

STUDENT ACTIVITIES DEPT.

ELECTRICAL ENGINEERING®

INSTITUTE CONSIDERING NEW SERVICES TO ITS MEMBERS. The Board of Directors (BofD) and staff executives of IEEE are making a major study of all the services which should be offered to Institute members and how to finance them. The context of the study is how to better serve all IEEE members as individuals and the membership as a whole in order to further the scientific, educational, and professional missions of the Institute.

In order to meet these commitments, and to take care of the increased costs of necessary services brought about by double digit inflation, the April 10th BofD meeting considered the proposal of a dues increase. This would be a \$5 increase in 1976 general dues and an increase in U.S. Regional assessments of \$5. The Board will reconsider the whole problem at its next meeting in September.

What are some of the possible new services being considered?

1. Direct telephonic access for members to the IEEE Service Center for immediate action on membership and publication needs through a special 800 WATS line and use of credit cards.

2. Direct Financial assistance to its Sections for Professional Activities Committees (PAC's), expansion of the Congressional Fellows program, a vigorous Washington lobby with the USAB staff member headquartered in Washington, accelerated manpower activities and an expanded public relations program aimed at nationwide member participation in issues affecting its public interest.

3. Formation of an IEEE Midcareer Academy. This will enable IEEE members who have been away from college for several years to update their technical knowledge in several areas such as telecommunications, instrumentation and control, power, computers and logic design, applied

electronics, and industrial applications.

This objective will be to improve the overall quality of electrical and electronics engineers by technological updating and skill revitalization.

4. New communications tools to aid the IEEE member including expansion of the newly-formed "Annals of the IEEE" for selective dissemination of scientific information, the introduction into "IEEE Spectrum" of a regular series of feature articles on applications techniques.

And, in general, a beefing up of all Institute activities to provide economical, efficient, and direct services on an expanded scale for the entire membership. To accomplish the foregoing the Directors will be considering various alternatives including some deficit financing as well as dues increases that vary in size and timing.

TOP-SIDE DEVELOPMENTS

BYLAW 313.5 AMENDED by BofD at its April Meeting to the effect that the number of signatures required on a petition to place a candidate on the ballot for offices of President or Executive Vice President was lowered from 2% to 1% of the total number of voting members as of the previous December 31. In addition, the requirements for submitting a nominating petition have been modified slightly, as follows: "Such nominating petition, at the time it is signed by the petitioners, shall set forth the office, the term of the office (expressed in date form), and the name of the proposed candidate, and when completed shall be submitted in a letter to the Board of Directors, to be received at IEEE Headquarters no later than 12 o'clock noon on the Friday preceding August 1."

BYLAW 109 - DUES AND REGIONAL Assessment was amended to include similar

types of Group/Society memberships and fees as those already in effect for the general membership (i. e., unemployed, retired, etc.).

CANDIDATES for 1975 IEEE elected office have been announced. Nominated for President is Joseph K. Dillard, currently Executive Vice President. Nominated for Executive Vice President is Robert F. Cotellessa, the Institute's Vice President Technical Activities. A complete list of candidates is printed in the June issue of Spectrum. Ballots will be sent to all members by September first. Remind your fellow IEEE members to watch for their ballot and vote. (Additional election information is printed on page 4A.)

PRESIDENTIAL SCIENCE AND TECHNOLOGY Advisor is being reestablished by President Gerald Ford. This action had been strongly recommended by IEEE President Arthur Stern in a position paper sent to the White House. The Institute felt this action was needed to develop "a close relationship between the President and the technical community." Along with the Congressional Office of Technology Assessment, this will mean that qualified engineers and scientists will be involved at the policy making level in both the Legislative and Executive Branches.

PRESIDENT FORD has also been asked by IEEE President Stern to comment on the Institute's Position Paper, "Science, Technology and America's Future," for publication in Spectrum. This document, adopted by the BofD at its April meeting, was prepared at Mr. Stern's request by IEEE Executive Consultant Don Fink. Using government figures, it shows that the real value of R & D in the United States, in the public and private sectors combined, has declined 10 per cent in the past two years, when expressed in constant 1967 dollars. To correct this dangerous falloff, the Position Paper recommends specific actions by the government to maintain R & D support

at 3% of the Gross National Product, including a depreciation tax credit and contract allowance for industrial R & D. In a response from James Cannon, Assistant to the President for Domestic Affairs, he noted that "there is no question as to the importance of science and technology R & D in pursuing national objectives." (Copies of the Position Paper may be obtained by writing HQ.)

