in advance of each quarter shall supply the National Office with a dues listing showing members' current weekly wage and National quarterly dues for the upcoming quarter.
3. All money shall be paid to the National Office by check or money order.
4. The National Office shall bill all members by an envelope or card system three weeks prior to due date.
5. The National Office shall mail cards to Chapter Secretary-Treasurers for distribution.

In discussion, with consent of maker and second, the word "weekly" was stricken from item No. 2 of the Motion. On that basis, Motion No. 24 was passed, with one dissenting vote.

**MOTION #28** by Stewart, second by Dean, that all members of NABET going into the armed services be given an inactive status by the National Office without cost to such members.—Passed.

**MOTION #29** by Melnicoe, second by Brandt, that Motion No. 28 be incorporated in the By-laws.—Unanimously passed. Following the agenda on NABET Policy,

**MOTION #30** by Lynch, second by Stuchell, that the following statement of policy shall be included in the National By-laws: NABET shall organize all radio and television industry workers wherever it is possible.

After discussion, it seemed desirable to be even more explicit, and Motion No. 30 was Amended by

**MOTION #31** by Lynch, second by Stolzenberger, that Motion No. 30 be changed to read: Moved to include in the National By-laws the following statement of policy: NABET shall organize the workers in all radio-television and associated industries wherever possible and advisable.—Passed unanimously.

Amended Motion No. 30 was then put to a vote, and passed.

The topic of the Affiliation Committee was next on the agenda.

**MOTION #32** by Lynch, second by Blake, that the Affiliation Committee enacted by the 1949 National Council has concluded its assignments as directed by that National Council's Motion No. 90. The 1950 National Council directs that a five-member Affiliation Committee shall be appointed by the President. The duties of this Committee shall be:

1. To determine from the A. F. of L. and the C. I. O. whether at this time an International Charter is available to NABET.
2. The Affiliation Committee shall report its findings to the National Council.
3. The National Council shall take such action as is indicated based upon the Affiliation Committee report.

Under discussion of this Motion, it was pointed out that it was necessary to establish in the record that the work of the 1949 Affiliation Committee had been completed. Further, it is necessary for NABET to have such a standing committee, to handle large groups considering affiliation with NABET, as well as the handling of a possible offer of an autonomous Radio-TV Charter from either the AFL or CIO. Such a Committee would handle this chore, communications, etc., and make routine reports to the National Council—no more, no less. After considerable discussion, it was deemed to be wise to have such a standing committee through which all affiliation matters could be funneled. The Council agreed that it should never be necessary again for an Affiliation Committee to repeat the work of the 1949 Affiliation Committee, but that if and when either the A. F. of L. or C. I. O. had something to offer that was better than the previous offers, NABET should have the mechanics prepared for the routine handling and presentation to the National Council and to the membership. NABET has already proven that it will not collapse if it does not affiliate, and it was agreed that NABET today is stronger than ever in its history—strong enough and effective enough to consider the affiliation subject closed—unless we are offered an autonomous Charter for Radio and Television. Discussion concluded with the feeling that the Council's intentions would be best understood by all, if Par-

agraph 3 of Motion No. 32 was deleted; it was decided to amend Motion No. 32 with,

**MOTION #33** by Boucheron, second by Stuchell, that Paragraph No. 3 of Motion No. 32 be stricken.—Amendment passed.

Amended Motion No. 32 was then unanimously passed.

Concluding the affiliation topic, the President asked for volunteers for the Affiliation Committee—George Maher and Stolzenberger requested that they not be placed on the new committee. The volunteers and new Affiliation Committee is composed of:

J. H. Brown, Chairman  
Ed. M. Lynch, Rochester  
P. H. Boucheron, Jr., New York  
D. B. Stewart, Detroit  
D. H. Lane, St. Lawrence

**MOTION #34** by Wilson, second by Glanton, that the 1949 Affiliation Committee be highly praised for its service to NABET during the past year.—Passed.

The Executive Board's next proposal produced:

**MOTION #35** by Stolzenberger, second by Boucheron, that in order to provide for those of our members who may be in the United States under a visa to cover a specific work assignment, that the NABET Constitution, Art. II, Sec. 1 (Membership-Qualifications) be amended by adding the following sentence:

"Persons otherwise qualified, and who are in the United States on a temporary visa for a specific work assignment, shall be eligible for membership for the specific term of the visa, and extensions thereof."

Discussion revealed a number of Canadian citizens in several of our Chapters; the proposed Amendment was intended to provide NABET membership for those aliens who had been investigated by the U. S. State Dept., and then granted a visa—this relieves NABET of any responsibility as to the trustworthiness, etc., of the individual, as the channels of the State Dept. are undoubtedly broader than any private investigation that NABET might undertake.—The Motion passed, and will be presented to the membership for vote.

**MOTION #36** by Boucheron, second by Glanton, that the National Office postal machine stamp wording be changed to read: Serving Radio and the Television Industry.—Motion failed. (Postage meter slogan reads: Serving the Radio & TV Worker.)

An informal dismission followed relating to various governmental agencies entering the recording field, some of which are operating with non-union labor.

The Council got back to the basic Regional or Divisional Plan, which the Council had already approved in "New Motion No. 3 as Amended", and

**MOTION #37** by Stolzenberger, second by Bates, that the exclusive geographical jurisdiction of the Metropolitan New York Chapter be amended to read:

Connecticut: Entire State.  
New Jersey: Entire State.  
Rhode Island: Entire State.  
Pennsylvania: City of Philadelphia.  
New York: Counties of New York, Kings, Queens, Bronx, Richmond, Nassau, Suffolk, Rockland, Putnam, Westchester, and Orange.

On request and recommendation of Mr. Bates, Philadelphia Chairman, the maker and second agreed to amend Pennsylvania jurisdiction to read:

Pennsylvania: City of Philadelphia (50 mile radius).  
After discussion, Amended Motion No. 37 passed, with only

one dissenting vote, San Francisco requesting to be recorded as voting "no."

**MOTION #38** by Stewart, second by Dean, that the Executive Secretary be authorized to request support from the C. I. O. and whatever International Unions of the C. I. O. as may be willing to grant such support to NABET in its representations before various Governmental Agencies.

