

AMERICAN ENGINEERTM

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AEA Action On Immigration Reform

We are circulating a petition to revise the Immigration Reform Act of 1990 and reduce the number of visas available to foreign engineers and to reduce the number of foreign engineering students allowed to remain in the United States after they complete their education. Your help is needed in this activity.

Why? Basically, the Immigration Reform Act of 1990 increased the quota of visas for engineers and immigrants said to possess engineering skills. The Immigration Act was changed based on industry testimony which cited the National Science Foundation (a government bureaucracy) paper that projected large shortages of engineers and this Act was to compensate for those false shortage projections. A Congressional Committee found the NSF paper and their projections to be false and we (AEA) are asking Congress to review the issue and take corrective action.

We believe a manpower balance (unity supply/demand ratio) is required for members of the American engineering profession to continue to practice their profession, enhance their engineering skills and maintain U.S. engineering capabilities. Too many engineers and engineering support people are out of work and in dire

need of jobs. The labor certification process is to certify that there are no Americans available and that the wages and working conditions for immigrants are comparable to those of the American work force. That's us! This is not happening under the present Immigration Reform Act.

We must correct this situation. Your help is necessary. The petition is included in this issue of AE. Make copies and get signatures. Extend your efforts to engineers, technicians, designers, draftsmen, programmers and secretaries. Don't forget the people in Word Processing, the library, sales and service departments. Extend an invitation to others for their participation; I'm sure you can think of a few more groups.

REMEMBER! The health of the engineering community affects all of us, so get family members, friends and neighbors to sign the petition and support this effort. Pick up your telephone and tell a friend about this petition and the AEA. You will be surprised at their enthusiasm about your efforts and the American Engineering Association.

Richard F. Tax
AEA Vice-President

Editor's Column

CHRISTMAS IN THE LAND OF PLENTY

Make no mistake about it; the U.S. is the land of plenty, at least for those of us who have adequate income, either from salary or other financial sources. For the tens of thousands of technical professionals out of work and those whose unemployment compensation has run out, this is not the land of plenty. Having just finished the book, "Professionals Out of Work" by Dr. Paula Leventman, I learned that in bad times, the unemployment figures of the Labor Department are misleading. If you count those people whose unemployment insurance has run out and those who've given up the job search in sheer exhaustion, you will probably reach double-digit unemployment. This was true in 1981, when Dr. Leventman wrote her book, and it's probably true now.

The recession, the reduction in defense spending and excessive immigration of technical professionals have contributed to the sad state of our professional calling. However the inherent lack of a true profession is a constant contributor. I've dealt with this problem in many past issues of AE. We need a professional organization that will really pursue our interests. AEA is such an organization. We also need more influence on the nation's economy.

Robert Rivers, in his article in the April 1991 issue of AE ("Now Is Not The Time To Change Jobs") stated, "The political party controlling the administration is returned when unemployment is decreasing in the quarter preceding the election and when the administration is not engaged in a non-winning war." This is empirically provable. He added, "Political survival dictates that a party produce declining unemployment rates before an election... It is not possible to have an always decreasing unemployment level to satisfy the above hypothesis. It is thus necessary to have some periods of increase in order to have a decrease. The present time is such a period that provides the back drop for the appropriately timed decrease in 1992 through the election. The administration is now getting (trying to get) a Recession out of the way in order to have the desired expansion in 1992."

The recently-defeated administration could not produce the recovery it needed to inspire voter confidence and get reelected. But engineers' influence on the economic process described by Mr. Rivers is zilch. CLOUT is the missing link between technical professionals and a true profession. To enjoy Christmas in your land of plenty, get a job, if you don't now have one, and get clout just as soon as you can. How you choose to do the latter is up to you. If by your apathy you choose not to, predictable results will follow. As Richard Tax so aptly put it, "If you always do what you always did, you'll always get what you always got." We wish our members what we wish for ourselves: a happy holiday and a prosperous new year.

CREATIVE FREEDOM ACT

Here's a version of Minnesota state legislation mentioned in the Reader's Voice column of this issue. The AEA member who brought it to my attention said he'd like to constrain employers who obtain employee inventions, to use them in the U.S. This bill does not contain such a provision; nor does it constrain the employee/inventor to produce the invention in the U.S. However these are details that can be worked out. My understanding is that this bill never got out of Committee.

