

Kelly Addresses Section On Unemployment

Thomas A. Kelly, Director of the New Jersey Division of Economic Development addressed the October 8th Section Meeting on Economic Prospects for New Jersey. Director Kelly reviewed the potential impact of the Bond Issue.

Director Kelly also quoted some shocking statistics on unemployment in the State (see Table). He then outlined the programs his Department has undertaken to revitalize the economy of New Jersey and thus stimulate employment and growth in the State.

Some of the offices under Mr. Kelly's direction are outlined below, along with the programs they are currently engaged in.

Office of Customized Training:

Establishes customized training programs within local schools and colleges to meet specific labor requirements of industry located in, or planning to relocate to N. J.

Office of International Trade:

Conducts programs to attract manufacturing plants of foreign companies with U. S. markets to locate in N. J. (At present there are 306 foreign firms located in N. J. and employing residents of the State.)

Office of Public Relations and Tourism:

Promotes national image of N. J. and stimulates tourism. The tourist trade in N. J. accounts for \$3.5 billion spent within the State annually. This office will promote N. J. as a Bicentennial State (using a mobile home to disseminate literature on events) and as a National Convention Center.

Office of Industrial Development:

Stimulates influx of new industry to N. J. Has prepared a portfolio of N. J. advantages for industry which is distributed (without charge to the State) by the National Account Officers of Major Economic Institutions throughout the country. Has established a computer bank of industrial sites available in N. J. and financial backing available. This data bank allows the office to immediately give an industry planning to relocate to N. J. a list of sites, and backing which meet its needs.

Office of Business Advocacy:

Expedites major projects underway in N. J. by acting to clear red tape in State agencies. Employs experts in Environment, Energy, Finance, and Transportation who act as intermediaries between business and State agencies to avoid bureaucratic delays of projects which will stimulate the State's economy.

These are just a few of the aggressive programs Director Kelly outlined which are intended to speed New Jersey's recovery from economic malaise. In closing, he cited the post-recovery employment prospects for E. E.'s in N. J.: 500 E. E. job openings per year; 300 to replace retirees, decedents, etc; and 200 representing new growth.

The Unemployment Trap in New Jersey	
Rate	13%
Total number unemployed	430,000
Number receiving benefits	312,000
Number joining rolls	3,000
Number leaving rolls to go on other forms of public assistance	4,000
Average weekly payment	\$75.00
Weekly cost to N. J.	\$15,000,000
Weekly cost to Federal Gov.'t	\$9,000,000
Total weekly cost	\$24,000,000

Reliability & Safety Math In Perspective

The North Jersey Section Reliability Chapter meeting, to be held Monday, November 10, 1975 at 8:15 P. M., will feature Dr. Martin L. Shooman, of the Polytechnic Institute of New York, speaking on "Putting Reliability & Safety Mathematics Into Perspective."

Dr. Shooman received the S. B. and S. M. degrees in electrical engineering from MIT in 1956, and the D. E. E. degree from the Polytechnic Institute of Brooklyn in 1961. From 1953 to 1955 he worked as a cooperative student for GE Co. During 1955-56 he held a teaching assistantship in the E. E. Department of MIT. In 1956 he joined a research and development group at the Sperry Gyroscope Company in Great Neck, N. Y., where he worked on reliability mathematics and aircraft control systems. In 1958 he joined the staff of the Department of Electrical Engineering at the Polytechnic Institute of Brooklyn, where he teaches graduate courses in reliability, safety, computer hardware and software engineering, and

undergraduate courses in electrical engineering and computer science.

Dr. Shooman is principal investigator of several Polytechnic contracts in the areas of reliability, availability, maintainability, safety, and software engineering. He has done consulting work for the U. S. Army, RCA, NASA, Kollsman, Picatinny Arsenal, Sperry Gyroscope Co., GTE Labs, and Bell Labs in the fields of control systems and reliability. Among his publications are: "Probabilistic Reliability: An Engineering Approach" (McGraw-Hill, 1968); Chapter V of "Adaptive Control Systems" (McGraw-Hill, 1961); and the Guidance and Control Chapter of "Handbook of Telemetry" (McGraw-Hill, 1971). He is a member of Eta Kappa Nu, Tau Beta Pi, and Sigma Xi.

For further information, contact: Dan Bogush at (201) 256-4000, Ext. 3757, or Robert Gauger at (201) 265-2000, Ext. 311.

Time: 8:15 P. M., Monday, November 10, 1975.