Discussion disclosed that NABET is interested in, and will accept support from any source without prejudice, but that our pressure has all been from AFL—particularly from IATSE—and that AFL is hardly going to help us beat the IATSE in its attempts to carve us up—as in the present IATSE case against ABC, NBC, and NABET, wherein IATSE alleges and claims a separate "craft" unit for TV projectionists. NABET historical claim has been for the industrial or overall unit, which parallels the C. I. O. philosophy, and therefore any real support is coming from the C. I. O. After some discussion, Motion No. 38 passed: 12 YES, 5 NO, 1 NO VOTE; Hollywood requested to be recorded as voting "NO."

**MOTION #39** by Stewart, second by Dean, that this Council go on record as being appreciative of the assistance given us by the C.I.O. in our organizational work in Buffalo and in Detroit.—Passed.

**MOTION #40** by Malik, that the Washington Chapter Chairman be instructed to present to the National Council a motion fixing the national dues at a flat rate of \$15.00 per quarter per member.—Motion failed for lack of a second.

General National Council business was next on the agenda.

**MOTION #41** by Wilson, second by Lane, that National Representatives not be included in the roster of persons attending the National Council or Executive Board meetings unless specifically requested by the President. After considerable discussion, and possible need due to urgent local situations, that National Representatives remain on the job locally, the Motion was considered as really clarifying a mode of operation that already exists.—Passed.

**MOTION #42** by Wilson, second by Lane, that the By-laws of NABET be amended by adding to Article VI:

Effective January 1, 1951, a full-time employee of NABET shall receive a severance pay adjustment of one week's base pay, less allowances, for each six months' service as a full-time paid employee of NABET. This adjustment is to be made to any employee whose service is terminated with NABET at his own request or due to National Council action. The severance pay adjustment is mandatory and automatic on the part of NABET. The severance pay adjustment will be made only to those employees of NABET who have two or more years' service with NABET. The month of initial appointment or hiring shall be used in determining the period for which the severance pay adjustment is to be made to any full-time employee.

Considerable discussion followed, and Motion No. 42 was tabled by

**MOTION #43** by Smith, second by Blake, that Motion No. 42 be tabled until salaries of NABET employees have been discussed.—Passed.

**MOTION #44** by Dean, second by Stewart, that the following resolution be adopted:

*Whereas*, various Governmental Agencies are supplying recorded program material to the radio industry for broadcast purposes, and

*Whereas*, such material is recorded by non-union and non-technical personnel, and

*Whereas*, this practice is a method of undercutting and circumventing our contracts, and

Whereas, such methods lend to the creation of unemployment of our members,

NOW, THEREFORE, be it resolved that this National Council go on record as being violently opposed to such practices and that the Government be so informed.—Passed.

**MOTION #45** by Melnicoe, second by Lane, that the resolution contained in Motion No. 44 be reconsidered.—Passed.

The resolution contained in Motion No. 44 was then discussed at length, and Motion No. 44 was passed again.

Another proposal of the Executive Board was

**MOTION #46** by Stolzenberger, second by Boucheron, that Art. II Sec. 2 of the National By-laws be amended by deleting the first and second paragraphs, substituting therefor the following tabular dues scale:

*A member whose salary equals or exceeds:* *Shall pay quarterly National dues of:*

Year	Month	Week	
\$1,000.	\$83.33	\$19.23	\$ 3.00
2,000.	166.67	38.47	6.00
3,000.	250.	57.70	9.90
3,300.	275.	63.47	10.80
3,600.	300.	69.24	11.70
3,900.	325.	75.00	12.60
4,200.	350.	80.77	13.50
4,500.	375.	86.54	14.40
4,800.	400.	92.31	15.30
5,100.	425.	98.08	16.20
5,400.	450.	103.85	17.10
5,700.	475.	109.62	18.00
6,000.	500.	115.39	18.90
6,300.	525.	121.16	19.80
6,600.	550.	126.92	20.70
6,900.	575.	132.69	21.60
7,200.	600.	138.46	22.50
7,500.	625.	144.23	23.40
7,800.	650.	150.00	24.30
8,100.	675.	155.77	25.20
8,400.	700.	161.54	26.10
8,700.	725.	167.31	27.00
9,000.	750.	173.08	27.90

After discussion and explanation, the Motion passed unanimously.

**MOTION #47** by Stolzenberger, second by Boucheron, that the National By-laws, Art. II Sec. 1, first sentence be amended to read: The National initiation fee shall be \$100, or 40% of the first month's pay, whichever is the lesser amount.

In discussion, NABET's policy of waiving initiation fees for groups joining NABET as a unit will continue as in the past, so any change of NABET's initiation fee will have no detrimental influence on organized groups considering joining NABET. Initiation fees of other unions were also compared. Serious concern was registered about the ability of the new member, who might previously have been unemployed, paying this increased initiation fee. On the vote, Motion No. 47 failed, 8 YES, 9 NO.

The volume of business remaining on the agenda was discussed.

**MOTION #48** by Dean, that we adjourn until 10:00 a.m. Friday, Oct. 13.—Failed, no second.

**MOTION #49** by Smith, second by Glanton, that we adjourn until 10 p.m. tonight (Thursday).—Passed. The meeting recessed at 6 p.m.

Thursday evening session convened at 11 p.m.

**MOTION #50** by Stewart, second by Dean, that we adjourn until 10 a.m. Friday, Oct. 13. After a brief caucus, the second and mover withdrew Motion No. 50.

Mr. Melnicoe requested and received permission to reverse his vote on Motion No. 3, and requests his vote be recorded as NO.

**MOTION #51** by Smith, second by Brandt, that the National By-laws be amended to include Sec. 2 (b) as follows: Persons employed under NABET jurisdiction for a specific period of less than 60 days shall be issued a temporary membership card and shall pay National dues at the rate of 15 cents per month per \$100 base salary with initiation fee waived.

Under discussion, the base salary referred to is annual wage base. The Council does not wish to encourage part time, or short term employment. After thorough discussion, the second and the mover withdrew Motion No. 51.