Senators Beckman, Mondale, Bertram and Frederickson, (D) introduced S.F. No. 1925 Referred to the Committee on Employment H.F. No. 2490 Rep. Carlos Mariani (D-St. Paul) author.

A bill for an act relating to employment; regulating employee invention agreements; amending Minnesota Statutes 1990, section 181.78, by adding a subdivision.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 1990, section 181.78, is amended by adding a subdivision to read:

Subd. 4 Paragraphs (a) to (c) apply to an invention or proposal by

(Continued on Page 2)

(Editor's Column continued)

an employee in which the employer has an enforceable interest by contract or otherwise.

(a) The employee must submit the proposal or invention to the employer in dated written form and keep a copy.

(b) An employer who agrees to develop or utilize the proposal or invention must make a substantial investment in the development or utilization within one year of the submission of the invention or proposal or forfeit all rights and interests in the invention or proposal to the employee.

(c) An employee who has acquired the rights and interests of an employer under paragraph (b) may transfer that interest in the proposal or invention to anyone.

Affected employers must post notice of this section in a conspicuous place at all times.

SO WHAT ELSE IS NEW?

The Fall 1992 issue of *Equal Opportunity* magazine has an editorial entitled, "A High-Five For High Tech." This editorial states, "In today's tough recessionary job climate, there is one career discipline that deserves a 'high-five.' The world of high-tech science continues to be receptive to members of minority groups. In this edition of *Equal Opportunity*, we predict a bright future for graduates who will become computer scientists, engineers, and health-care professionals."

On the other hand, check Bob Bellinger's editorial from the Aug. 10, 1992 of *EE Times* ("Holding Onto Your Dignity"). This editorial was reprinted in the November issue of *AE*. It tells how at the Electro show, a Mr. Irving Weiner spent three days collecting resumes of unemployed engineers. His own resume went into the pack, since he too was unemployed. His experience was that (technology) jobs are scarce, but unemployed technical professionals are abundant. Then look at Mr. Bellinger's article in the Nov. 16, 1992 issue of *EE Times* — "S/W EEs 'face massive unemployment.'" His article referred to a new book "The Decline and Fall of the American Programmer." The author of that book, Edward Yourdon, describes demand forecasts for software engineers as "folklore."

Article after article describes massive unemployment for scientists, engineers and even software personnel. If there's a glut of these people from among America's WASPS, then opportunities for minority groups will be equally scant. But the shortage shouting never dies, not even in the face of published data. So what else is new?

Robert Bruce, *AE* Editor

Reader's Voice

This column in the "American Engineer" is for readers to voice an opinion relevant to any issues that affect the professional life of an engineer. Articles or letters should be in good taste and not slanderous. Each submission should include the name, address, home and business phone of the writer. Except for short excerpts, we will include the writer's name, city and state (unless the writer requests anonymity). We reserve the right to edit each submission, as long as we don't change the gist of it. We assume that authors who send us material have accepted these conditions, unless they instruct us otherwise in writing.

From L.F. of CA: - "Despite the abysmal state of the engineering job market, the engineering-shortage propaganda machine has succeeded in maintaining high engineering enrollments. If you have been hoping that a decline in enrollments would some day lead to an improvement in the engineering job market, forget it. The revolving-door syndrome of engineering will continue.

"The Engineering Manpower Commission reported ('Staying with Engineering,' *Prism* magazine, published by the American Society for Engineering Education, June 1992, page 28) that total, full-time, undergraduate engineering enrollments actually increased from 1990 to 1991, although the increase was a small one—less than one percent (from 338,842 to 339,397). First-year enrollments declined slightly—from 94,346 to 93,002. The all-time high for first-year enrollments was 115,303 in 1982, so first year enrollments declined on 19.3% in nine long years from 1982 to 1991, and that's supposed

to represent a big nosedive in student interest in engineering! All the loud talk about big (alleged) declines in engineering enrollments have given gullible students the false idea that engineering is becoming uncrowded. Nothing could be further from the truth."