Place: Singer-Kearfott Div., Plant 3, McBride Ave., Little Falls, N. J. Rear conference room 1A.

Westinghouse Plant Tour

The New York Section of the Power and Industrial Division is sponsoring an inspection tour of the Westinghouse Incandescent Plant in Bloomfield, New Jersey on Wednesday, November 19, 1975, at 7:15 P. M.

The tour of the plant will highlight the manufacture of light bulbs from tungsten ore to the finished product.

Everyone must arrange for their own transportation. Send a stamped, self-addressed envelope for tickets and directions to R. J. Heil, c/o Reynolds Metals, Co., 51 Cragwood Rd., South Plainfield, N. J. 07080. Please reply by November 12, 1975. Tickets are limited; first come, first serve.

Time: 7:15 P. M., Wednesday, November 19, 1975.

Place: Westinghouse Incandescent Plant, Bloomfield, N. J.

IEEE Standards And The Engineer

Every day an engineer in almost any discipline meets an IEEE Standard. It is possible that, in frustration, he or she does not understand its intention, he or she thinks it is outmoded, or he or she knows there is additional information required and has some to offer. In all cases there is a wish for, someday, to have input or an explanation of the Standard — but when.

By the term IEEE Standards it is meant all the Standards to which IEEE has input and that list is too long to tabulate here. It not only refers to those

bearing the IEEE Standard identification, but includes American National Standards (ANSI), UL Standards, National Electric Code, National Electric Safety Code, National Fire Protection Ass'n. Code, International Electrical Commission Standards, CCIR, EIA, SAE, NSB, all kinds of government panels standards, and so forth.

If you wanted to learn how these Standards come into being, are updated or projected into Standards prepared by Ass'ns. much broader than IEEE, you will find your answers at the November 12, 1975 meeting of the North Jersey Section of IEEE held at 7:30 P. M. at the Punch Bowl Room of the Jersey Central Power and Light Company in Morristown. To answer this need Sava Sherr, executive secretary of the IEEE Standards Board will address you. He will be interrupting his participation at the Nuclear Power Engineering Committee meeting in Philadelphia to be with us. Please come out and relieve your frustrations about Standards.

Time: 7:30 P. M., Wednesday, November 12, 1975.

Place: Jersey Central Power & Light Co. Punchbowl Room, Rt. 24, Morristown, N. J.

Address Changed?

North Jersey Section Members should report address changes to the following address:

IEEE Service Center
445 Hoes Lane
Piscataway, N. J. 08854
(201) 981-0060.

Career Workshop

Do you have a career plan, or just a job? Are your talents being wasted in your current position? Are you looking for work?

You may be interested in a new process of life/work planning developed by the John Crystal Management Service in conjunction with the Washington Section of the IEEE. The New Jersey Sections of the IEEE are considering sponsoring a one-day Workshop to introduce you to this thorough and systematic process. If interest warrants, the Workshop will be held on a Saturday this fall. The cost will be on the order of \$30 to \$40. If you are interested, please read on and return the coupon at the end of this column.

The Crystal process includes the development of a detailed work case history, a self-evaluation, and an introduction to the business world. It can help you locate, create, and price a position you want. It is applicable to students, mid-career people, and retirees. There is a book on it: "Where Do I Go From Here With My Life?" by John Crystal and Richard Bolles (Seabury Press paperback — \$7.95). Useful background is Bolles' book "What Color is Your Parachute?" (\$4.95). The methodology and thoroughness of the Crystal career planning process should appeal to engineers.

This workshop will be a joint project of the Princeton, North Jersey and Jersey Coast Sections of the IEEE. It is being coordinated by Anthony D. Robbi of the Princeton Section. If you are interested in taking advantage of such a workshop, please fill out the form below.

To: A. D. Robbi
PS-PAC Career Workshop
RD # 1
Hopewell, N. J. 08525

_____ I have a strong interest in the Workshop.

_____ I have some interest in the Workshop.

Name _____ (North Jersey)

Address _____

Phone _____

EDITORIAL

The Newsletter would like to start some new columns this year and we'd like to know how you feel about our ideas. Samples might be a "For Sale" column where members can make use of the Newsletter to advertize items they want to get rid of — like an old set of golf clubs, furniture, or whatever. We might be able to do it with no cost to the participants, or maybe a minimal charge, depending on the kind of response we get.

Another column that can be used to your advantage is money-saving techniques around the home or at work. Times are rough (when will they ever get smooth?) and with inflation ever-increasing, we should all learn to manage our cash properly. One suggestion would be to present the readers with the proper way to tune up your own car, at minimal cost.