**MOTION #52** by Stewart, second by Dean, that temporary employees pay dues at the rate of \$1.00 per week up to a maximum of three months, after which this employee be established as a full-time member, and must pay initiation fee, and pay dues on a pro-rated basis and be given credit for his working credit payments.

Discussion in line with Motion No. 51 brought about the withdrawal of the Motion No. 52 by the mover and second. **MOTION #53** by Smith, second by Stolzenberger, that Art. II Sec. 1 (a) be amended to read: "If within six months following the date of his employment..." a member, et cetera.—Passed.

**MOTION #54** by Stolzenberger, second by Malik, that the National Secretary-Treasurer be commended for the vastly improved form and promptness in the issuance of Quarterly National financial statements, and that effective with the next financial statement and thereafter, these reports be further elaborated upon by making available to the National Council and the Budget Committee the office-wide breakdown of costs in tabular form as shown below, especially since this

Item	Chicago	New York	Holly-wood	San Fran.	Item Total
Executive Salary	\$9000.	\$7500.	\$7000.	\$1200.	\$24,700
Clerical Salary	2400.	3200.	2400.	760.	11,960
Rent	2400.	2400.	1200.	360.	6,360
Telephone	2000.	1500.	500.	500.	4,500
TWX (teletype)	2000.	1500.	500.	500.	4,500
Travel	5000.	3000.	1000.	1000.	10,000
Office Supplies	1000.	1000.	300.	50.	2,350
Misc.	100.	100.	100.	100.	400
Office Total:	27,100.	20,200.	13,000.	4,470.	64,770

information has always been known at the National Office prior to the issuance of its financial statements, but where prior practice has developed the quaint custom of making it difficult to uncover the breakdown, and then only after hours of labor, at which time the breakdown is only available on a glancing basis to the National Council; it will be noted that adding horizontally will, for example, for the item of rent,

provide the total cost of all rents paid, and that, for example, taking the total under the San Francisco office heading will immediately provide the total cost of operating that office, etc., for each of the other NABET offices: (Figures for demonstration only)

There was discussion of the additional work that might be required in preparation and distribution, and the scope of the distribution of this proposed breakdown.

Mr. Malik asked that the Motion be amended to include the Chapter Secretary-Treasurer in the distribution list to receive this breakdown. A second for the proposed Amendment was not forthcoming and the amendment lost, because of the ease with which a Chairman can pass his copy on to his Secretary-Treasurer, or request two copies, one to be passed on locally, to avoid doubling the mailing load at the National Office. Discussion was concluded, and Motion No. 54 passed.

The President admonished the various committees and groups to work far into the night as required to bring their subject matter in readiness for Council action in the morning. At 11:55 p.m.,

**MOTION #55** by Stuchell, second by Bates, that the meeting adjourn, to reconvene at ten o'clock the following day.—Carried.

The Friday morning session convened at 10:15 a.m., Oct. 13, 1950. Mr. Tim O'Sullivan, newly employed NABET National Representative, was present and was introduced to the National Council.

Miss Patricia Lewis presented the report of the Ass'n of Documentary and TV Film Camera (NABET).

Mr. Arthur Florman, President of ADTFC, then addressed the Council. He emphasized the importance of NABET'S vertical industrial organization philosophy as being in line with ADTFC'S future requirements as more film is made and used in TV. He stated that ADTFC'S membership vote on affiliation with NABET was unanimous, after very thorough discussion and explanation, including discussions with the IATSE and IBEW. Mr. Florman had praise for the directness and honesty with which all their questions were answered, and the many hours devoted to their affiliation by Messrs. George Maher, Stolzenberger and Gorsuch. ADTFC is recognized in the film production field. Nothing less than 100% cooperation is offered, and through this affiliation with NABET, greater organization of the field in New York and throughout the country is expected. It was agreed to mimeo the total correspondence between ADTFC and the Metropolitan New York Chapter NABET, and make this available to all NABET Chapter Chairmen as a guide for the contacting and handling all details including the necessary local omnibus motions, local Section Certificates, etc., to insure a smooth transition both for the local film people and the local NABET Chapter.

**MOTION #56** by Dean, second by Stewart, that the National Council accept with a rising vote of thanks the remarks by Patricia Lewis and Arthur Florman outlining the operation of ADTFC.—Passed unanimously.

The Budget Committee report was discussed, along with full-time salaries, their well-over-40 hour work week, our employment of two additional full-time Representatives and intent to employ an additional two Representatives, brought a request that the Council consider methods of increasing NABET'S revenue. The President announced the possible availability of Mr. Arthur Hjorth, well known past NABET National Councilman, for full-time NABET work; the Council unanimously ratified Mr. Hjorth, should he be available;

discussion followed on the earliest possible date of full-time personnel in all of NABET'S Divisions.

The President urged the Councilmen and Budget Committee to carefully consider every detail of the budget while at lunch.

**MOTION #57** by Dean, second by Melnicoe, that the meeting recess at 12:30 p.m., to reconvene at 2 p.m.—Passed.

Friday afternoon session convened at 2:30 p.m., Oct. 13, 1950.

The President announced his appointment of the 1950-51 Budget Committee:

George Smith, Chairman (Chicago)  
D. C. Wilson, (Mohawk)  
R. W. Bauer, (Metro-New York)

Mr. Stewart presented the Final Report of the Budget Committee:

<i>Estimated expenditures:</i>			
Salaries		\$68,860.	
Legal expense		6,500.	
Negotiation expense		10,500.	
Organization expense		2,500.	
Travel expense		10,000.	
Rentals		8,680.	
Taxes		720.	
Telephone & TWX		10,000.	
General office expense		10,550.	
Auditing		500.	
1951 Council Meeting		5,000.	
Journal		2,500.	
Miscellaneous		500.	\$136,810.

<i>Estimated Income:</i>			
*Dues		\$125,176.	
**Change in dues structure		8,000.	
ADTFC		5,500.	\$138,676.

Stewart explained that the asterisk on dues indicates that the 4th Quarter 1950 dues figure was multiplied by 4 to obtain the 1951 dues income, and that the revenue indicated by the double asterisk results from the change in dues structure, plus the additional income resulting from making the dues escalator increase coincide with a salary increase instead of the former practice of delaying the dues increase until the following Jan. 1st, plus the additional Buffalo group dues, which have just been certified to NABET. The last item represents additional ADTFC dues anticipated based upon their report, indicating that they have 160 full, dues-paying members.