IEEE PRESIDENT STERN is one of 27 society and federation presidents at work in the new Association for Cooperation in Engineering (ACE). ACE had its first meeting February 17, 1975. Past President Chestnut actively pursued the idea of ACE in 1973, and by 1974 ten societies had agreed to participate. Interim Chairman is Joseph J. Martin of the University of Michigan. IEEE's offer to perform the Secretariat functions for two years has been accepted. Donald G. Fink, IEEE Executive Consultant, has been appointed Operations Director for 1975 and 1976 by the executive arm of ACE, the Board for Engineering Cooperation (BEC). The blue inserts, 4E to 4G list the Articles of Association, and the ACE Rules of Procedure. (See E. E., Dec., p. 1.)

REVISION OF POLICY STATEMENT 9.7, "Participation Limitations for IEEE Sponsored Events" appears on pp. 4S-4T.

IEEE PENSION PROGRAM STATUS REPORT available. The IEEE, through its Pension Committee, continues to explore all possible avenues which might lead to a comprehensive program of pension offerings to its members. The committee is using a double pronged attack on the problem of portable pensions by attempting to provide a basic five-element package of plans to cover as many members as possible while simultaneously working with the legislative branch of the U. S. Government to both maintain the gains achieved in the ERISA-74 legislation and provide input for future legislation.

The five-element pension package and Status Report are delineated on p. 4U.

E. E. is sent without cost beyond dues to officers of IEEE Boards, Committees; Divisions, Societies, Groups, Conferences; Regions, Councils, Sections, Subsections, Chapters, and Branches. Second-class postage is paid at New York, N. Y.



Constitution Article XII

Section 4. On or before September first, the Board of Directors shall submit to all voting members as of August first a ballot listing all nominees for the elective offices, in accordance with the Bylaws.

Bylaw 313.9

Voting members shall vote for the candidates whose names appear on the list of nominees, by written ballot within mailing envelopes marked "Ballot" and bearing the member's written signature. No ballots within unsigned envelopes shall be counted. Only ballots arriving at IEEE Headquarters, or received by a qualified organization delegated by the IEEE Board of Directors, before twelve o'clock noon on the first working day following October 31 shall be counted. Ballots shall be checked, opened and counted under the supervision of the Tellers Committee not later than the fifth working day following the above stated date for closing the ballot. The result of the count shall be reported to the Board of Directors at its next succeeding meeting and the nominee for each office for which the election is being held, receiving the greatest number of qualified votes shall be declared elected. In the event of a tie vote, the Board of Directors shall choose between the nominees involved.

Policy Statement 12.3 - Electioneering

Partisan electioneering under the auspices of any IEEE entity is not permitted. IEEE units are requested to refrain from activities such as the publication of brochures or the holding of meetings for this purpose and no funds of any IEEE organizational units may be used in support of such activities.

The use of funds of any IEEE entity for electioneering purposes for any office, including both IEEE offices and municipal, county, state or federal offices, is prohibited.

Nonpartisan electioneering activities which provide information to members on issues facing the IEEE are permitted. For example, the editor of any IEEE publication is not prohibited from accepting the following, so long as the usual standards of accuracy, space limitation and quality are maintained:

- A. Statements by those candidates for IEEE offices whose names will be printed on the ballots in accordance with the Constitution and Bylaws, giving their programs and views on issues facing the IEEE, provided that all such candidates for a given office are given equal opportunity to present their views.
- B. Letters to the Editor stating an intention to seek candidacy for a given position with reasons.

Policy Statement 13.1 - Use and Control of IEEE Mailing Lists

IEEE membership mailing lists, whether obtained through IEEE Headquarters or through any IEEE organizational unit. . . may not be used for electioneering in connection with any office within the IEEE, or for political purposes. . . Any requests to Headquarters for a mailing list shall state the purpose for which the listing is to be used. A request for an exception to the above rule may be submitted to the IEEE General Manager.

Publishing First—Top papers to go to press!

Thanks to the hard work of Dave Dobson, a member of the Student Activities Committee, and the generosity of several of IEEE's Groups and Societies, the first, second, and third place Student-authored papers in each of the 10 Regional Paper Contests will be published in a single IEEE publication: IEEE 1975 Student Papers. Planned as an annual publication, this will give the best Student-authored papers in the Institute the recognition they so well deserve.

Significantly, this will be the first time that IEEE Student members have a method for world-wide distribution and recognition of their papers. Papers will be bound in a single volume and distributed to the Library of each College or University with an IEEE Student Branch and to each of our 450 Student Branches at no cost. Additional copies will be available for sale.

IEEE 1975 Student Papers will be available in October 1975. For more information contact Bob Asdal, Manager, Student Services, IEEE, 345 East 47th Street, New York, New York 10017.

Publishing Opportunity— All types of student-authored papers wanted!

