

Librascope Experiences Spectacular Growth Pattern in '58; May Continue into 1959



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LIBRASCOPE ENGINEERING and Production operations will expand into the buildings shown above, President Imm announced this month. The top structure, located in Burbank, will be known

as the Engineering and Administrative Annex. The lower structures, on Sonora, will be used primarily for assembly work.

(Photos by Duggan)

First Strike in Company History Ends as 3-year Contract Signed

Agreement on a new three-year contract covering Librascope production and maintenance workers at the Glendale plant was reached between the Company and Precision Lodge 1600, International Association of Machinists (AFL-CIO) August 31.

Ratification of the contract by union members on Sept. 2 ended a week-long strike that had idled approximately 600 employees.

The strike, first in Librascope history, was called after negotiators for the Company and the Union were unable to agree on a new contract prior to the expiration of the two-year pact that had been in effect since August, 1956.

The negotiating committees had ironed out such basic issues as wages and a cost-of-living clause prior to the contract deadline.

Company resistance to demands for a Union shop, a one-year contract, discard of certain tests used in determining qualifications for promotion, and elimination of the joint policy statement relating to

the Job Description program led to the walk-out.

The new contract, which went into effect at 12:01 a.m., Sept. 3, calls for immediate wage increases ranging from 10 to 23 cents per hour for all bargaining unit employees; a cost-of-living escalator clause; and three percent across-the-board wage hikes in 1959 and 1960.

The cost-of-living clause is a brand new feature in the contract. The clause provides for quarterly adjustment of bargaining unit basic wage rates to compensate for increases or decreases in the cost of living.

These quarterly adjustments will reflect changes in the Revised Consumer Price Index for Moderate Income Families in Large Cities in the United States (1947-49 equals 100) published monthly by the Bureau of Labor Statistics of the U.S. Department of Labor.

The base index for cost-of-living bonus adjustments is fixed at 123.9. No adjustment will be made so long as the index remains at or

below this level. A one-cent-per-hour wage increase will be given for each 0.5 point increase over this base index and a corresponding one-cent-per-hour decrease for each 0.5 point decline in the index.

Anniversary Theme

7th Annual Libravet Party to Be Held Oct. 24

Librascope's annual service awards party honoring long-time Company employees will be held at the Sportsmen's Lodge on Friday, Oct. 24. Libravet Party Chairman Bill Bietsch, material control, announced this month.

Theme of this year's affair centers around the Company's 21st anniversary and its emergence as a leader in Space Age technology, Bietsch said.

This is the seventh annual Libravet party and invitations will soon be in the mail to the 205 employees

eligible to attend. Included on the party list are all Librascope employees who will complete ten or more years of service during 1958, plus those employees who are completing their fifth year of service with the Company this year.

President Lewis W. Imm will present Libravet pins and certificates to two employees who are celebrating their fifteenth anniversaries with the Company this year and to the 26 employees who achieved 10-year status during 1958.

Party-goers will spend the balance of the evening dancing to the music of Carroll Wax and his orchestra. A late-evening snack will be served around midnight, Bietsch said.

Arrangements for the party are being handled by Bietsch, Jeanette Calley, assembly; Phil Cohen, tooling; Charlotte Hoskinson, blueprint; and Keith Kinnaird, publications. Joe Riddle, shipboard, will act as master of ceremonies.

Acquisition of 4 New Buildings Announced by President Imm

by **JOE MESCH**
Librazette Editor

The phenomenal growth Librascope has experienced during 1958 continued unabated as the Company entered the final quarter of the year.

Positive evidence of this came when President Lewis W. Imm announced the addition of Building Nos. 9, 10, 10-A and 10-B to our lengthening plant roster in September.

The new acquisitions will give the Company an additional 43,000 square feet of floor space, space that is needed for expansion both in the Production and Engineering Divisions.

Burbank Annex

Building No. 9, which will be known as the Administrative and Engineering Annex, is located at 100 E. Tujunga avenue in Burbank. It is modern, air-conditioned, two-story structure designed originally for use as a blood derivative processing facility.

Librascope will occupy the second floor of the building and a portion of the ground floor as well. The 23,250 feet of floor space obtained by Librascope is approximately half that available in Building 3.