Please use the FEEDBACK CARD to communicate your feelings — whether you are interested in supporting these columns — maybe even coming up with some ideas of your own.

* * * * *

During the past year, through the use of the FEEDBACK CARDS, many of the members have asked the question "Why can't the Newsletter publish articles on . . . or . . . ?" The answer is that the Newsletter staff is very limited in scope. Your questions will be handed over to Section officers and maybe some action will result. So, don't lose hope. In the meantime, why don't some of you experts out there write some articles on your work and submit them for the next Newsletter?

* * * * *

Only 37 of you used the September issue's FEEDBACK CARD; but much information was gathered as a result. If only more of you would get into the act!

All of those participating in FEEDBACK - 1975 agreed with Chairman McMillan's letter to N. J. Assemblymen concerning attorney's exemption from State sales taxes. Other action for the Section to look into concerning engineers rights were suggested and these have been forwarded to Bob. Thanks.

The other side of the FEEDBACK CARD (i. e., comment on the Newsletter itself) reproduced and old issue: the Newsletter usually arrives too late in the month to attend meetings scheduled earlier in the month of publication. This issue will probably be late also! The Newsletter is undergoing a reorganization period — the results of which you will see next month when the Newsletter arrives ON TIME!

Thanks anyway to those who took the time out to respond. The Newsletter is the best form of communication for our Section; let's not waste it.

Any Questions?

In an effort to be more visible to the working engineer the North Jersey Section of the IEEE has set up a chain of company representatives whom you can contact concerning any aspect of your IEEE membership. Listed below is a tabulation of present company representatives. This list will be expanded as time goes by, and the new representatives' names will be published. If your company is not listed and you would like to be its representative, please contact Mr. John Abraham at (201) 622-7000, Ext. 3065.

Company
Aircraft Radio Corp.
ATT
Automatic Switch
Bell Labs (Holmdel)
Bell Labs (Murray Hill)
Bells Labs (Whippany)
Bendix
Con Ed.
Federal Pacific Electric
ITT
Jersey Central P & L
NJIT
Picatinny Arsenal
PSE&G
Singer-Kearfott
Western Electric (Kearny)
Western Electric (Newark)
Westinghouse

Representative
R. H. Fuller
W. H. Turner
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T. L. Turner
J. C. Strole
V. Varneckas
C. Soares
R. L. Asher
J. A. Baka
A. Ross
S. E. Polcyn
R. J. Kyle
R. Spiegel
F. W. Ortland
G. H. Hauck
R. W. Gonnam

Protective Relay Trends

Leo Husak, senior design engineer, Westinghouse Electric Corp., Relay-Instrument Div., will discuss "Trends in Protective Relaying" at the November 20 meeting of the Power Engineering Society.

Mr. Husak received his B. E. E. degree in 1957 and his M. E. E. degree in 1960, both from New Jersey Institute of Engineering. He has devoted his entire career to the design and development of protective relays; and has been responsible for several types of protective relays. He is currently a leader of a group responsible for the design and development of impedance type line relays. Mr. Husak is licensed Professional Engineer, and a member of Tau Beta Pi.

Time: 7:30 P. M., Thursday, November 20, 1975.

Place: Public Service Electric and Gas Energy Lab, 200 Boyden Ave., Maplewood, N. J.

Directions: Travel about two miles west from Springfield Ave. Garden State Parkway Exit 143. Proceed on Springfield Ave. to the labs, which are located at the intersection of Springfield and Boyden Avenues.

Problems Developing Electrical Codes

The Metropolitan New York Chapter of the IEEE Group on Electronics in Medicine and Biology (GEMB) has announced that a meeting will be held on November 12 at 7:30 P. M. Daniel Weinberg, Ph.D., will speak on "Problems in Developing Electrical Codes."

For further information, call W. H. Buchsbaum at (212) 240-5594.

Time: 7:30 P. M., Wednesday, November 12, 1975.

Place: Rockefeller University, South Lab, Room 204, 66th St. and York Ave., New York, N. Y.

Pre-Meeting Dinner: 6:00 P., M. in the Tower Cafeteria, 64th St. and York Ave.

Focus On: Spectrum User Problems

The IEEE 1976 International Symposium on Electromagnetic Compatibility, to focus on spectrum user problems, will be held in Washington D. C., July 13-15, 1976.