Editor: Here's a letter from R.P. to Hon. Arnie Carlson, Governor of Minnesota. It touches on a point that is particularly relevant in the U.S. declining economy of the 90's. Elsewhere in this issue is a version of a "Creative Freedom Act" that R.P. tried to have introduced in Minnesota, by writing the Governor and the State Legislature.

From R.P. of St. Paul: - "Please listen to my appeal to boost Minnesota's economy (through that 'propped-open' door you referred to in your column today). It will be harder now than it would have been a year ago to save the taxpayers' investment in Northwest Airlines, but we may still have time. Probably the best way to save NWA is to boost Minnesota's economy so more people will fly. Minnesota's economy is *not* like its weather—we can do something about it.

"Would you help us make another try at promoting jobs for Minnesotans by stopping destruction of them? Briefly, our manufacturing companies are requiring sole ownership of employee inventions, actually developing only a select few—then 'sitting on' the rest (so no one benefits from them)! If we could somehow coerce them into using more of these inventions, we could reverse the present devastating 'downsizing' trend and convert it into an 'upsizing BONANZA!' Wouldn't you like to lead such a successful program—up and out of this recession—far ahead of other states?"

"We direct victims suggest a 'USE-IT-OR-GIVE-IT-BACK' scheme which promises to stimulate *both* the employer and the employee, and at no cost to the taxpayer whatever. Do you have a better solution to stopping this waste? We're ready to listen.

EXAMPLES?

"1. Thank God that Chester Carlson did not work for IBM, Kodak or over a dozen other 'respectable' Fortune 500 American firms who rejected his xerography invention as a 'worthless sinkhole' for good money—or we would not have that fantastic office copier today—nor the \$50 BILLION industry—nor the 500K good jobs it produces. Is that significant?"

"2. Locally, Sperry-Univac dragged its feet on the conversion of the tube-type computer to the miniature, highly-efficient solid state model. In this rare case, the renegade employees successfully escaped and moved on to found Control Data, and produce it themselves. We all know that CDC went on to produce many millionaires, over 60K good jobs (at its peak) and is often credited with directly or indirectly spawning nearly 100 other new firms, producing thousands of new jobs and wealth. Is that significant?"

"3. On a smaller scale (maybe), my employer has been 'sitting on' an invention of mine for *over 20 years* and refuses to give it back so that I might take it to some firm that's looking for a new product. He hasn't succeeded in stopping progress, because in the past two decades, a Japanese company has reinvented the product and marketed it in U.S. stores.

"Is this helping America regain world competitiveness, or is it working in the opposite direction? So what do I do with the improvement invention to this product, which promises to multiply its value? Do I submit it to my employer for him to 'sit on it' for another decade? Do I offer it to the Japanese company to improve its line and wait for my employer to sue me for theft of *his* intellectual property?"

"So the question is: can we afford to continue to waste our most valuable resource, Human Creativity? We could probably afford it, when we were not forced to compete in a world marketplace, but we can no longer. When you head into the reelection battle in two years, won't it be nice to look back and see that you made the right moves during the 1993 session to stop the waste and turn Minnesota's economy around—while the rest of the 49 states continued to wallow in recession (while waiting for Washington to rescue them)? Let's get started now to prepare for support of some sort of 'Creative Freedom Act' during the next session."

Robert Bruce, *AE* Editor

P.O. Box 4493, Great Neck, NY 11023

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Will Free Trade Cost Engineering Jobs?

The North American Free Trade Agreement (NAFTA), a pact between Canada, the United States, and Mexico is expected to be finalized soon, creating the world's largest free trade area. According to the U.S. Dept. of Commerce, the area includes 360 million people with a combined annual output of \$5.7 trillion. Many in the U.S. fear that more manufacturing jobs will be lost as a result of the agreement, and that engineering jobs may be affected as well. American industrialists, however, believe that the agreement is a win-win situation, especially south of the border.