The Annex will require only minor modification to make it ready for occupancy, Building Engineer Cliff Dahl said. The major alteration will involve the installation of partitions needed to separate Librascope operations from those conducted in the remainder of the building.

Gradual Build-up

Dahl indicated that build-up of Librascope personnel in the Annex will take place gradually, with the first group scheduled to move in about Oct. 1.

The initial moves will involve approximately 50 employees. Ultimately, as many as 150 employees may be quartered there, Dahl stated. Who these employees would be, however, was still in question as this story was written.

There was little question as to who would occupy the newly acquired Building Nos. 10, 10-A and 10-B, Dahl indicated. These buildings, located on Sonora avenue immediately adjacent to the new parking lot, have a combined floor space of 19,500 square feet and will be used by the Production Division for manufacturing and assembly operations.

All Librascope activity connected with the Polaris program

will be located at the Sonora facility. Mk 5 Attack Director assembly and adjustment operations will also be carried on there.

Plating Shop To Move

In addition, the Plating and Process shop, now housed in Building 1, will be moved to the Sonora avenue plant, Dahl said. Extensive remodeling of these buildings will probably be necessary, he pointed out, but indicated that occupation will probably get underway within a week or two.

Librascope has added almost 75,000 square feet of floor space in the first nine months of 1958 to meet its ever-increasing engineering and production commitments. During that same period, employment at Glendale headquarters had skyrocketed to 1,650 at the close of September (the work force here totalled 1,000 as of Jan. 1) and showed no sign of tapering off.

Total Librascope employment as of Sept. 30 was 1,860 and the Company had 15 buildings in Glendale, Burbank and Livermore with a combined floor space of more than 274,000 square feet.

Phone Facilities Will Be Doubled

Relief is in sight for Librascope's overburdened telephone systems, Building Engineer Cliff Dahl revealed this month. Installation of new equipment now on order will more than double existing phone facilities, he said.

Key to the new system is a larger switchboard which will permit the addition of several new banks of stations. The new board will require the services of two operators at all times with a third operator required during periods of peak loading on the board.

Changeover to the new equipment will probably be accomplished next January, Dahl said.



LIBRAVET PARTY-GOERS are assured of a bang-up time at the Sportsmen's Lodge Oct. 24 thanks to the efforts of this year's committee. They are (l to r) Phil Cohen, Bill Bietsch, Charlotte Hoskinson, Joe Mesch, Jeanette Calley and Keith Kinnaird.

(Photo by Duggan)



A NEW COMPUTER and a pretty girl make a mighty nice combination, especially when the instrument is Librascope's just-introduced LIBRATROL-500 and the girl is Judy Kromberg, office

services. Miss Kromberg has reason to be proud of this new product for her guardian, Hank Liebetau, was the designer.

Librascope Unveils New Computerized Process Control System for Industry

Librascope made an important new bid for further recognition in the industrial field this month with the introduction of its computer-directed process control system, the LIBRATROL-500.

The new system was unveiled at the ISA show in Philadelphia by GPE Controls, Inc., Chicago, a subsidiary of General Precision Equipment Corporation, who will handle promotion and marketing of the system. (Ed Note: For additional information on GPE Controls, see story on page 3).

Full Range Control
The LIBRATROL-500 system is fashioned around a highly reliable, rapid response Librascope-developed and manufactured general purpose digital computer.

It provides for a full range of process control — from accurately processing data and supplying it as understandable information to a human operator, to complete automatic control of the entire process.

The user is offered a single system which can be expanded almost at will to accommodate new devices and techniques as they are developed. Gradual changeover from manual process control to a completely automatic, computer-controlled plant may thus be made without replacing the LIBRATROL-500 system.

System-Engineered
The adaptability of the LIBRATROL-500 system stems from the recognition by Librascope engineers that process control is an integrated part of the processing system.

They applied the systems engineering approach to the problems of process control. The elements of the system were designed in terms of: (1) their contribution to the final output; and (2) the interrelationship of each element with the other elements of the system. This approach assures reliable on-line control and provides optimum process productivity, quality, economy and safety.