Arrangements have been made by the Student Activities Committee with a number of IEEE's 31 Groups and Societies to publish in their Newsletters student-authored papers (or condensed versions thereof) which were presented in an IEEE Student Paper Contest at a Branch, Section, Area, or Region level. Here is how it works:

1. Send a reproducible copy of your paper to: IEEE, Manager, Student Services, 345 East 47th Street, New York, New York 10017.
2. On a separate sheet accompanying your paper, list your name, address, IEEE membership number, highest degree earned, school you are attending, and graduation date. Include a statement of the Contests in which the paper was entered and how it fared. (This information will be considered proprietary and will not be forwarded or published.) Also, provide a biography and photograph of yourself.
3. When received, papers will be classified to determine their area or areas of applicability and will be forwarded to the appropriate Group or Society, which has expressed interest in receiving student papers, for publication consideration. Final decisions regarding publication will be made by the IEEE Group or Society.
4. Papers will be acknowledged when received and authors will be notified to which Group or Society the paper is sent.

Here is a great opportunity to have your paper disseminated and discussed in the technical forum to which it applies and to receive the acclaim of a published author. Don't wait ... submit your paper today!

PLEASE POST

PLEASE POST

ARTICLES OF ASSOCIATION

FOR UNIFIED ACTION AMONG ENGINEERING SOCIETIES

Revision June 27, 1974

PREAMBLE: Recognizing a widespread desire of engineers for unified action among the many engineering societies, these articles provide for an association of societies, whose primary purpose is to achieve mutually common goals that can be attained more efficiently through collaboration of effort. The function of the Association is to serve as a facilitating mechanism for effective and timely cooperative arrangements among, and subsequent appropriate action by, those societies interested in a collective approach to any identified issue or project. The Association is to aid in anticipating the need for joint action so that cooperating societies may adopt a role of leadership rather than simply one of response. Although the Association may initiate studies and programs, it shall neither take unilateral action nor act as spokesman for any position except on explicit request of its component societies. It is with these precepts that the following articles are adopted:

I. We, as Presidents of the engineering societies on whose behalf we act, hereby establish an Association for Cooperation in Engineering, and agree that we will use the Association as the primary channel through which we will discuss and coordinate matters of common interest to engineers and their societies in the United States.

II. We welcome and will accept into the Association any national or international engineering society of recognized stature in the United States whose president endorses these articles on behalf of his society.

III. We agree to seek ways to enable our societies to cooperate on projects of common interest that can be worked on effectively on an inter-society basis. Such projects may be of a technical, professional, educational, governmental, or other character, and may be entered into by two or more of our societies; however, participation will not be limited to those societies which participate in the Association. The specific objectives, leadership direction, and financial support of each project will be worked out to the mutual satisfaction of the respective societies in the particular endeavor.

IV. We agree as an Association to meet at least annually with our chief staff officers in attendance in order to: (a) provide discussion and interaction among the engineering societies, (b) evaluate the general progress of unified action, (c) provide for continuing activity throughout the year, and (d) consider any matter of mutual importance. In all matters before the Association, each President will have equal voice.

V. The Association will organize a Board for Engineering Cooperation, which will meet approximately quarterly for carrying out the ongoing operations necessary for joint action. The Board will consist of the Presidents (or their successors) of the following societies:

American Institute of Aeronautics and Astronautics
American Institute of Mining, Metallurgical, and Petroleum Engineers
American Society for Engineering Education
American Society of Mechanical Engineers
American Society of Civil Engineers
American Institute of Chemical Engineers
Engineers Council for Professional Development
Engineers Joint Council
Institute of Electrical and Electronics Engineers
National Society of Professional Engineers

plus the presidents of four additional societies, as chosen by the Association. The Board for Engineering Cooperation will: (a) call the annual meeting of the Association and establish its agenda, (b) initiate or facilitate cooperative activities and joint action task forces when needed, and (c) establish the necessary secretarial functions and operating procedures to support the work of the Board and Association.

VI. We agree to share on a voluntary basis among our societies the secretariat support necessary to coordinate and monitor the projects and other joint undertakings which may be agreed upon. These common functions will be handled in a manner to be determined by the Board for Engineering Cooperation.