NAFTA will make it easier to use Mexican production facilities or *maquiladoras*, located on the Mexico-U.S. borders. *Maquiladoras* are foreign-owned factories, usually American, where components that were manufactured elsewhere are assembled. Duty is not paid on the product, but on the value of Mexican labor, averaging \$5 to \$7 a day per worker. The same jobs pay \$8-15 an hour in the U.S. The factories have been around since 1967, but have become more popular in the last four to five years. They are the largest source of income after oil, bringing in \$4 billion annually to Mexico. In 1991 there were approximately 1,925 *maquiladora* plants employing 452,000 Mexican workers.

American businessmen contend that outsourced jobs are low-quality assembly jobs that would have gone to Asia, and that higher-paying jobs remain in the U.S. Inexpensive labor, they say, allows U.S. companies to be competitive globally while providing Mexicans with billions of dollars to spend on American goods. Studies seem to support these conclusions. Reports indicate that the U.S. can expect enormous growth in high-technology exports to Mexico for products critical to road building, housing, and telecommunications. The Institute for International Economics in Washington, D.C. estimates that NAFTA will create 600,000 jobs in Mexico and 130,000 in the U.S. while improving the trade balance with Mexico by \$10 billion.

Critics of the agreement say that American Companies are merely taking advantage of workers in a country where an estimated 40% of the population is unemployed, or underemployed, and desperate for money. Unions in the U.S. anticipate additional job losses beyond the estimated 400,000 lost so far. Next year 800 jobs will be lost in Kokomo, Ind. when Delco Electronics relocates its car-radio assembly to Reynosa, Mexico. The move will create 300 jobs in Reynosa in addition to the 9,000 people already employed by Delco in Mexico.

Reynosa is home to 80 *maquiladoras*, including General Motors and Zenith. Fifty of these plants have been established or expanded in the last four years. For example, Zenith plans to close a Springfield, Mo. plant and move work to Reynosa, where they already employ 8,000 in six plants. Sources at Zenith blame the move on the recession and foreign competition, which they say caused a \$51.6 million loss in 1991 and an additional \$28.6 million in the first quarter of 1992. About 1,000 jobs will be lost in Springfield. Zenith employs more than 19,000 Mexicans in five border cities.

John Taylor, Spokesman for Zenith Electronics in Glenview, Ill., says that manufacturing jobs are being consolidated, although knowledge-based or engineering and R&D jobs will remain in the Chicago area. Facilities for plastic moldings, distribution, and one color TV assembly plant for pilot and special projects are a few of Zenith's U.S. properties. Taylor adds, "This has been very painful for us. By using Mexico and the labor benefits we are able to be a strong company and retain our engineering and R&D base."

Jim Smith, executive vice president of the Phoenix Group strongly disagrees with the contention that companies need to move offshore to be competitive. Smith specializes in manufacturing process improvements in the electronics industry. "If they have to go offshore to be competitive it is because they do not know how to run a factory. I guarantee that we could go into any of the companies that say they have to go to Mexico to be competitive, and make them world-class competitors without moving one job out of the country. These businessmen aren't evil, they just don't know manufacturing. That's why manufacturing is in so much trouble to begin with."

Smith also believes that as manufacturing jobs move south so too will engineering jobs. "The Mexicans are very good. I think they are going to hand you your heads. A job at \$6 to \$10 a day, if somebody is willing to take it, is better than their options. Over time they will acquire skills, then there will be labor scarcities and wage rates will go up. By that time the U.S. will be an industrial wasteland. We lost 90,000 jobs in electronic manufacturing just last year. How many Americans can McDonald's support? I see NAFTA as an unmitigated disaster," Smith concludes.