Considerable discussion on the budget followed.

**MOTION #58** by Stuchell, second by Lane, that the National Council reconsider Motion No. 47. (Increase of Initiation Fee to \$100 or 40% of 1st month's salary). Under discussion, it was again pointed out that this would involve no cost to present NABET members, or to whole groups joining NABET.

Following discussion, the mover Stolzenberger, and the second, Boucheron, withdrew Motion No. 47.

**MOTION #59** by Melnicoe, second by Malik, that the Initiation Fee be increased to \$75.

After brief discussion, by unanimous consent the motion was amended to read:

**NEW MOTION #59** by Melnicoe, second by Malik, that the Initiation Fee be increased to \$75 or 30% of the first month's pay, whichever is the lesser amount, one-third to the Chapter, 2/3 to the National Treasury.—Passed.

The Budget Committee revised its 1951 estimated income

figure to \$143,176, which was accepted by the Council as a reasonably close approximation based upon current known figures.

In line with the agenda, the President discussed the pending contracts between NABET and its full-time Officers.

**MOTION #60** by Brandt, second by Stewart, that the President be authorized to negotiate with the Union full-time employees, a satisfactory contract as provided in the By-laws.

Under discussion, the President stated that any agreement reached by him would be submitted to the Executive Board for approval before he signed in behalf of NABET. Motion No. 60 passed with one dissenting vote.

The President called for any remaining items related to the Budget. The pros and cons of continuing the TWX service had been a topic of discussion previously.

**MOTION #61** by Bauer, second by Stolzenberger, that TWX service be discontinued.

Discussion disclosed that we would not save the full amount of the TWX charge, that much of the TWX traffic load and cost would merely move over to the long-distance telephone cost. Feature of 24-hour unattended service, etc., carefully reviewed as it relates to unification and coordination of NABET's efforts and results achieved. After thorough and detailed discussion, the mover and second withdrew Motion No. 61.

In connection with the Budget, Mr. Maher addressed the Council on the extent to which the Council last year had cut the Journal's budget, and only allowed it \$1,500, because the overall NABET budget was so tight, and that at that time, the Editor volunteered to attempt to get by, but the Journal bank balance now indicates that the 1950 Journal budget was cut too thin by the National Council to the extent of about \$500.

**MOTION #62** by Melnicoe, second by Brandt, that the Council appropriate \$500 from the National Treasury to the B. E. Journal to cover a deficit for 1950.—Passed.

Because of the limited time remaining, it was deemed helpful to assign the chore of spelling out "NABET Policy" in the By-laws to the Executive Board.

**MOTION #63** by Stolzenberger, second by Lynch, that the National Executive Board shall be hereby empowered to enact, amend, and/or repeal Art. VII, Sec. 12 of the National By-laws which shall be titled "NABET Policy." The NABET Policy so established and maintained shall be widely circularized among the membership and industry.

After some discussion, Motion No. 63 was amended with **MOTION #64** by Dean, second by Stewart, that Motion No. 63 be amended to read: Subject to the ratification of the National Council.—The amendment passed.

Further discussion indicated preference for an entirely new section of the National By-laws, to be titled, Art. VIII—"Policies of the Association." By unanimous consent, **MOTION #63** is so amended. The overall amended Motion No. 63 passed, with some dissenting votes.

**MOTION #65** by Boucheron, second by Wilson, that Motion No. 42 be untabled. (severance pay for full-time NABET employees).—Passed, 15 YES, 3 NO. Under discussion of Motion No. 42 now before the Council, some felt this item of severance belongs in the employment contracts which the President is to negotiate. It was definitely felt that the Council should express itself on the subject, as a guide to the President and Executive Board, in the negotiation and execution of these proposed employment contracts. Motion No. 42 was then amended by

**MOTION #66** by Boucheron, second by Stolzenberger, to

amend Motion No. 42, that the negative incentive to continue in NABET's employ be removed by not paying severance in the case of resignation of an employee.—The amendment passed.

The **AMENDED MOTION #42**, to provide mandatory severance pay was put to a vote and filed, 3 YES, 15 NO. The item of severance pay for full-time officers now becomes an item of individual negotiation, rather than being mandatory.

The next topic on the agenda was the report of the Constitution and By-Law Committee.

**MOTION #67** by Melnicoe, second by Dean, that Art. II, Sec. 1 of the National By-laws shall be amended to read as follows:

The initiation fee shall be \$75 or 30% of the first month's pay, whichever is the lesser amount. At the time of admission to the Chapter, 2/3 of the initiation fee shall be paid to the National Office by the Local Chapter. The remainder is to be retained by the Local Chapter or reduced or waived, at the discretion of the Local Chapter Council. In exception to the above, when a majority of employees of a unit join as a group, the fee shall be waived. The National Council, National Executive Board, or the President of the Association may reduce or waive the initiation fee where, in their opinion, circumstances warrant.

Moved, that Art. II, Sec. 1 (a) be amended to read as follows:

A member of the Association, who, within 6 months of the date of his employment is no longer required to maintain an Active membership because of a change in his employment status, may apply for a refund of his initiation fee on a 12 month pro-rata basis. That portion of the initiation fee which is retained by the Association shall be credited to the account of such members to be applied against a future application for Active membership. Such refund having been applied for, and accepted, will bar such members from applying for Inactive membership as outlined in Sec. 3 hereunder.