This symposium will direct attention to the problems of the users of the radio spectrum, and the problems of those affected by spectrum use. It will take a hard look at the electromagnetic compatibility aspects of our total environment and ecology.

Some of the areas to be included in the technical program are: System

compatibility problems; Consumer product compatibility; Radio spectrum utilization; Medical/biological aspects of RF energy; Airborne and space system compatibility; RF compatibility in electric power devices; and New approaches to user problems — fiber optics, Walsh functions, figure of merit, etc.

Paper summaries (500 words or less) are due by November 30, 1975.

Please submit three copies of summaries to: William G. Duff, Chairman, Technical Papers Committee, c/o Atlantic Research Corp., 5390 Cherokee Ave., Alexandria, Va. 22314.

Call For Papers For Microwave Symposium

The 1976 IEEE MTT-S International Microwave Symposium will be held at the Cherry Hill Inn, Cherry Hill, N. J., June 14 - 16, 1976. It will attempt "To Attain a Realistic Perspective in Microwaves." To achieve this role, the conference will use tutorial as well as contributed papers in the appropriate areas.

Papers are solicited describing original work, not published or presented previously, which can be theoretical, technological or applications oriented. Any papers concerned with microwave techniques, devices, systems, and applications will be considered. For information on subject areas regarded as particularly appropriate, or to submit both a 35-word abstract and a 500 to 1,000-word summary (due before January 2, 1976), contact: Dr. Martin Caulton, Chairman, TPC 1976 MTT-S Symposium, RCA Labs, Princeton, N. J. 08540.

The symposium will also include exhibits. For information about them, contact: Bertram Aaron, 55 Northern Blvd., Greenvale, L. I., N. Y. 11548; (516) 621-0630.

Light Sources: Innovation/Application

The New York and Long Island Sections of the Joint Power Engineering Society and Industry Application Society will sponsor a meeting on Innovation of Light Sources and their Application.

Ron Olson, lighting specialist with Strand-Century, will discuss dimming and its effect on the surrounding environment. Robert Wylie, manager with GTE-Sylvania, will discuss the application of lamps. Anthony DeLaurentis, lighting specialist with Crouse-Hinds Co., will discuss the application of lighting fixtures.

Time: 5:30 to 7:30 P. M., Wednesday, November 19, 1975.

Place: One World Trade Center, Room 62 South, New York, N. Y.

Refreshments: 5:00 to 5:30 P. M.

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REPORT ALL ADDRESS CHANGES TO:

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(201) 981-0060

It is not necessary to inform the North Jersey Section when you change your mailing address. The NEWSLETTER and other section mailings use a list provided by IEEE's national headquarters in New York. This means the Section has no need to maintain a mailing list or addressing plates. Section membership records are changed when Headquarters notifies us.

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Age Discrimination

As part of its continuing appraisal of the socio-economic conditions facing engineers and scientists, the Executive Committee of the IEEE has adopted a position on age discrimination which was offered for approval to its Board of Directors at their meeting in mid September. One of the key elements of the proposal is the encouragement of industry, government, and educational institutions employing electrical/electronics engineers to adopt Affirmative Action Programs within their organizations to: "insure the efficient, proper, and humane utilization of experienced, middle aged and older engineers."

The age discrimination position, when adopted by the IEEE Board of Directors, will be incorporated into an ongoing industry relations program of the Institute and officials of corporations in industry, at which many facets of the Institute's concerns for the engineering profession are discussed. The question of age discrimination and affirmative action would thus become one of the high priority items in their discussions. The complete position statement follows:

IEEE Position on Age Discrimination

Engineers consistently have demonstrated their ability to improve the quality of life for all inhabitants of the world. Engineers who employ the forces and materials of nature for the benefit of society are vital to the process of improving the quality of life for all peoples. The continued development of old technologies and the infusion of new ideas to produce new technologies require superior intellectual ability and experience in engineering and, therefore, need highly sophisticated ingenious people. This high level of capability and ingenuity on the part of engineers is achieved in part through formal education but, more importantly, through experience in dealing with technical problems. Thus, as an engineer gains experience he should grow in technological stature as well. He should become more valuable to society as he grows older, and a vast bulk of the engineers of the world do just that.

Employers of engineers have the obligation to provide a work environment that fosters the engineer's growth in technological stature of engineers through job assignment, formal and informal educational opportunities and through professional and technical peer contact.