By Melissa S. Kennedy, Staff Editor

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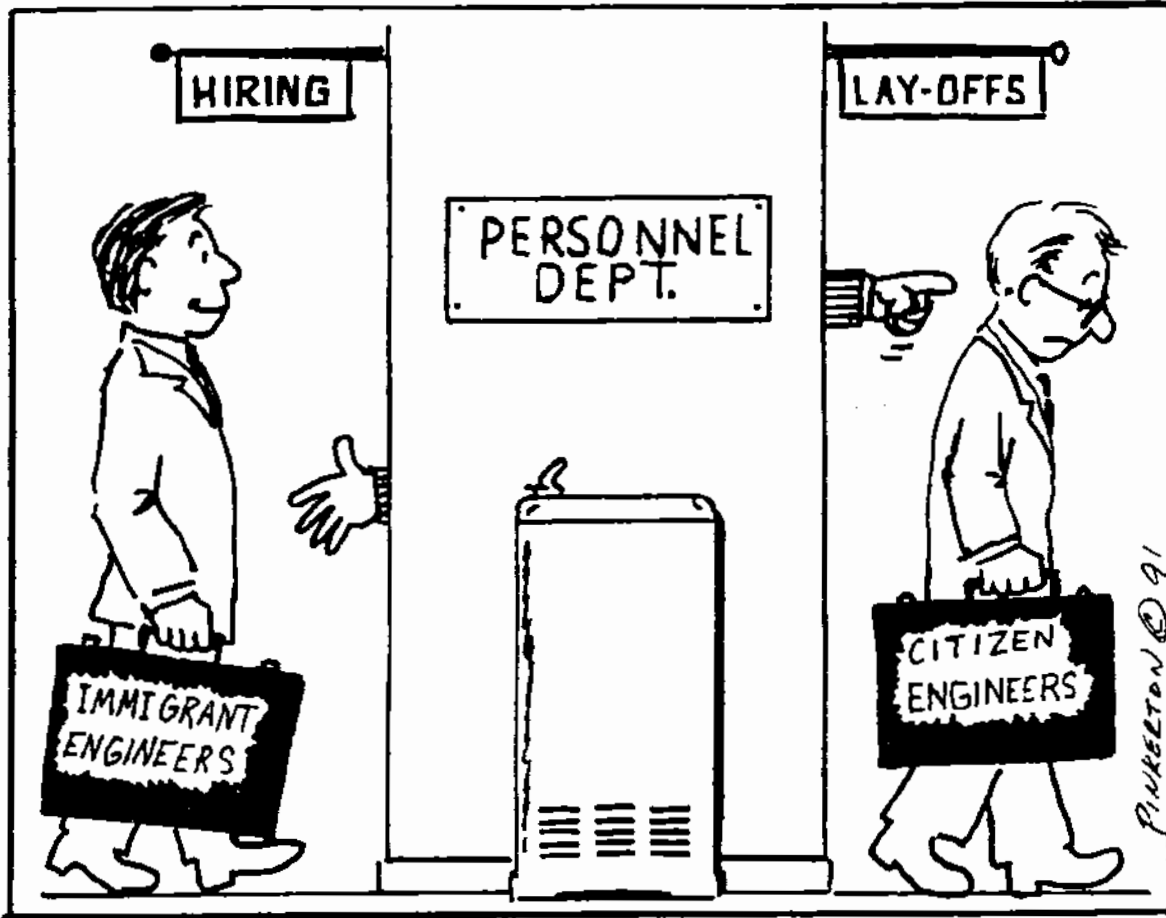
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"IF YOU ALWAYS DO WHAT YOU ALWAYS DID
YOU WILL ALWAYS GET WHAT YOU ALWAYS GOT"

IT'S TIME FOR A CHANGE

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No End In Sight For Engineering Employment Debacle

Robert A. Rivers
PO Box 129
Union, NH 03887

Engineering unemployment although receding from its previous peaks, is still running at a high level of 64,000 in the third quarter of 1992. Electrical and electronic engineering unemployment is also running at the 18,000 level in the third quarter. The high levels of unemployment are being confirmed by developing lower employment levels. Previous work has indicated that the number of displaced is at least twice the measured unemployment.

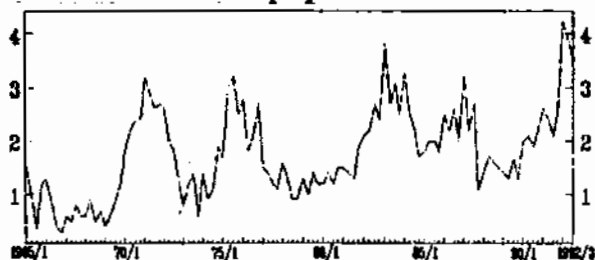


Figure 1. BLS-CPS Engineering Unemployment *

Figure 1 shows engineering unemployment percentages from the first quarter of 1965 to the present. Note the low levels reached in the period from 1966 to 1969 in the range of 0.3 to 0.4% corresponding to full employment. No such levels have been reached subsequently but rather high demand periods exhibit increasing levels of unemployment. Note also that the peaks of unemployment have increased since 1971-72 when an estimated 106,000 engineers were displaced from the profession.