ASSOCIATION FOR COOPERATION IN ENGINEERING

Rules of Procedure

Adopted by the Association--February 17, 1975

- I. The current president (or highest officer) of a member society is the official representative to ACE, with a single vote. In extenuating circumstances he may designate his vice-president, president-elect, or past-president to act for him. All individual members and staff of member societies are included in ACE and may attend meetings as observers, without vote.
- II. The Officers of ACE shall be a Chairman, Chairman-Elect, Secretary-Treasurer, and Immediate Past-Chairman, each (as may be appropriate) elected for a one-year term by mail ballot, or by vote at the Annual Meeting. The Officers are to perform the usual functions of such Offices for ACE and its Board for Engineering Cooperation (BEC). The order of their succession at a meeting in the event of absence is according to the fore-going listing. The Officers shall constitute an Executive Committee to handle such affairs as are delegated to it by ACE or by BEC. The Officers are members of ACE and BEC, ex officio with vote. If a vacancy occurs in any Office, BEC shall appoint a successor to fill the unexpired term. At the time of his election, an officer of ACE must be his society's President, President-Elect, or Immediate Past President.
- III. An Annual Meeting is to be held each summer. The Fiscal Year for all Offices and operations shall commence the first of September. Special meetings of ACE may be called by BEC. Votes at these meetings, or by mail ballot, of all voting members shall constitute the highest authority in ACE.
- IV. The membership of the BEC is to be determined by ACE before the start of each fiscal year.
- V. Standing and ad hoc committees may be set up by BEC as needed. The period of service on a committee is not limited to the term of the official representative of a society; however, committees are to be re-appointed each fiscal year.
- VI. At all ACE or BEC meetings a majority of eligible voting members constitutes a quorum and a simple majority vote carries a motion. However, where action is to be taken by ACE on behalf of all of its member societies, the decision must be unanimous among all members, both present and absent. Written or mail ballots are to be used when the consensus is not clear. The ordinary Robert's Rules of Order apply to conduct of meetings.
- VII. Recommendations for the voluntary sharing of costs for ACE operations and projects are to be made by BEC. An Operations Director may be appointed by BEC to execute the day-to-day tasks of ACE.
- VIII. A society may withdraw from ACE by sending notice, not less than 90 days in advance, to the Secretary-Treasurer.
- IX. These Rules of Procedure may be amended at an ACE meeting or by mail ballot by a favorable two-thirds vote of all members except as follows: Since the Articles of Association were written to initiate ACE, without provision for amendment, the Rules of Procedure take precedence over the Articles; however, any amendment to the Rules which is not consistent with the Articles requires unanimous approval of all members.



IEEE MEMBERSHIP PROPOSALS

The IEEE Bylaws provide that "Admission or transfer to any grade except Fellow may be proposed by any member or organizational unit of the IEEE acting as sponsor by supplying to the Admission and Advancement Committee a completed application form and testimonials as to the applicant's qualifications from the prescribed number of references. When favorably acted upon by the Admission and Advancement Committee, election to this membership grade shall be effective upon receipt at IEEE of the candidate's acceptance of the proposed membership grade and payment of any necessary dues and fees."

An individual member, a Section, or other IEEE organizational unit may submit an application for admission or transfer to Member or Senior Member grade with or without the knowledge of the applicant.

- (1) The proposer will fill out the application. Most members already have a resume which can be used for this purpose. Mail the completed (and unsigned) application with a letter to Miss Emily Sirjane at IEEE Headquarters stating that you are proposing the candidate for admission/transfer.
- (2) The proposer is responsible for soliciting the required three references on the application which are to be mailed direct to the IEEE office.
- (3) Upon receipt of the three references, the application will be reviewed in the usual way by the Admission and Advancement Committee.
- (4) When favorable action has been taken on the application, the proposer will be requested (through special form provided by the IEEE) to invite the applicant to accept the proposed grade of membership. The admission/transfer will be processed just as soon as this written acceptance is received.

SENIOR MEMBER RECOGNITION

The higher grade of membership is a badge of recognition and achievement. A membership certificate is provided to the member at no charge. A special congratulatory letter is sent to every member admitted or transferred to Senior Member grade. The employer of the member is notified that the employee has been elected to the highest professional grade for which application may be made. The member's prestige is thereby enhanced in his own company and throughout the profession.

Senior Member applications will be furnished promptly on request to Miss Emily Sirjane at IEEE Headquarters.

continuing education services

The Educational Activities Board has developed a meaningful program of short courses for the membership in all IEEE Regions.

Designed for those Education Chairmen who are actively seeking programs that will broaden the base and enlarge the capabilities of the members, the venture offers the following courses:

COMPUTER & INFORMATION SCIENCES

- Computer Aided Filter Design
- Minicomputer Realtime Operating Systems
- Minicomputers (2 days)
- Electronic Information Processing:
Technical Drives & Physical Implementation

ELECTRICAL & ELECTRONICS ENGINEERING

- Infrared Testing (2 days)

BUSINESS & MANAGEMENT

- How to Start and Finance A New Business
- Professional Growth: Where Do I Go From Here?
- The Management Imperative: Effective Communication
- How to Convert Your Ideas into Dollars
- Planning: Professional & Personal

COMMUNICATION

- Engineering Consideration For Microwave
Communications (5 days)

POWER

- Introduction to Solid State Power Electronics

Please use this sheet in making your selection and mail it to me today. I will send you further details and a new sheet to replace the one you have used.

Name: _____ Address: _____



THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.

FOR ADDITIONAL INFORMATION CONTACT VINCENT J. GIARDINA
445 HOES LANE, PISCATAWAY, NEW JERSEY 08854



9.7 - "Participation Limitations for IEEE Sponsored Events" (Revised)

A. IEEE Sponsorship. All IEEE members, irrespective of grades or any similar consideration, shall be admitted (upon payment of appropriate registration fees, if any) to any and all meetings, conferences, conventions, discussion groups, lecture series, tours, or other assemblages of which IEEE is a sponsor or cosponsor, except for cases involving physical limitations or government security. IEEE may sponsor or cosponsor a classified activity only when by doing so the dissemination of technical information to its membership, or to a portion thereof, is enhanced, rather than restricted. Classified sessions, or meetings, shall be budgeted to be individually self-sustaining.