How It Works
The LIBRATROL-500 Process Control System receives incoming information from monitor devices, processes the information through a computer and provides accurate control information, either to a human operator, or directly to control elements within the processing equipment.

The system is capable of utilizing information from almost any

standard process instrument. Incoming information may be in the form of voltage from analog instruments, digital signals, or may be produced from data programmed or introduced by the operator.

Typical analog instruments which could supply input information include amplifiers, thermocouples, strain gages, transformers and potentiometers.

Digital information may be accepted from shaft encoders, flow meters, parts counters, level gages and digital transducers.

Fixed data, programming, limits and set points are established and introduced by the human operator through a typewriter or punched tape.

Output information may be presented as typewritten data, monitor display, alarm lights or bells, or as correcting signals to operate controllers within the processing equipment. These correcting signals may be electrical, pneumatic, mechanical or hydraulic.

Three Operating Modes
In many process industries the exact effect of all variables on the final product has not been determined. Where this is the case the LIBRATROL-500 system is used to collect data and to provide immediate and understandable information to a human operator from which he can make estimates of proper control settings.

In plants where the action of each variable on the final output is clearly understood, the computer will collect and analyze data and provide the operator with the correct settings for the controls.

A third mode of operation provides a closed loop to permit the complete, automatic control of the process by the LIBRATROL-500. The information from the monitoring devices is used to evaluate product and plant limitations. The output then directly changes controller set points within the process as required.

These three modes of operation provide the LIBRATROL-500 Process Control System with the capabilities needed to handle the

wide range of process control problems.

Typical Applications

For example, the system can be utilized in its basic mode of operation to secure optimum performance from a steel mill's open hearth installation.

Data from each furnace on the line is compiled and processed by the computer and presented in typed form. The tabulation indicates the condition and performance of each furnace and the corresponding fuel consumption. Immediate indication of unscheduled delays in furnace operation is made to both operator and plant superintendent.

In its computer-directed mode of operation, the LIBRATROL-500 could be used effectively in a gas distribution system. Here the basic problem is to minimize peak loading above the acceptable rate level.

Gas supply and distribution lines are continuously sampled for temperature, pressure, and specific gravity information. These data are converted to gas flow measurements by the computer which presents the information as gas supply and demand.

If the demand exceeds a level set by the rate schedule, the computer alerts the control supervisor who then takes appropriate re-distribution measures to avoid exceeding the allowable level.

Closed Loop Controls

Closed loop control of continuous chemical processes can be readily achieved with the LIBRATROL-500 system.

The major difficulty in effecting control of a continuous process is the large amount of data which must be processed to determine the status of the operation. It is usually impossible for human operators to reduce and interpret these data to the point that control decisions can be made and manual actuation of the control mechanisms accomplished within the time interval required.

The LIBRATROL-500 Process Control System solves the problem of matching the data processing and control action to the time characteristics of the process and makes fully automatic control a reality.

The LIBRATROL-500 system was developed in Wayne Black-

Promotions Continue at Record Level in August

Librascope employees continued to receive promotions at a near record level during the month of August, a check of Personnel records indicates.

The LIBRAZETTE congratulates the following employees who moved into higher job classifications last month:

Accounting

Gail Davis promoted to Payroll Clerk.

Assembly

Delmer Davies promoted to Production Wireman.

Clarence Heil promoted to General Assembler-Electrical.

Donald Hersch promoted from General Assembler-Electrical to Production Wireman-Leadman.

Larry Kilgore promoted to Operator-Wire Cutting Machine.

Evelyn McDonald promoted to Production Assembler.

Donald Tutor promoted to Wireman Leadman.

Engineering-Administrative

Homer Baker promoted from Assembler-Final to Field Service Technician.

David Briggs Jr. promoted from Design Draftsman to Assistant Drafting Supervisor.

Ward Coburn promoted to Design Draftsman.

Rick Girouard promoted from Design Draftsman to Production Engineering Associate.

William Goepfinger Jr. promoted to Senior Electronic Technician.

John Kennelly promoted to Design Draftsman.

Howard Little promoted to Senior Electronic Technician.

Ronald Montgomery promoted from Inspector-Precision Electrical to Electronic Tech.