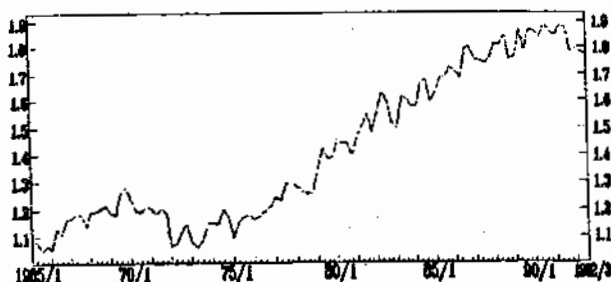


Figure 2. Millions of BLS-CPS employed engineers

Figure 2 shows engineering employment from the first quarter of 1965 to the present. The earlier 1971-1972 employment debacle is shown on the left although accentuated by the removal of sales engineers in 1972 to the extent

of an estimated 6%. The midrange of the curve shows a growth of approximately 46,000 per year in the employed engineer population. The latter part of 1989 was the first indication of any change in the growth pattern. In 1990 and 1991, the growth pattern flattened out and went negative from the fourth quarter of 91 to the present.

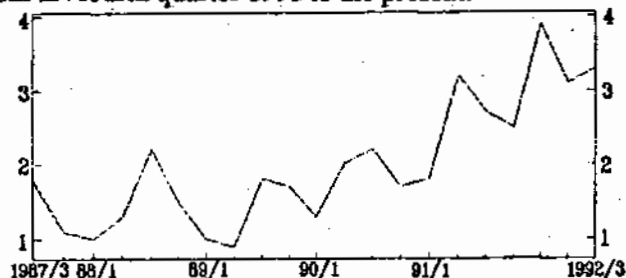


Figure 3. BLS-CPS EE Unemployment Percentage

Electrical and electronic engineering unemployment is shown in Figure 3 for the period from the third quarter of 1987 to the present. While the data is noisy, the trend is obvious. No significant departure from the uptrend has taken place. Note the low point of less than 1% in 1989 with monotonically increasing low points since that time. The first quarter 1992 high point showed 22,000 unemployed EE's.

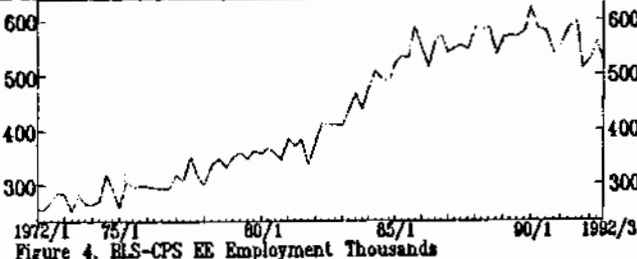


Figure 4. BLS-CPS EE Employment Thousands

Corroborating the rise in EE unemployment is the data shown in Figure 4 for EE employment. The rapid growth of the early 80's flattened out after 1986. By the beginning of 1990, the EE employment growth went negative. No statistically significant data is available that would indicate a change in the trend.

In the 1971-1972 debacle, a Nobel Lauriate economist said that there were 19 negative influences impacting engineering employment. In this developing debacle, there are a number of negative influences. The recession while technically over resulted in negative employment growth in 1991, and has contributed an estimated 11,000 to growth in 1992. Reductions in defense expenditures were estimated to account for employment contraction of 12,000 in fiscal 1992. Decreases in exports due to recessions in our trading partners are having an unpredictable effect, and last but not least, the banking system has been decimated by the regulators resulting in massive unavailability of credit to the job creating small business sector.

Sample Copies Available

Members of the American Engineering Association are encouraged to submit names and addresses of friends and associates who they think would be interested in receiving a sample issue of the "American Engineer."