Moved, that Art. II, Sec. 2, of the National By-laws be amended to read:

<i>A Member Whose Salary Equals or Exceeds:</i>			<i>Shall Pay Quarterly National Dues of:</i>
<i>Year</i>	<i>Month</i>	<i>Week</i>	
\$1,000.	\$83.33	\$19.23	\$3.00
2,000.	166.67	38.47	6.00
3,000.	250.	57.70	9.90
3,300.	275.	63.47	10.80
3,600.	300.	69.24	11.70
3,900.	325.	75.00	12.60
4,200.	350.	80.77	13.50
4,500.	375.	86.54	14.40
4,800.	400.	92.31	15.30
5,100.	425.	98.08	16.20
5,400.	450.	103.85	17.10
5,700.	475.	109.62	18.00
6,000.	500.	115.39	18.90
6,300.	525.	121.16	19.80
6,600.	550.	126.92	20.70
6,900.	575.	132.69	21.60
7,200.	600.	138.46	22.50
7,500.	625.	144.23	23.40
7,800.	650.	150.00	24.30
8,100.	675.	155.77	25.20
8,400.	700.	161.54	26.10
8,700.	725.	167.31	27.00
9,000.	750.	173.00	27.90

Quarterly dues shall be based upon salary as of the first day of the quarter, or as of the subsequent date of employment. Quarterly dues are due and payable to the National Office on or before January 1, April 1, July 1, and October 1.

Dues shall be in addition to any dues levied and assessed by Local Chapters of the Association.

(a) In the event a member of the Association is released from employment or resigns his employment, there shall be no refund of dues paid by such member.

(b) The Chapter shall determine in its local by-laws whether or not it shall use the following method of collecting National dues:

1. Each member is solely responsible to keep his Chapter and the National Office advised of his current mailing address.

2. The Chapter Secretary-Treasurer shall, one month in advance of each quarter, supply the National Office with a dues listing showing each member's current wage and National quarterly dues for the upcoming quarter.

3. All money shall be paid to the National Office by check or money order.

4. The National Office shall bill all members by an envelope or card system three weeks prior to the due date.

5. The National Office shall mail dues receipt cards to the Chapter Secretary-Treasurer for distribution.

Art. II, Sec. 3, to read as follows:

A member no longer required to maintain active membership in the Association may, within 30 days from the date active membership is no longer a requirement, make application to the Chapter Council for an Inactive membership. Upon approval by the Council and payment by the applicant of \$10 per calendar year pro-rated quarterly, an Inactive membership card shall be issued to the applicant. An inactive member shall be entitled to all benefits of the Association except that he shall not be entitled to vote on either Local or National matters, nor shall he be eligible to hold office in a Local Chapter.

A member of NABET going into the Armed Services shall be given Inactive status without cost.

—End of omnibus motion of the Constitution Committee relating to By-laws.

Amendment was offered by presentation of **MOTION #68** by Smith, second by Stewart, that the following sentence be deleted from Art. II Sec. 1(a):

That portion of the initiation fee which is retained by the Association shall be credited to the account of such members to be applied against a future application for active membership.

Following brief discussion, Motion No. 68 amending No. 67 was passed.

Motion No. 67 as amended was then passed.

**MOTION #69** by Melnicoe, second by Dean, that the title of Article VI be amended to read: "Officers Salaries and Tenure."

Art. VI, Sec. 2 of the National By-laws be amended to read as follows:

The Executive Secretary shall be paid a salary not to exceed \$9,000 per year and his term of office shall be concurrent with that of the National President.

The National Secretary-Treasurer shall receive a salary not to exceed \$7,600 per year.

These salaries shall be paid from the National Treasury.

Art. VI Sec. 3 be amended to read as follows:

A National Representative shall be paid a salary not to exceed \$7,500 per year from the National Treasury for his ser-

vices, and his term of office shall be concurrent with that of the National President.

Motion No. 69 passed.

**MOTION #70** by Melnicoe, second by Brandt, that the National By-laws be amended as follows:

Title of Article VIII be changed to read: "Policies of the Association."

Title of Article IX which is to be added shall be: "Taking Effect of By-laws."

Article IX to read as follows:

Sec. 1. These By-laws may be amended in the same manner and by the same procedure as set forth in Art. X of the Constitution.

Sec. 2. These By-laws shall take effect immediately upon their adoption.

Motion No. 70 passed.

**MOTION #71** by Melnicoe, second by Dean, that Art. VIII of the National By-laws shall read as follows:

ARTICLE VIII—POLICIES OF THE ASSOCIATION.

Sec. 1. It shall be the Policy of the Association:

(a) To organize all workers in the radio, television, and associated industries, wherever possible and advisable.

(b) To provide its full-time employees with hospitalization and health benefits, group insurance, and severance pay. The type and amounts of such benefits shall be determined by the National Council with costs to be paid from the National Treasury.

Motion No. 71 passed.

**MOTION #72** by Melnicoe, second by Stolzenberger, that this Council hereby instructs the President to arrange for a general vote on the following proposed Constitutional Amendments:

Art. II, Sec. 1 to be amended by adding the following sentence: "Persons otherwise qualified, and who are in the United States on a temporary visa for a specific work assignment, shall be eligible for membership for the specific term of the visa, and extensions thereof."

And also those Constitutional Amendments contained in National Council Motions No. 3-50, 4-50, and 5-50.

—Motion No. 72 passed.

**MOTION #73** by Stolzenberger, second by Lane, that Article VII, Sec. 1(c), Paragraph 7 of the Constitution, be amended by adding the following language:

"Provided that all elections must be conducted by secret ballot;"

Motion No. 73 passed.

**MOTION #74** by Stewart, second by Dean, that Mr. O'Sullivan's initiation fee be waived.

—Passed.

The President spoke briefly on the value of the Journal to NABET, and its effectiveness during the past year; that the Yearbook carries a good portion of the publication expenses, and urged all Chapters to do an exceptionally effective selling job this year. The President further stated that he wished to publicly commend the Board of Trustees and the Editor for the effectiveness of the Journal during the past year.

**MOTION #75** by Doty, second by Dean, that the National Council commend the Journal Editor and the Board of Trustees for the greatly improved editorial policy and make-up of the Journal during the past year.

—Passed unanimously. (Applause)

The Editor volunteered to answer any and all questions in relation to any phase of the Journal or the publishing business in general.

**MOTION #76** by Stolzenberger, second by Dean, that Motion No. 37 be reconsidered.

(Motion No. 37 amended the geographical jurisdiction of the Metropolitan New York Chapter to include the Philadelphia Chapter jurisdiction). After brief parliamentary procedure discussion, Motion No. 76 passed, and the Council then had before it Motion No. 37. In prior caucus, the possibility of having the intent of Motion No. 37 misunderstood, it was deemed in NABET's better overall interests if this action originate with the membership of the Philadelphia Chapter in conjunction with the Metropolitan New York Chapter, instead of at the National Council while in session. The mover and the second withdrew Motion No. 37.