Jason Nakashima promoted to Design Draftsman.

Engineering-Airborne

John Stark promoted to Engineer.

Engineering-Shipboard

Lynn Efting promoted to Engineer.

Howard Hofland promoted to Electronic Engineering Associate.

Joe Merchasin promoted from Design Draftsman to Designer.

James Morris promoted to Engineer.

Al Werner promoted to Senior Designer.

Engineering-Special Devices

Barney Lelong promoted from Design Draftsman to Designer.

John Stevens promoted from Electronic Tech. to Junior Engineer.

Inspection

Gene Rhone promoted to Inspector-Electrical.

Clyde Richardson promoted to Inspector-Precision Electrical.

Tom Ryder promoted to Inspector-Gauge.

Kenneth Shepherd promoted to Inspector-Assembly.

David Snyder promoted to Inspector-Electrical.

Machine Shop

Charles March promoted to Machinist-Radial Drill Press Leadman.

Methods

Clinton Donley promoted to Group Leader-Mechanical Methods.

Model Shop

Erle Lippard promoted to Experimental Machinist.

Reginald Moore promoted from Experimental Assembler to Expiditer-Model Shop.

Harold Orner promoted to Expiditer-Model Shop.

Glen Reyman promoted to Experimental Machinist-Leadman.

Ida Tripoli promoted to Experimental Wireman.

Office Services

Judy Dixon promoted to Department Clerk.

Plating and Processing Shop

Roger St. Clair promoted to Plater-Helper Leadman.

Production Control

John Albert promoted to Parts Mover.

Rodney Bauman promoted to Shipping and Receiving Clerk.

Robert Bond promoted to Parts Coordinator.

Nick Cappucino promoted to Dispatcher.

Donna Houchin promoted to Production Control Clerk.

Publications

Charles Gilkey promoted to Senior Technical Writer.

Mary Johnson promoted to Lead Reproduction Typist.

Dorothy Naregan promoted to Lead Reproduction Typist.

George Yerkes promoted to Senior Technical Writer.

Purchasing

Robert McCollum promoted from Expiditer-Model Shop to Outside Procurement Follow-up Man.

Tool Design

Velma Colton promoted to Tool Control Clerk.

Toolroom

Russell DeLancey promoted to Toolmaker.

Sam Galindez promoted to Machinist-Maintenance.

Leo King promoted to Toolmaker.

Bible Club Plans New Study Series

A new series of discussion and study sessions is being planned for members of the Librascope Bible Club, Donna Snyder, publications announced this month.

The series will center around events in the life of Christ as they are presented in the four Gospels, she said.

First session of the series was held Oct. 1 and interested Librascope employees are invited to attend those coming up.

The Bible Club meets every Monday and Wednesday in the conference room at the rear of Building 1. Two sessions are held daily to accommodate employees on different lunch periods. The first is held from 11:30 a.m. to noon and the second from noon to 12:30 p.m.

Don't miss Librascope's "You and Your Future," broadcast Monday through Friday at 6:55 a.m. over radio station KHJ.

burn's Commercial Department. The project team was headed by Joe Ator. Team members included Engineers Hugh Jacobson and Charles Slack, Designer Hank Liebetau and Electronic Technician Bill Crevola. Sales Engineer on the project was Fred Schneider. Jim Cass, Bill Reinholdt and Jerry Ott played active roles as project consultants.

Loan Policy Eased By Credit Union

Recent changes in Credit Union regulations have eased many of the previous restrictions pertaining to loans. For example, unsecured loans to new employees are contingent upon applicant's credit rating rather than on length of service. Another example is that a new employee may be eligible for a loan after completion of his probation period rather than after the previous six months period of membership in the Credit Union.

The following suggestions are offered to the housewife, the custodian of the family funds who somehow must find additional money to clothe the kids, replace worn out furniture and appliances, and provide for the coming holidays.

In nearly all cases of installment buying, you will come out money ahead if you buy with cash borrowed from the Credit Union. Before you consider installment buying be sure and find out what you will have to pay.

Watch out for total interest charges (not interest rates), loan insurance premiums, service fees, and above all — discounted loans. Your interest charges will cost you less with a Credit Union personal loan at a rate of 1% per month on the unpaid balance than for a 6% per year discounted loan from a bank, finance company, revolving funds, and other time payment charge plans.