B. Physical Limitations. It is recognized that some tours and similar activities will be limited by the capacity of buses or other facilities, and attendance will be available on the basis of the sequence of receiving individual requests from members or other participants. IEEE assemblages operating under governmental security classification may include, or be held in conjunction with, tours subject to the same type of classification restrictions. Tours or similar activities with any other restrictions are not acceptable for IEEE sponsorship or cosponsorship.

C. Government Security. Sponsorship or cosponsorship of events involving government classified or restricted data by IEEE shall normally be by Sections or Region(s) located in the nation involved. The attendance criteria and security requirements for admission to IEEE meetings or portions thereof where material is presented which involves government classified or restricted information must be in strict conformance with the appropriate national regulations. IEEE shall not be involved in any way with the publishing or with the costs of publishing classified information. If the meeting involves both classified and unclassified events, separate registration fees and financial records shall be maintained for the unclassified and classified events, and the events shall be budgeted to be individually self-sustaining. When a classified event is held in association with an unclassified event, attendees at the classified event also must register for the unclassified event. Attendees who wish to participate in only the unclassified event are not to be required to register for the classified event.

D. Administrative Meetings. None of the above shall be construed to limit the right of the Board of Directors, Executive Committee and other regularly constituted Boards and Committees of IEEE to restrict attendance at their meetings to their duly appointed members.



TECHNICAL ACTIVITIES BOARD

TECHNOLOGY FORECAST AND ASSESSMENT

THE TF&A PROGRAM WAS REORGANIZED IN 1974 TO FOCUS ATTENTION AND EFFORT ON FIVE TECHNICAL AREAS:

COMMUNICATIONS
INSTRUMENTATION
ENERGY
COMPUTERS
COMPONENTS

GOALS WERE SET (A) TO ORGANIZE SESSIONS ON THESE FIVE AREAS FOR INTERCON/75, (B) TO PREPARE REPORTS, AND (C) TO ARRANGE FOR SUMMARY ARTICLES IN SPECTRUM. THESE GOALS WERE MET, UNDER THE LEADERSHIP OF DR. L. K. KIRSCHMAYER, TF&A COMMITTEE CHAIRMAN, AND DR. W. MORSCH, IEEE STAFF. THREE TF&A SESSIONS WERE SCHEDULED FOR MONDAY, APRIL 7, AND FOR TUESDAY, APRIL 8. THE PAPERS FOR THE INDIVIDUAL SESSIONS ARE AVAILABLE AT \$3; A BOUND VOLUME OF ALL PAPERS IS ALSO AVAILABLE:

SESSION B & G

SYSTEMS APPROACH TO ENERGY MANAGEMENT CH01027-2SMC \$3

SESSION C

CONTROL AND REDUCTION OF AUTOMOTIVE POLLUTION 75CH1028-0 TABT \$3

SESSION E

SPACE SHUTTLE EXPERIMENTS 75CH1029-8AP \$3

SESSION H

THE ENGINEER IN TRANSITION TO MANAGEMENT 75CH1030-6EM \$3

SESSION I

ADVANCED INDUSTRIAL APPLICATIONS OF INFRARED TECHNIQUES 75CH1031-4 IECI \$3

ALL PAPERS FROM ALL SESSIONS, CH1005-8TFA--(\$8 NON-MEMBER \$6 MEMBERS)

THE APRIL ISSUE OF SPECTRUM CARRIES THE SUMMARIES.

A TF&A PRIMER HAS BEEN ASSEMBLED AND SHOULD BE AVAILABLE BY THE TIME THIS NOTE REACHES EE READERS; IT WILL BE IDENTIFIED BY CATALOG #CH1005-8TFA, LIST PRICE \$8, IEEE MEMBER PRICE \$6.

NUMEROUS TF&A SESSIONS HAVE BEEN SCHEDULED IN CONJUNCTION WITH CONFERENCES TO BE HELD DURING THE REMAINDER OF 1975; THESE ARE TABULATED ON THE REVERSE SIDE OF THIS SHEET.

EARLY IN 1975, THE TF&A PROGRAM WAS TRANSFERRED FROM USAB TO TAB, BUT WITH ONLY \$12K SUPPORT FROM A BUDGETED \$40K. TAB OP COM, AT A SPECIAL MEETING ON APRIL 10, CONCLUDED THAT THE PROGRAM WITH FULL-TIME STAFF SUPPORT WOULD HAVE TO BE TERMINATED AT THE END OF JUNE. ARRANGEMENTS HAVE BEEN MADE FOR DR. MORSCH TO CONTINUE TO HELP WITH THE ACTIVITIES PLANNED FOR 1976, BUT AT A REDUCED ONE-QUARTER CONSULTING BASIS. ANY GROUP OR SOCIETY (OR OTHER IEEE ENTITY) WISHING HELP FROM DR. MORSCH SHOULD MAKE APPROPRIATE ARRANGEMENTS WITH HIM. HE CAN BE REACHED THROUGH THE IEEE WASHINGTON OFFICE.