**MOTION #77** by Dean, second by Bauer, that the National Council give a rising vote of thanks for the hospitality that has been shown by the Host Chapter of Chicago during this Council meeting.—Passed by acclaim.

The President stated, that unless directed otherwise, he will convene the 1951 National Council meeting in Chicago, because of its central location and resulting economy.

The President called for the final report of the Budget Committee. After extemporaneous remarks by Budget Chairman Stewart,

**MOTION #78** by Melnicoe, second by Smith, that the report of the Budget Committee be accepted with commendation for their efforts.—Passed unanimously.

Extensive discussion followed on the minimum number of Chapters that should constitute a proposed NABET Division.

**MOTION #79** by Stewart, second by Bates, that we adjourn at 6:50 p.m. till 8:30 p.m. for dinner.—Passed.

Friday evening session, 8:30 p.m., Oct. 13, 1950.

**MOTION #80** by Stewart, that the Detroit Chapter involves all territory within the States of Ohio, Michigan, Illinois and Kentucky.

Lost for want of a second. Stolzenberger volunteered to second the motion—(Laughter).

The President stated that each National Councilman would receive a map to take home with him for discussion with his membership, showing the proposed Division lines.

**MOTION #81** by Wilson, second by Glanton, that Article VII Sec. 2 of the National By-laws be amended to read:

All motions must be voted upon by the National Council within twenty (20) days of presentation to the National Council; said motions to pass or fail on the vote registered with the Secretary-Treasurer at the end of a twenty (20) day period. Failure of a National Councilman to vote upon a presentation shall result in the levying of a fifty (\$50) dollar fine on the Chapter whose National Councilman failed to register a vote.

—Passed.

Mr. O'Sullivan addressed the Council briefly on the overall American labor movement, and stated he was proud to be associated with NABET.

**MOTION #82** by Stewart, second by Lane, that the following be added to Art. VII Sec. 2 of the National By-laws.

All such fines collected by the National Office shall be deposited in the NABET Strike Fund.

—Passed.

The President pointed out that any Chapter delinquent in the payment of such a fine would cause the entire Chapter to be delinquent, and so deprive it of any and all voting privileges during the period of delinquency.

**MOTION #83** by Stewart, second by Dean, that the Council convene in Chicago in 1951.

By Council consent, "Chicago" was amended to "middle-west."

Amended Motion No. 83 passed.

**MOTION #84** by Stolzenberger, second by Glanton, that salary losses of the members of the National Council (except as provided by the Metropolitan New York Chapter) shall be reimbursed from the National Treasury.—Passed.

**MOTION #85** by Stuchell, second by Blake, that Article IV, Sec. 2 of the Constitution be amended to insert after "living expenses" the words "salary losses."—Passed.

**MOTION #86** by Stewart, second by Dean, that pay losses incurred by the WWJ members in their recent unpleasantness with management be covered on whatever percentage basis this Council decides upon and disbursed out of the NABET strike fund.

Under discussion, a point of order was raised, and the Motion was withdrawn because the Constitution already provides that the Executive Board shall administer the strike fund.

The Executive Secretary, George Maher, noted that a lot of work was accomplished in a very short time; that not once did anyone demand a constituency vote, nor was Article IV Section 6 of the Constitution (referral of an issue to the Chapter Councils of all Chapters) invoked. On behalf of all the full-time personnel Maher asked for the continuance of the excellent cooperation he has received.

The President announced that all business had been concluded.

**MOTION #87** by Dean, second by Stewart, that the National Council of 1950 adjourn sine die.—and the 1950 National Council meeting adjourned sine die at 9:30 p.m., Friday, Oct. 13, 1950.

(signed) GEORGE MAHER,

National Secretary-Treasurer, NABET

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# NABET Jurisdiction Over TV Projectionists Affirmed By N. L. R. B. Order - Dec. 27, 1950

D-4487  
New York, N. Y.

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS  
BOARD

In the Matter of  
AMERICAN BROADCASTING CO., Inc.  
Employer  
and  
Case No. 2-RC-1420  
INTERNATIONAL ALLIANCE OF  
THEATRICAL AND STAGE  
EMPLOYEES, LOCAL 306  
Petitioner

## DECISION AND ORDER

Upon a petition duly filed under Section 9 (c) of the National Labor Relations Act, a hearing was held before J. L. Broadwin, hearing officer. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

Pursuant to the provisions of Section 3 (b) of the Act, the Board has delegated its power in connection with this case to a three-member panel.

Upon the entire record in this case, the Board finds:

1. The Employer is engaged in commerce within the meaning of the Act.
2. The labor organizations involved claim to represent employees of the Employer.<sup>1</sup>
3. No question affecting commerce exists concerning the representation of employees of the Employer within the meaning of Section 9 (c) (1) and Section 2 (6) and (7) of the Act, for the reasons hereafter stated.

The Petitioner, as supported by its International, seeks to represent only those of the employees in the Company's engineering department who perform at the Company's New York television broadcast station, WJZ-TV, the duties of "projectionists," or "projection engineers."<sup>2</sup> The Petitioner seeks to sever them from an existing "technical" unit. Intervenor NABET opposes the restricted composition of the proposed unit, contending, *inter alia*, that the functions of "projectionists" and those of the other engineering department employees require exercise of relatively similar skills, and are all closely coordinated to form the chain of technical operations necessary to the transmission of a television program over the air.<sup>3</sup> The Company takes a neutral position as to the unit. However, the testimony of its officials with respect to the relation of the duties of the "projectionists" to those of the remaining technical employees in the engineering department, substantiates the theory underlying NABET's opposition to the composition of the unit proposed by the Petitioner.

In the recent *Fort Industry Company* case,<sup>4</sup> we had occasion to examine at length the duties and skills of "projectionists" and their relation to the work and interests of other em-

<sup>1</sup> International Alliance of Theatrical and Stage Employees, the parent organization of Local 306, Petitioners herein, and National Association of Broadcast Engineers and Technicians, herein called NABET, both intervened in this proceeding.