New Products, Services Offered By GPE Controls

The products and services of a major subsidiary of General Precision Equipment Corporation are being expanded to meet the ever-increasing demands for industrial process controls, GPE President Edwin A. Link announced this month.

At the same time, Link announced a name change to reflect the expansion. Effective immediately, Askania Regulator Company becomes GPE Controls, Inc.

Two-Way Expansion

The projected broadening of GPE Controls' operating base will be effected in two ways: by expansion of its own products and services and by integration with certain products and services of three other GPE subsidiaries, Link said.

The three firms are Librascope, Link Aviation, Inc., Binghamton, N.Y., and Kearfott Company, Inc., Little Falls, N.J.

Management changes resulting from this consolidation of effort find D. W. Smith, president of Kearfott, assuming the chairmanship of GPE Controls. H. J. Velten and G. L. Stancil Jr. retain the respective positions of president and executive vice president they held with Askania.

Bratton Is Officer

Newly elected vice presidents of GPE Controls include W. E. Bratton, Librascope vice president-operations; W. W. Wood Jr., vice president-manufacturing of Link Aviation; and C. H. Berry, assistant to the president at Kearfott.

Executive offices of GPE Controls are in Chicago. Eastern and western regional sales headquarters are in the home offices of Kearfott and Librascope. Headquarters of the national service organization will be at Link Aviation.

Products and services of GPE Controls will include the pneumatic, hydraulic and electro-hydraulic process control systems formerly offered by Askania.

Adds New Products

It will also offer — through its tie-in with other GPE subsidiaries — analog and digital process control computers; data logging equipment; flow computers and integrators; analog-digital converters; and precision mechanical, electronic, and hydraulic components and subsystems.

Shand and Jurs Company, another GPE subsidiary, will continue to serve the petroleum and pipe line industry, Link stated. Compatibility of the products of Shand and Jurs and of GPE Controls is assured under the new program, he said.

Precisioneer Store Is Prepared for Holiday Buying

Preparations for the upcoming Christmas season are already underway at the Precisioneer store, Manager Eileen Brown reports.

Holiday merchandise is already arriving in quantity and a new and larger building has been erected to house and display it.

Mrs. Brown anticipates the biggest season in the store's history this year and is planning accordingly. Continuing the practice of past years, the store will be open on Monday evenings beginning Nov. 17 for the shopping convenience of Librascope families, she said.

In return, employees can be of real assistance if they will place all special orders by Dec. 12, she stated. This will assure delivery in time for Christmas and will simplify the task of taking the year-end inventory.

The 1959 models of all popular brand vacuum cleaners are now available through the store, she said. Included on the list are RCA, Eureka, Hoover, GE and Lewyt.

LibraSport News

Two Librascope Bowling Leagues Open Winter Season at Pickwick Alleys

Golf Champs Crowned as Season Ends

The majority of Librascope golfers holed out their final shots of the season as league play came to a conclusion Sept. 28.

Feature match of the season finale pitted Al Werner's National League contender against Jack Nelson's American League champions in the battle for the Company championship.

The two teams were about as evenly matched as two title contenders could be as the American League entry's 7½-6½ victory indicates.

In the final analysis it was a missed two-foot putt on the final hole of the final match that kept the teams from a title deadlock. Bill McAboy was the victim of the one that wouldn't drop and the lapse gave Ed Sullivan a 2-0 victory over a man he has had difficulty in beating over the years.

Thus, after five months of golfing activity in which 112 golfers competed in more than 500 matches and took an aggregate of more than 50,000 strokes in the process, the outcome was decided by a single shot.

The new Librascope champs are Sullivan, John Anderson, Chuck Cardea, Bob Bible, Jack Nelson, Andy Lee and Dewey Nichols. The runner-ups are McAboy, Arnie Brown, Joe Insalaco, Al Werner, Felix Ellingson, Dick Walsh and Fred Kirt.