Names should be sent to: AEA, P.O. Box 820473, Fort Worth, TX 76182-0473.

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The following article (from May 6, 1992) is reprinted with permission of "Contract Employment Weekly" a publication for the temporary technical industry. They are located at P.O. Box 9700, Kirkland, WA 98083-9700.

JOB DIRECTIONS FOR A SECURE FUTURE

A Guide to Employment and Training Programs

U.S. Department of Labor, Lynn Martin, Secretary
For sale by the U.S. Government Printing Office, Superintendent
of Documents, Mail Stop: SSOP, Washington, DC 20402-9328.
ISBN 0-16-035898-1

JOB DIRECTIONS:

A Guide to Employment and Training Programs

Entering or re-entering the job market requires a sense of direction. Whether you are looking for a new job, recently unemployed or seeking training opportunities, you may need information or assistance.

The Employment and Training Administration of the U.S. Department of Labor (ETA) may be able to help. ETA works with states and local communities to provide services, cash benefits and programs to help people find the foothold they need to take their first steps or to make a new beginning in the job market.

Programs range from unemployment insurance and job referrals by the public employment service to retraining for laid-off or dislocated workers. ETA also administers job training programs for young people and adults who are economically disadvantaged or face other severe employment barriers.

Do You Need Help Looking for Work?

Go to a local office of the public employment service which is run by your state. The public employment service assists millions of job seekers and employers each year, matching job vacancies with qualified workers. A computerized, interstate job bank links offices nationwide. Some employment service offices also provide information or referrals for job training, career counseling and related services.

The public employment service can help anyone who is legally authorized to work in the United States. Ask about services available for immigrants, veterans and disabled persons.

The ETA publication "*Tips for Finding the Right Job*," provides successful job hunting strategies and advice. Order from U.S. Government Printing Office, Superintendent of Documents, Washington, DC 20402, (202) 783-3238, stock number 029-014-00244-5 at \$1.25.

To contact the nearest local office of your State Employment Service, check the state government section of your phone book under such names as Employment Service, Employment and Economic Development or Labor Department.

Do You Want to Apply for Unemployment Insurance Benefits?

Go to your local Unemployment Insurance office to find out if you are eligible for benefits.

Unemployment insurance pays cash benefits to qualified workers who:

- have a recent work history,
- are unemployed through no fault of their own and
- are actively looking for work.

Most states pay a maximum of 26 weeks of compensation. During periods of very high unemployment, states may provide compensation for longer periods of time, up to 13 additional weeks.

ETA's publication: "*Unemployment Insurance: How It Works for You*," explains the basics of unemployment insurance benefits and services. The booklet is available from ETA's national office in Washington, DC, or any one of the agency's 10 regional offices around the country.

To apply for benefits, contact your local Unemployment Insurance office listed in the state government section of your telephone directory under Unemployment Insurance, Unemployment Compensation, Employment Security or Employment Service.

Are You Looking for Training to Improve Your Job Skills?

You may be able to take advantage of the *Job Training Partnership Act (JTPA)* which offers the largest system of job training and retraining programs in the United States. Programs are operated by state and local governments through public-private partnerships — often called Private Industry Councils — and include:

- skills assessment and career counseling,
- job skills training in the classroom or on the job,
- literacy and basic skills training,
- job-search assistance,
- work experience and
- job counseling and supportive services.

For more information about JTPA programs in your area, look in your phone book under city or county government, Private Industry Council, or another local or regional agency such as Employment and Training or Human Resources. You may also contact your Mayor's Office; ETA's national office in Washington, DC, or one of the agency's 10 regional offices nationwide.

Are You Out of Work Because of a Mass Layoff, Plant Closing, Technological Change or Foreign Competition?

You may qualify for *Economic Dislocation and Worker Adjustment Assistance*, which includes training, retraining, reemployment services and other assistance. Your state's Dislocated Worker Unit may provide assistance through its Rapid Response Program.

For further information contact the local government agency in your area that administers the Job Training Partnership Act, your State Employment or Job Service or any of ETA's 10 regional offices.