<sup>2</sup> Both terms, "projectionists" and "projection engineers," are used interchangeably throughout the record in referring to the group which the Petitioner seeks to represent.

<sup>3</sup> 92 NLRB No. 151

ployees who, together with "projectionists" are responsible for the technical aspects of television broadcasting, and also to consider the question of the severance of "projectionists," for bargaining purposes, from such other technical or "engineering" employees. Without deciding whether (as the Petitioner and its International here contend), the duties and skills of "projectionists" are such as to entitle them to be considered a separate "craft" we found in the *Fort Industry* case that they should not be separated, for bargaining purposes, from other technical employees who, like those in the Company's engineering department here, exercise relatively similar skills, have the same over-all supervision, the same working conditions, and work closely together for the achievement of the common technical broadcasting result.<sup>5</sup> We find no cogent reason, on the basis of the record before us, to make a different determination here.<sup>6</sup> Consistent with our decision in the *Fort Industry* case, we find, therefore, that the unit proposed by the Petitioner is not appropriate for the purposes of collective bargaining, within the meaning of Section 9 (b) of the Act. As the Petitioner does not claim to represent any employees other than "projectionists," we shall dismiss the petition.

## ORDER

IT IS HEREBY ORDERED that the petition filed herein be, and it hereby is, dismissed.

Signed at Washington, D. C., this 27 day of December 1950.

PAUL M. HERZOG

Chairman

JAMES J. REYNOLDS, Jr.

Member

ABE MURDOCK

Member

(SEAL)

NATIONAL LABOR RELATIONS  
BOARD

<sup>3</sup> NABET additionally urges that a unit confined in scope to one station of the Company, rather than one extending to employees performing similar technical functions throughout the entire system of the Company's station network, is inconsistent with the bargaining history of the industry, and of the company as well. The Petitioner and its International argue that such history is inapplicable and not controlling. Our finding herein, that a unit confined to "projectionists" is inappropriate, and the absence of a question concerning representation of employees on a more comprehensively composed unit basis, renders unnecessary a definitive consideration of the additional issues so posed. Hence we neither reach nor pass upon them.

<sup>4</sup> 88 NLRB No. 110.

<sup>5</sup> Here, as in the *Fort Industry* case, the record shows that a constant unbroken line of communication between all the technical employees must be maintained at all times to achieve the broadcasting result, and that all the functions are highly coordinated in timing. In these circumstances, there is no material significance to the fact that "projectionists" work in a physical location in the station (*viz.*, the "film room") different from that in which other technical or engineering employees work.

<sup>6</sup> We do not consider the fact that, in New York, "projectionists" are required to obtain a special license in order to perform their work a persuasive basis for distinction.

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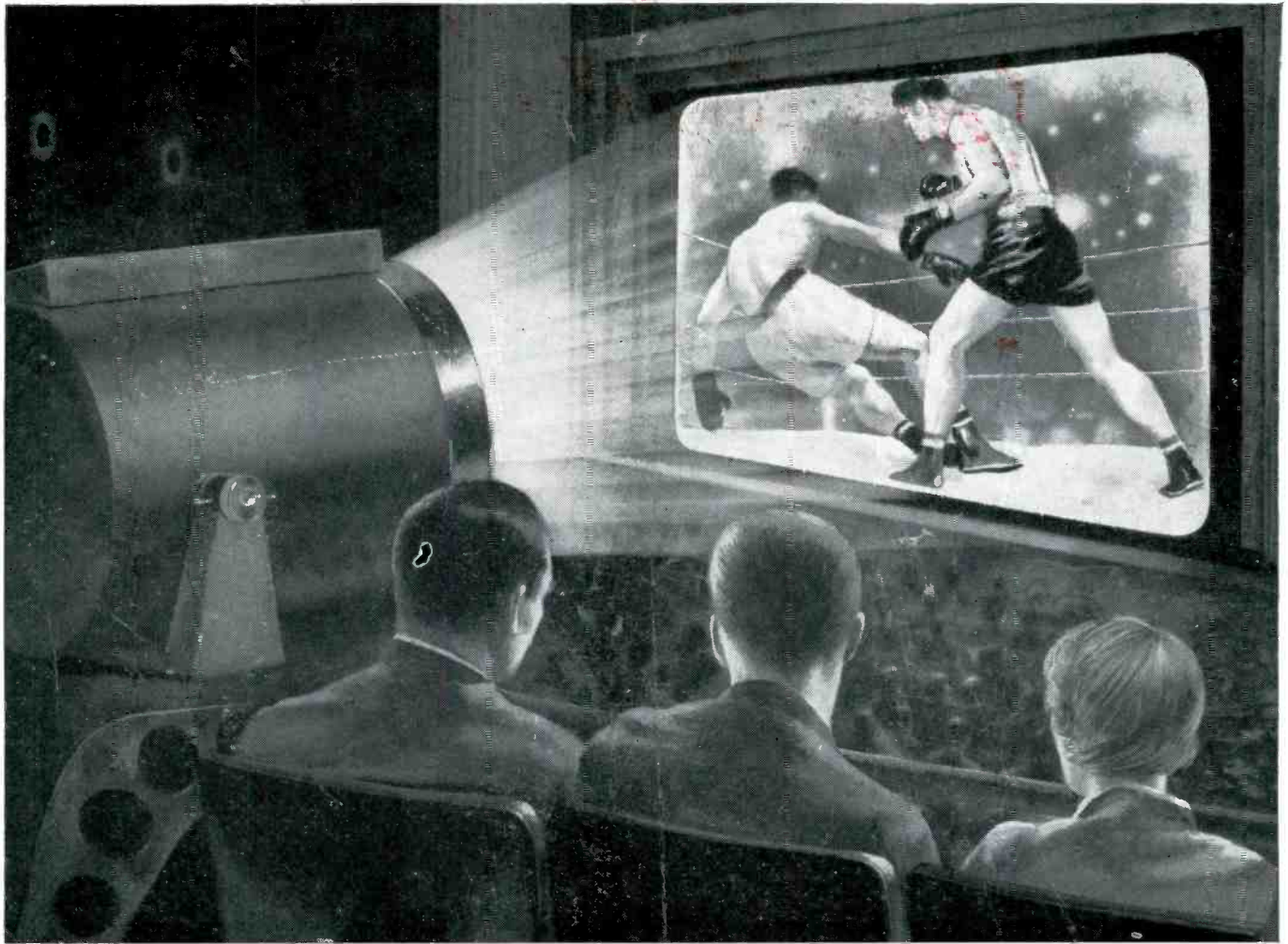
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## **The ADTFC Viewfinder**