The only unfinished business on the '58 golfing slate is the annual Calcutta tournament. The big news here was the withdrawal of the top-seeded entrant, Mac McColl. Back miseries which have plagued McColl over the past couple of years forced him to bow out before he had ever played a match. Ed Sullivan replaces him and will tangle with Conrad Dahlgren in the final first round match.

Results to date found Bill McAboy downing Arnie Brown 3 and 1 despite a 13-stroke handicap differential; Joe Mesch trouncing Tom Ryder 8 and 6; and Chuck Guran defeating Bill Bratton 6 and 4 in first round matches in the upper division. Guran went on to eke out a narrow 2 and 1 victory over Mesch in the second round.

In the lower bracket Carl Culver eliminated Bill Singleton 1-up; Hugh Smith topped Bob Bruce 2-up; Cliff Godwin squeaked by Glen Seltzer 1-up; and Wally Jobe took the measure of Jim Robinson 2-up.

Assembly Dept. Adds 2 Foremen

The Assembly Department added two new supervisors in August, General Foreman Herb Darby reports.

Gerald Henshaw was promoted to Assembly foreman on Aug. 4. Henshaw, who has been a Librascope employee since July, 1954, was an inspection leadman prior to his promotion.

The second supervisory spot was filled from the outside with Max Schirmer joining the Company Aug. 19 as a foreman in Mechanical Assembly.

The Librazette

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Art Editor Photographers

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Correspondents

Myrtle Gross, Engineering Services

Librascope bowlers were busy marking up their strikes, spares and misses this month as winter league action began on four fronts, Fred Killips, coordinator of Precisioneer sports activities, reports.

Bulk of the action centered at the new Pickwick Bowl, where 14 teams in two Librascope leagues are currently performing. Another five teams are competing in a house league at Pickwick, and a Precisioneer-sponsored aggregation is entered in an 825 scratch league at Jackson's in Glendale.

Major interest is being generated at Pickwick where day shift employees opened their 13th season of organized bowling on Thursday, Sept. 4. Eight teams are battling it out for the championship. League officials are Jeanette Calley, president; Fred Killips, vice president; and Carl Culver Jr., secretary-treasurer.

Swing shift employees have formed a six-team league and are taking their shots at the 1-2 pocket in the wee hours on Friday. Their officers are George Poppa, president; Jennie Pierson, vice president; and Victor La Cassella, secretary-treasurer.

Something new will be added to the winter league program this season, President Calley said. League officials are planning a bowling awards banquet which will be held at the close of the season.

There is a strong possibility that members of the swing shift league will also participate in the affair. If the necessary arrangements can be worked out by league officers, the banquet could become an annual fixture and could be an extremely effective means of creating increased interest in bowling among employees.

Small Field Dims Luster of Big Bore Rifle Shoot

The big bore rifle shoot of the Librascope Gun Club almost missed this year when just six contestants showed up for the competition, President Lee Duggan, photo lab, sadly reported following the event.

The shoot was held Aug. 10 at the Juniper tree range in Soledad Canyon and featured marksmanship in both open and scope sight divisions.

Len Soper, inspection, scored 113x150 to turn back three fellow shooters in the open sight division. Duggan carded 105x150 to finish second. Lee Simon, engineering, and Bob McFarlin, model shop, both scored 89x150 to round out the field.

Ralph Mershon and Fred Killips had it all their own way in the scope division (no one else showed up) with Mershon emerging the winner with a 117x150 aggregate. Killips must have had his mind on other things in the off-hand shooting for he was unable to locate the target with a single shot.

PTI Officially Merged with Librascope

Librascope's Livermore facility became even more closely identified with our Engineering Division this month, Don Webster, vice president engineering, reports.

Formal merger of Precision Technology into Librascope was effected Sept. 10 when PTI was formally dissolved by action of the General Precision Equipment Corporation board of directors.

The Livermore facility becomes Precision Technology Department with R. Carroll Maninger continuing as Department Director. The firm was founded by GPE in 1953 and has worked closely with the University of California's Radiation Laboratory in Livermore.

Librascope assumed operating control of the company in July, 1957. Precision Technology has done important research and development work on the fuzing and sequential timing of warheads for missiles and other ordnance weapons.