IEEE PENSION PROGRAM STATUS REPORT

To briefly review, the five-element pension package consists of:

1. A Group Annuity - This plan is currently being offered - of use mainly to members already nearing retirement (55 or over) who may wish to supplement their benefits.
2. Individual Retirement Accounts (IRA's) - Not being offered by IEEE at this time - which permit individuals not currently actively employed under a pension plan to set aside up to \$1500 per year of income in a special retirement account tax free.
3. Keogh Plans (HR-10) - A plan is currently available through PFP which IEEE has elected to join - which allow self-employed* individuals to set aside up to \$7500 or 15% of income (or 100% of the first \$750), whichever is least, per year in a retirement account tax free.
4. A General Pension Plan - Currently being offered by PFP - for use by small employers who do not currently have a pension plan.
5. A new concept, the "Carve-Out" plan - Not currently being offered - which would enable currently employed engineers and scientists to be "carved out" of their employers current pension plan. The monies that would normally be credited to the employers plan would now go into a special engineers plan. The engineers plan would provide immediate vesting and would be fully funded. These latter provisions provide true portability - but require that the engineer recognize that he is trading-off a lesser payout on retirement for the immediate vesting privilege.

The current status of the two plans not now offered by IEEE directly or through PFP (IRA's and "Carve-Out") is given by the following excerpts from a recent report by R. J. Backe.

*Corporate employees with some outside self-employed (consulting) income qualify to contribute some of that income to a Keogh Plan.

Individual Retirement Account (IRA)

The IRA pension option was made available by ERISA 74 to certain classes of employees, effective January 1, 1975. There is still some doubt as to the exact manner by which certain persons can participate in this plan. However, it is clear that a very significant minority of IEEE members can use IRA's — specifically those "covered" by no employer plan at all or those not yet eligible to be covered by an employer plan. Not yet defined is the means by which an employee can "opt out" of the employer plan (and thus become eligible for an IRA). However, it appears that those employed by a company where, if an employee elects not to contribute he is not covered are the primary ones who have any prospects of such opt out.

Pursuant to the Board's specific interest in IRA's, IEEE let a letter contract to a major management consultant firm to study the products that were being developed for early use by groups such as IEEE. The firm conducted a detailed telephone survey of a total of eight major banks in New York and Chicago as well as the ten largest insurance companies.

They concurred with the previous opinions of IEEE counsels, Frank Cummings and Donovan, Leisure, and other insurance consultants with respect to the principle problem associated with this offering. Specifically, in order to offer a group investment account on an interstate basis, such an account will have to be registered with the Securities & Exchange Commission...a laborious and unwelcome task. Only certain types of IRS qualified products are exempt from this SEC registration requirement. As a result, only two banks* in the country are currently willing to consider developing such a prototype plan. One, National Bank of Detroit, has already done it for Keogh or HR-10 plans for self-employed individuals, and are considering doing this for the newly enabled IRA. This bank is the one selected by PFP to offer HR-10's, at least on a pro tem basis. The other bank is Harris Bank & Trust Company of Chicago.

The gist of the report is given verbatim in their summary below, but should be read with the understanding that they more commonly deal with insurance companies:

"In summary, we note that banks in general are not prepared to offer group pension IRA or Keogh plans nor are they prepared to market these products. On the other hand three (and perhaps four) top pension writing insurance companies, who are able to offer group Keogh plans, are planning to offer group IRA plans, and have in certain instances the capacity to administer these products. Marketing, however, is a serious consideration. This must carefully be explored with the insurance companies. There appears to be little enthusiasm for marketing the HR-10 plan since it seems to require (in the insurance companies' opinion) a personal presentation. The IRA plan, perhaps, could be marketed by mail.

*The Continental Illinois Bank has just recently been requested by the American Bankers Association to develop a "pooled IRA" plan which could be of immediate use by the IEEE.

"The actual development of a plan for IEEE, the marketing question, and the administration question should next be tackled by IEEE. We stand ready to be of service in these areas."

IEEE is pursuing the development of a prototype plan on its own. This effort will be done by the combined and coordinated efforts of our counsel, PFP staff, aided by an existing administrator. The time table for development of this master IEEE plan can be set at September 30, 1975, we believe, without compromising the need for responsiveness to prerogatives of ERISA 74 and for serving our members needs.