Engineers have the obligation to continue to grow in their professional dimension through study, participation in technical conferences and meetings, and utilization of open and inquiring technical minds to solve problems facing

society. Engineers who do continue to grow in their ability to solve society's problems should have the opportunity to exploit that expertise as they increase in age.

IEEE notes, however, some evidence that indicates that some industries in a rapid technologically changing environment are prone to display bias against older engineers. The IEEE is as opposed to discrimination because of age as it is against other forms of discrimination since biases of any nature, including those of age, are inimical to society's best interests and those of the engineer. The IEEE calls upon industry, government, and educational institutions to examine their practices to assure the profession that such age biases do not exist in their endeavors, encourages the adoption of Affirmative Action Programs by all employers of electrical and electronics engineers to insure the efficient, proper and humane utilization of experienced, middle aged and older engineers.

IEEE Book On Career Management

The publication of "Career Management: A Guide to Combating Obsolescence, a Book of Selected Reprints," has been announced by the IEEE PRESS. This collection was edited by Harold G. Kaufman of the Polytechnic Institute of New York.

Advances in technology threaten the very people most responsible for such advances — engineers, scientists and other professionals — with obsolescence of their knowledge and skills. Concern about obsolescence has been manifested by an outpouring of articles, papers, conferences and seminars, but much of the written material on the problem is widely scattered and is difficult for the nonspecialist to locate and evaluate.

This book was organized in response to the need of technical professionals, and those who manage them, for an understanding of obsolescence and how it can be combated through various techniques of career management. In a series of carefully selected papers, experts in such fields as management, continuing education, psychology, and personnel present their latest thinking and guidance.

The dual orientation of the volume reflects the two levels at which the problem of obsolescence must be attacked. One level focuses on how management can most effectively create a climate that stimulates and maintains technical vitality. The other level is more personal and is concerned with how the individual engineer, scientist, or manager can combat professional obsolescence.

The 45 papers reprinted in this volume are arranged into the following six parts:

"Obsolescence: The Problem and Its Causes," "Managing for Technical Vitality," "Continuing Education: What Management Should Know," "Educational Options for Self-Development," "The Information Explosion: How to Cope with It," and "Career Management for Individual Growth and Development". In introductory comments to each part, the editor provides information to place the subject in perspective and to tie together the discussions in the various papers.

This 448 - page book, sponsored by the IEEE Engineering Management Society, is priced at \$8.95 for the paperbound member edition. A clothbound edition is available for \$17.95 (discounted to \$13.45 for IEEE members). The book can be ordered postpaid from the IEEE Service Center, 445 Hoes Lane, Piscataway, N. J. 08854. Payment should accompany the order.

Have A Job To Offer?

If you have a job opening for an IEEE member, please send details of it to the Employment Assistance Program. This should be typewritten and suitable for reproduction. It should include a brief description of the duties and responsibilities, the minimum educational and experience requirements, and the name, address and telephone number of the person(s) to be contacted by applicants. Job openings submitted in this manner will be included in a brochure to be distributed to unemployed members periodically. Please mail all job openings to: Quayne Golden Gennaro, P. E., Room 1B-536, Bell Laboratories, Holmdel, N. J. 07733.

Political Clout — That's What It's About

By Bob Mc Millan, Section Chairman

Un-united engineers have about the political leverage of a wet noodle. But 1,000,000 engineers, their families and friends along with an equal number of scientists with similar problems might very well have an enormous leverage.

What should we concern ourselves with. A political system dominated by lawyers, large corporations and powerful lobbies simply does not understand the fantastic return-on-investment possible if engineers and scientists are properly utilized. It is unconscionable that large scale unemployment of engineers exists with the following crucial unsolved problems hanging over United States' head:

- 1. Energy — \$100 billion to \$500 billion commitment needed over a 10 — 15 year period.
- 2. Automotive Safety — 50,000 lives/annum \$20 billion to \$40 billion cost of accidents. An engineered solution is needed. R & D cost: \$15 billion.
- 3. Pollution, raw materials and recycling — R & D at least several billion dollars per annum.
- 4. Mass Transportation — hundreds of billion dollars needed! R & D of several billions/annum.
- 5. Food — at least several billion dollars R & D.
- 6. Improved mass communications — to eventually substitute for much of mass transportation — \$5 billion per annum R & D.
- 7. Defense — many billion dollars R & D.