It has also designed high speed electronic and mechanical cameras as well as a variety of switching and control devices. The Department currently employs more than 60 people and is engaged in development work connected with advanced fuzing and sequential timing techniques for Lockheed's Missile Division, the Naval Ordnance Test Station and other firms.

The LIBRAZETTE will present an on-the-scene account of Precision Technology's activities in an upcoming issue.

CREDIT UNION HOURS

11:45 a.m. to 12:30 p.m.

4:00 p.m. to 4:45 p.m.

Monday through Friday

September Libravets



A DOZEN Librascope employees joined the ranks of the Libravets during September. The new 5-year pin wearers are: (l to r from top) Davie Henshaw, Myrtle Gross, Donna Snyder, Jack Evans, Ed Wirtz,

Leo Heinz, Andy Huot, Chuck Perry, Roger Perregio, Leon Gabel and Otto Golter. Not shown is Manuel Salvador Jr.

(Photos by Duggan)

Who's Telling the Truth . . .

About

Proposition 18?

Don't Take Anyone's Word

Here is the ENTIRE TEXT, word for word, just as it will appear on the ballot. It takes but a few moments to read it. You'll find NOT A WORD threatening the existence of ANY UNION . . . NOTHING to interfere with the way a union does business . . . its purpose is clear . . . to give wage earners the RIGHT TO JOIN or NOT TO JOIN a union as they see fit. That's all!

The People of the State of California do enact as follows:

A new Section 1-A is hereby added to Article I of the Constitution of the State of California to read:

Section 1-A.

1) All men should be free to elect voluntarily whether to join or not to join a labor organization. The principle of voluntary unionism provides a safeguard against the abuses which result from monopoly control of employment.

2) It is hereby declared to be the public policy of California that the right of persons to work shall not be denied or abridged on account of membership in an labor organization.

3) Any agreement or combination between any employer and any labor organization whereby persons not members of such labor organization shall be denied the right to work for the employer, or whereby such membership is made a condition of employment or continuation of employment by such employer is hereby declared to be against public policy.

4) No person shall be required by an employer to become or remain a member of any labor organization as a condition of employment or continuation of employment by such employer.

5) No person shall be required by an employer to abstain or refrain from membership in any labor organization as a condition of employment or continuation of employment.

6) No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees or other charges of any kind to any labor organization.

7) No person, firm, association, corporation or labor organization shall cause or attempt to cause any employer to violate any of the provisions of this Section.

8) Any person who may be denied employment or be deprived of continuation of his employment in violation of paragraphs (4), (5) or (6) or of one or more such paragraphs shall be entitled to recover from such employer and from any other person, firm, corporation, association or labor organization act-

ing in concert with such employer, by appropriate action in the courts of this State, such damages as he may have sustained by reason of such denial or deprivation of employment, together with reasonable attorney fees.

9) Any employer, person, firm, association, corporation or labor organization injured as a result of any violation or threatened violation of any provision of the Section or threatened violation of any provision of the Section or threatened with any such violation shall be entitled to injunctive relief against any and all violators or persons threatening violation, and also to recover from such violator or violators, or person or persons, any and all damages of any character resulting from such violations or threatened violations. Such remedies shall be independent of and in addition to the remedies prescribed in other provisions of this Section.

10) The provisions of this Section shall not apply to any lawful contract in force on the effective date hereof but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract.

11) Nothing in this Section shall be construed to deny the right of an employee to be represented in collective bargaining by a labor organization.

12) The provisions of this Section shall be self-executing but legislation not in conflict herewith may be enacted to facilitate its operation.

13) As used herein, "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

14) If any of the provisions hereof, or the application of such provisions to any person or circumstance, shall be held invalid, the remainder of this Section, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

Now You've Read It . . . Now You Know

1. Proposition 18 contains no hidden jokers.
2. Proposition 18 makes union membership voluntary, not compulsory.
3. Proposition 18 assures the rights of employees to bargain collectively.
4. Proposition 18 does not cut wages or favor wage cuts.

5. Proposition 18 does not interfere with pension or welfare funds.
6. Proposition 18 prevents a dictatorship by union bosses. It restores democracy to labor unions and will help clean up graft and corruption and elements of racketeering by making leaders responsible to the membership.