"Carve-Out" Plan

A "Carve-Out" plan is the only means by which the majority of IEEE members can, in fact, resolve the pension forfeiture problem associated with this profession's normal mobility. Since 80% of IEEE members (as well as engineers and scientists in other disciplines) are employed, move from job to job every five years, and, despite the reforms of ERISA 74, can not look forward to obtaining a vested right in a future pension income until they have worked at least 10 years for each employer...some type of carve out plan still appears to be a necessity. Our goal is obtaining tax qualification for an immediate vesting, fully funded plan, under an exception of the IRS code similar to that afforded university professors (TIAA/CREF) and airline pilots.

The Board of Directors and Executive Committee recognized the value of this approach. However, it sensed that there was an enormous marketing job in selling this approach to engineering employers and an equally large educational job in informing the employed engineer regarding this alternative. It, therefore, directed an in-depth study of the problems.

In January 1975 Requests for Proposals were mailed to a total of nine insurance and management consultant companies. These included Johnson & Higgins; Cressap, McCormick & Paget; Hewitt Associates; Milliman & Robertson; Alexander & Alexander; Towers, Perrin, Forster & Crosby; Smith Sternau; Martin Segal & Company; and Organization Resources Counselors. The RFP identified the principal characteristics of the carve-out plan required to serve our membership and requested; development of various models that would fulfill these requirements; cost analyses of these models and projections as to market acceptability by employers and employees.

An alternate proposal to the specified work order involving a multi-stage effort has been received, reviewed, and accepted. The first stage will consist of an in-depth survey of our members to determine under what conditions they would desire and participate in a carve out plan.

Commenting on the survey approach, H. S. Goldberg, Chairman of the United States Activities Board, said:

"The problem with the "carve-out" concept is several fold. First of all, it is a brand new concept and has not yet been interpreted by the cognizant agencies. Second, the law provides that those people who gain five or more years of vesting time, by virtue of the "carve-out", should not gain monetarily when they receive their pension. Therefore, the time value of the money received over the first five years at retirement must be subtracted from the ultimate pension. As presently interpreted, this means that in exchange for an assured pension, the final number will be significantly less than one would get using the old multi-year vesting program. In other words, if you want to shoot crap and bet that you will be at your company 15 years hence, you'll get more money than if you opt for the "carve-out" plan. The survey proposed is to determine how many people would go for the plan."

A target date for completion of a member survey, an industry survey, and initial contacts with the Government, have been set to conclude September 30, 1975. Based on this a final strategy for attacking this problem should be developed.

Legislative Initiatives

The following activities for 1975 will be initiated as soon as coordination is completed between IEEE officials and other technical societies:

1. Secure an appointee to the Labor Department Advisory Council, reference ERISA Section 512
2. Propose to the Secretary of Labor a grant funded study of the engineering pension plan problem with specific reference to the portability versus forfeitures situation, as provided for under ERISA Section 513
3. Propose to assist the Joint Congressional Task Force in the situation with surveying respect to age discrimination and portability, etc., as provided for in ERISA Section 3022
4. Submit to the Secretary of Labor, proposed revisions to Government Procurement Regulations (a draft has been conceived and is available for review by any interested members), as provided for under ERISA Section 3032
5. Submit a request to the Joint Congressional Task Force for an "airline pilot's" exception, as covered by or as described in ERISA Section 1011/410 (b)(2)(B), and as suggested in Committee Report Section 5016, paragraph 13
6. Draft a legal opinion for possible future use, based on the general discrimination provisions of ERISA 74 as amplified in Report Section 5017. Cover both discrimination between older and younger engineers and discrimination between typically paid engineers and higher paid company owner-managers as it might be viewed by the courts, IRS, and the Department of Labor in any future action initiated by the professional societies.

in the Canadian Department of Communications.

FOR YOUR INFORMATION

NOW AVAILABLE: MANPOWER REPORT on Mid-Career Planning. This third annual report deals with "The EE at Mid-Career--Prospects and Problems." Hans Cherney, Chairman of the Institute's Manpower Planning & Member Employment Committee, notes that this report "focuses on a subject which - although it affects only a segment of the engineering population at any given time - should be of concern to every engineer, and specifically to the engineer employed in industry." This 298-page report is available from the Order Dept., IEEE, 445 Hoes Lane, Piscataway, N.J. 08854. The cost to Institute members is \$15.00, non-members \$25.00.

STUDENT REVIEW of the IEEE Manpower Report, "The EE at Mid-Career--Prospects and Problems," has been published by the IEEE Manpower Planning & Member Employment Committee. According to Harold S. Goldberg, Chairman, USAB, "We hope that these chapters will help IEEE members--students as well as those nearing the mid-career point--handle this watershed in our life with just a little more understanding and a little better capability than before. We hope that all of us will benefit from the report...." Price: Student Members: \$1.85. Non-members: \$2.50. For students in quantities of 10 or more, \$1.00. Available from the Order Dept., IEEE, 445 Hoes Lane, Piscataway, N.J. 08854.