Due to press of work and to personal problems, Arthur Florman has resigned as President of ADTFC. His resignation was regretfully accepted by the Executive Board, and 2nd Vice President Leroy Sylverst has been appointed to fill the office until the February elections. John Flory, former president of Flory films and ADTFC member has moved to Rochester to become advisor of non-technical films for Eastman Kodak Co. Also under his general jurisdiction at Eastman will be the informational films division of the advertising department. Shooting inserts for Texaco were ADTFC members Vic Lukens, Bernie Robertson, John Dapelo, Nat Cohen, Jack Gottlieb, and at Stamford, Conn. a film for A. T. & T. with substantially the same crew. work on a Transfilm commercial for Neolite soles included George Jacobson, Max Glenn, Bob Hart, Paul Petroff, John Fletcher, Jack Berk, Bernie Hirschenson, Jay Zimmet and Joe Christiano. others who have worked at Transfilm this month are Al Mozell, Sid Kerner, Jack Patent and Nat Cohen for Unity Films, a film for the Home for the Blind, Brooklyn, with Bob Farren, Director, Peter Glushanok Cameraman, Sol Negrin Ass't, Stanley Meredith Electrician and Arthur Ross Ass't. Mozell and Joe Coffey have also been working for Herbert Kerkow. a day's shooting at Motion Picture Stages included Howard Warren Soundman, Tony La Marca Electrician and Howard Block Ass't. back from Peoria, Ill. for MPO Productions, Dave Quaid Cameraman, Tony La Marca Ass't and Dick Ellison Electrician completed shooting a film entitled "Pride of Workmanship" for the Ford Motor Co. for an IMPS production, Al Mozell Cameraman, Sid Kerner, Ass't, Joe Coffey Electrician, Howard Warren Soundman and Julius Tannenbaum Unit Manager. and for Skyline Productions, it's Mozell and Kerner again with Jay Zimmet Electrician. for Viking Productions several shorties with Susan Reed, folksinger, and the Philadelphia Choir Boys were shot at Seaboard with a mixed crew including Tony La Marca and Warren Shannon. Mike Nebbia Cameraman and Mike Zingale Ass't are currently shooting for Kerkow at Westover Air Force Base, Mass.; the films deal with the casualties evacuation service developed during World War II. at FFI Stanley Bleicher Electrician, Max Kurz Ass't, Milton Hoffman Apprentice, Bernie Robertson Ass't Cameraman and John Arvonio Sound. for Archer a commercial on Tint Hair, whatever that may be, with Drummond Drury Cameraman, Max Glenn Ass't, Willie Schwartz Soundman, Tony La Marca Electrician and Mike Zingale and Walter Helmuth Assistants. for Joseph Rothman a 16mm kodachrome on Texaco's Beacon Laboratory with Ollie Comstedt Cameraman, Gil Geller Ass't, Tony La Marca and Stanley Bleicher, Electricians. "Operation Bootstrap" a Knickerbocker Production in Texas which deals with the Army education program via correspondence courses. Crew will include Vic Solow Cameraman and Director, Jesse Paley Ass't, Willie Schwartz and Bill Goodman on Sound, Arthur Ross and Stanley Meredith Electricians and Jim Hanney Unit Manager. George Grieger recommends for those who want info on operation of studio camera equipment, a trip to RCA 36 West 49th St., NY 20.

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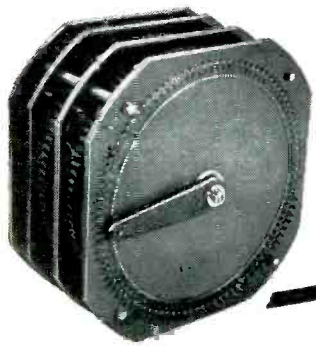
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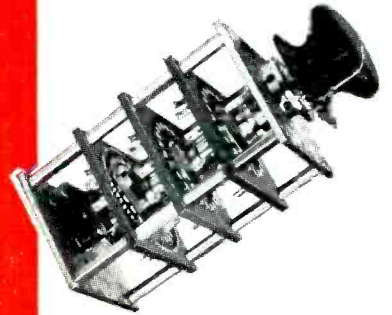
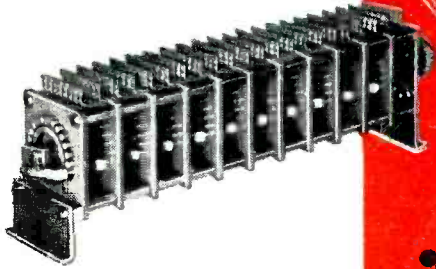


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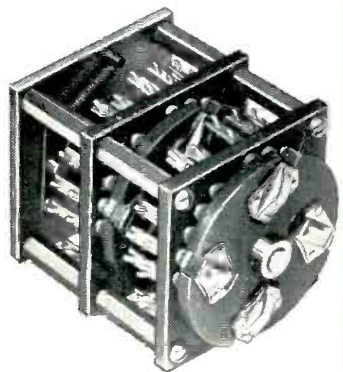
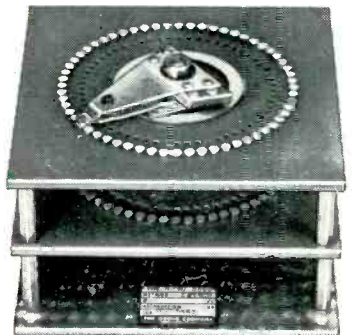
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D7A	Make before break	14	4	2 1/4"
D8B	Break before make	7	4	2 1/4"
D9A	Make before break	9	5	2 1/4"
E3A	Make before break	47	2	2 3/4"
E8B	Make before break	12	4	2 3/4"
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