Action: What you can do:

- 1. Support your society(ies) both engineering and scientific in cooperating with other like societies, towards reaching coordinated positions on matters of mutual interests. Unification not unionism.
- 2. Submit your own views to this society.
- 3. Vote! (Preferably after determining a candidate's willingness to listen to engineers views.)
- 4. Write letters to congressmen and senators in office attempting to explain the consequences of not initiating certain programs. Point out the fact that one does not delay, cancel or abandon a technical program simply because bona-fide engineering problems exist. Instead one should apply engineers to solve or minimize the problems to an acceptable level.
- 5. Yes, this will cost some money. Is the safety of your country and having a job worth it?
- 6. Push this society to organize its professional activities operation towards action and positions on matters such as outlined. We should not just react to environmentalists.
- 7. Urge your congressmen to subsidize R & D to bring it up to five percent of Gross National Product for at least 10 - 15 years.
- 8. Tell us what else each of us should be doing.
- 9. Become active in IEEE!!
- 10. Do not shy away from publicity on matters of survival of your job, your country or even the human race!

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2. (a) How about the other column, on money management — is it a good idea?

(b) Can you contribute and suggestions on "economizing"?

3. What other articles or activity do you think the Newsletter or the Section ought to get involved in?

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
		Election Day				
9	10	11	12	13	14	15
	RELIABILITY & SAFETY MATH IN PERSPECTIVE		PROBLEMS DEVELOPING ELECTRICAL CODES IEEE STANDARDS	GROUNDING SEMINAR		
		Veteran's Day (Traditional)				
16	17	18	19	20	21	22
			WESTINGHOUSE PLANT TOUR LIGHT SOURCES	PROTECTIVE RELAY TRENDS		
23 30	24	25	26	27	28	29
					Copy Deadline For January Issue of The Newsletter	
				Thanksgiving Day		Hanukkah

Grounding Seminar

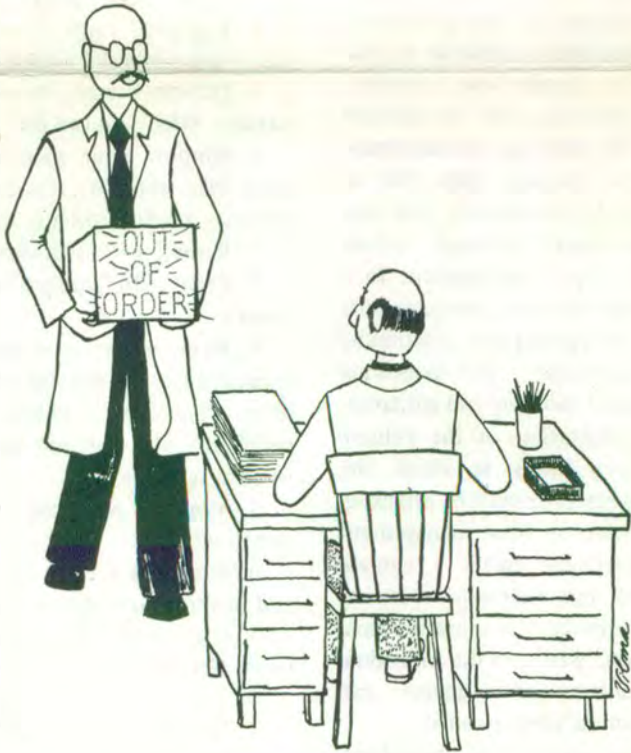
IEEE New York, North Jersey and Long Island Joint Chapter Instrumentation and Measurements is sponsoring a seminar entitled, "The Art and Science of Grounding," to be held November 13, 1975, at Bell Labs in Murray Hill, N. J.

Fundamentals of grounding, and grounding in communication systems will be covered by speakers from Bell Labs; measuring ground resistance will be discussed by a speaker from J. Biddle Co.; and test equipment grounding will be dealt with by a speaker from Hewlett-Packard Co.

A light lunch and a tour of the exhibit area at Murray Hill will be provided by Bell Labs; reservations must be confirmed.

A fee of \$10 will be charged IEEE members; and a fee of \$15 will be charged non-members. Make checks payable to Joint Chapter, I&M IEEE, and send them to: Ken Jacobsen, RFL Industries, Inc., Powerville Rd., Boonton, N. J. 07005.

Further details are available from: Ken Jacobsen at (201) 334-3100 or Deter Alsberg at (201) 949-3825.



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FEEDBACK – 1975

Please read the EDITORIAL before filling out this card.

1. (a) If we can set up a "For Sale" column would you support it?

(b) Should it be confidential, whereby the Editor would act as a go-between if desired?

(c) Do you have anything for sale? (What?)

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