LIFE MEMBERS, TORONTO SECTION, feted at Dinner Meeting. With an average age of over 75, twenty-eight Life Members attended a dinner financed by the revenue from three extremely successful Short Courses. On the evening's agenda was a technical session on the Advancement of Electrical Engineering Knowledge over the past fifty years. A film was shown which was taken at the IRE International Convention held in Toronto in 1930. Half of the Life Members in attendance had been Chairmen of either AIEE or IRE in the past. One

E.E. No. 58-5

of three Life Members in attendance who had attained the age of 88 was Mr. Walter L. Amos who had joined AIEE in 1903. Thirty-five members of the Section attended, including Regional Director Dr. George Sinclair. All in all, hats off to the Life Members.

IEEE STANDING COMMITTEES and Boards will publish, in Spectrum's June issue, information of their activities during calendar year 1974. The 1974 Treasurer and Secretary's Reports will also be published in June Spectrum.

IN PROPOSING TRANSFERS to Member/Senior Member grade, remember, IEEE would like all members to hold the highest grade for which they qualify. If a qualified member cannot be induced to apply for upgrading, he or she can be proposed for advancement in grade. Procedures for proposing candidates for transfer appear on page 40. The higher grade of membership is a badge of recognition and achievement. The member admitted or transferred to Senior Member grade receives special recognition. (See details, Insert 4P.)

MEMBERSHIP FIGURES were 5,000 higher at the end of March than in the preceding year. We want to maintain this growth! All Sections have received lists of their members in dues arrears with the request that these members be contacted and encouraged to continue membership in the IEEE. It is just as important to retain a member as it is to recruit a new one.

A MICROFILM CAMERA has been purchased by IEEE along with the other four Founder Societies, to enable the Engineering Societies Library to microfilm some of its older archival material for the purpose of preserving it, and to provide a microfilm service for the members of the Institute Societies. The IEEE portion is being funded by the Life Member Fund Committee. This service enables individuals and libraries to purchase single articles on microfilm and, in the case of out-of-print publications, can provide complete issues for purchase.

MEMBER AND FIELD SERVICES DEPT., which handles geographical units, i.e.,

Regions, Sections, Chapters and Student Branches, will now also handle the Member Services Unit as a result of a recent reorganization. The Member Services Unit takes care of new member applications and individual member correspondence dealing with problems, the annual Institute election, and the annual dues renewal billing program. Other responsibilities include support of certain BofD and ExecCom standing committee activities, i. e., Tellers, Fellows, Nominations and Appointments, Membership Development, Life Member Fund and Admissions and Advancement, as well as production and distribution of Bylaws, Policies, Organization Roster, Report of the Secretary and key operational guides and manuals. Object of this department is to service the basic non-technical needs of the membership.

IEEE CONTROLLER Tom Bartlett, as of May 1, has assumed responsibility for the General Accounting Department headed by Ed Rosenberg. The basic functions of the Controller include budgetary planning, general accounting and payroll. A new Personnel Manager, Maureen Schmidt (see "Welcome Aboard!") will also be under the supervision of the Controller but will have direct access to General Manager Schulke.

ANN L. BATTISTE RETIRES after 29 years of service with the Institute. She was an Editorial Assistant for Spectrum and formerly worked in TAB.

MEMBERSHIP SURVEY on Salaries will be presented in July Spectrum.

"SCIENCE AND SOCIETY: A Humanistic View" is the subject for the CBS Television Network's Summer Semester beginning May 19th. Mr. Donald Fink, IEEE's Executive Consultant, will appear on two of these half-hour programs. On May 30th, his topic was "Technology: Partner of Science." His second program will be aired on July 4th and the topic will be "The Technical Loss of Privacy."

WELCOME ABOARD!

New Staff:

Leonard B. Farrell, Director of Professional Activities, will operate out of the Washington Office. Mr. Farrell's background has been that of an industrial relations executive with over 22 years of broad and senior domestic and international experience in all aspects of labor relations, employee relations and management development.

Maureen Schmidt has been appointed Personnel Manager and will share her time between the New York HQ Office and the New Jersey Office. She will be responsible for all personnel work and the Employee Benefits Department handled by Marianne Lennart, will report to her. Ms. Schmidt has worked in Personnel for ten years in industry.

* * *

<u>Centerfold Inserts:</u>	<u>Pages:</u>
WHITE - Election Information	4A-4B
IVORY - Student News	4C-4D
BLUE - ACE Articles of Association and Rules of Procedure	4E-4H
PINK - IEEE Membership Proposals	4O-4P
CANARY - EAB Continuing Education Services	4Q-4R
WHITE - Participation Limitations for IEEE Sponsored Events	4S-4T
GREY - Status Report on Pensions	4U-4X
GREEN - TAB Insert: TF&A	4Y-4Z