If increased imports have cost you a job or a reduction in wages, *Trade Adjustment Assistance* may be available to you. To apply, three or more affected workers, their union or an authorized representative must file a petition with ETA's Office of Trade Adjustment Assistance.

You may be eligible for training; allowances for trade readjustment, job search, or relocation; and other reemployment services. Contact the local office of your State Employment or Unemployment Insurance service or ETA's Office of Trade Adjustment Assistance.

To Contact ETA

Employment and Training Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210
(202) 523-6871

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P.O. Box 820473, Ft. Worth, Texas 76182-0473

PETITION

We the undersigned members of the American engineering community and other concerned citizens, recognize a strong, experienced citizen-based engineering community is necessary to maintain our nations' technological leadership and is vital to our nations' economy and national defense. Recognizing that thousands of American engineers are unemployed; and recognizing every engineering shortage projection has been wrong in both methodology and substance; and recognizing there will be thousands more American engineers displaced by future defense reductions; we petition the United States Senate Subcommittee on Immigration and Refugee Affairs and the United States House of Representatives Subcommittee on International Law, Immigration and Refugees to revise the United States Immigration Law to vastly reduce the numbers of visas available for foreign engineers; to reduce the number of foreign students allowed to remain in the United States after completion of their education; to revise the labor certification process to ensure the protection implied but never delivered to American engineers; and to remove the built-in bias for foreign engineers within that process.

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Return to AEA, at above address.

AEA Supports NCID

As we announced in an earlier issue of AE, AEA has joined as co-plaintiff with the National Council for Industrial Defense in a legal action against provisions of the Canadian-American free trade agreement which among other things surrenders American sovereignty to a binational body of trade "experts."

We have supported this action financially with a total commitment of AEA Legal Defense Fund funds of \$1,000 which was approved by the AEA Board of Directors. This is an extremely small amount considering most actions of this type in federal court costs hundreds of thousands or millions of dollars. NCID estimates this action, if successful will save some 500,000 American jobs. Each fifth or sixth job in a high tech industry is an engineering job.

This is the second legal action in which AEA has supported NCID. The first was a suit to force the Department of Defense to adhere to existing "Buy American" laws. This suit was won on 68 of 69 points litigated. NCID estimates this action alone has saved some 100,000 American jobs. This first suit was essentially without cost to AEA. We did supply information and some publicity for the suit however.

The National Council for Industrial Defense is the one organization which AEA gives it's support and which has supported AEA without reservation.

NCID is an organization made up of small companies, trade unions, AEA and individual members concerned with the loss of our industrial base.

NCID and it's membership believes much of the loss of our manufacturing capabilities is due to federal regulations and laws which makes it beneficial for U.S. companies to relocate their manufacturing overseas.

As we have stated before, there are only two ways to make changes which are meaningful to engineers. They are litigation and legislation. NCID has done both and expects to do so in the future. There will be more legislation introduced in the coming session of

Congress which both AEA and NCID will support. We will keep you informed through the "American Engineer" as soon as we have bill numbers, sponsors etc.

We urge the membership of AEA to join and support the National Council, they are truly one of the "good guys." If you believe in what AEA is trying to do, you must believe in NCID's causes also. NCID, 417 6th Street, S.E., Washington, DC 20003

New Statement

We have received many comments from members stating they did not realize it was time to renew their membership. In order to do things in a more business-like manner, starting in January, we will be sending statements to members whose membership renewal is due in approximately one month. Some of you may have received a statement before you receive this newsletter.

The AEA Board of Directors has authorized retaining Metro Office Management to handle our financial and other general office chores in order to better serve the membership and to free AEA president Bill Reed for other tasks.

Metro will also be picking up mail and answering requests for information on AEA. Metro has been offering these services to area companies for many years. We hope to cut the response time at least in half. The cost to AEA for the foreseeable future is very minimal at \$50.00 per month plus postage expenses.

Metro has been picking up mail, setting up the accounting system and entering records for several weeks now and will be handling all of the financial records as of January 1. Other tasks will be transferred as soon as possible.

We are currently in a period of transition and are making every effort to make this change as painless as possible to everyone concerned. Please bear with us for the next month or two as we complete the transition. Should we make a mistake or have something drop through the crack, please let us know.

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