

AMERICAN ENGINEERTM

A PUBLICATION OF THE AMERICAN ENGINEERING ASSOCIATION

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AEA Appoints New Vice President

The American Engineering Association is very pleased to announce that Richard F. Tax has been appointed Vice-President of AEA. In this capacity, Richard will also serve as a member of the Board of Directors.

Richard is a graduate of Fairleigh Dickinson University, with a BSEE degree and is a Senior Member of the Institute of Electrical and Electronic Engineers (IEEE). Richard has served the engineering community through his IEEE professional activities since 1974 and has held many leadership positions in IEEE, some of which are given below.

He served as Chairman of the Professional Activities Committee for Engineers (PACE) for the 6000-member North Jersey Section from 1976 to 1990. He was Vice Chairman of the Section during 1984-85 and Section Chairman in 1985-86. He has been an active member of the Manpower Committee from 1980 to 1991. Richard resigned his PACE Chairmanship in January 1991, to become more active in AEA.

In 1987-88, he served as Chairman of the 20,000-member Metropolitan Sections Activities Council (METSAC). In 1985 he Chaired the North Jersey Ad Hoc Committee that critiqued and condemned a Northeastern University report which claimed engineers are obsolete at age 35. He has held many other offices at various levels of IEEE.

For his efforts, he received the North Jersey Section Award for Leadership in 1979, the IEEE U.S. Activities Board (USAB) Regional Professional Activities Award in 1981, the IEEE Centennial Medal in 1984, the USAB Professional Achievement Award in 1988 and the Region I Award for Outstanding Contributions to Engineering Professionalism in 1989.

Mr. Tax has organized many IEEE PACE meetings and has published over 70 articles on professional activities. In addition, he authored the USAB Entity Position Statement, "Enhancing U.S. Productivity through Improved Utilization of Engineers."

In making the announcement, AEA President Billy E. Reed said "To say we are pleased to have a person of Richard's stature within the profession and his obvious dedication to the needs of the professional community is a gross understatement.

"Richard's help and contributions to date with AEA have been outstanding. He has been the driving force in our successful efforts to merge with the late Irwin Feerst's Committee of Concerned EEs. Richard's energy and drive would be an asset to any organization. I not only look for, but expect great things from him in the future."

Tax stated "With current levels of unemployment and immigration, the problems facing engineers are reaching critical levels. I choose to work through AEA, because we can be more aggressive and react quicker to meet and solve problems in the professional arena."

Evans Bill Could Save 100,000 Jobs

Congressman Lane Evans (D-Illinois) persuaded the House Armed Services Committee to hold hearings on his proposed bill, HR 1238, the Industrial Defense Act of 1991. This bill would stop the Department of Defense from awarding defense contracts to foreign firms. Evans, a member of the Committee, stated:

"It's time to stop the Pentagon's foreign spending spree. If we are to maintain our military and economic strength, we need to enforce laws designed to protect American industry. The record military buildup of the last decade has actually made us weaker because of our dependency on foreign-made products."

Currently, the Defense Department is spending more than \$20 billion annually to buy foreign-made weapons or components. If the Evans bill is enacted—and as a result, only 20% of the work that goes overseas comes back to the U.S.—that would represent at least 100,000 American jobs.

The need for the Evans bill has recently been dramatized by an out-of-court settlement of a law suit that the National Council for Industrial Defense (NCID), of which AEA is a founding member, brought against the Defense Department. Based in part on evidence that AEA President Billy Reed presented to the court, NCID argued that in purchasing more than \$20 billion worth of foreign-made defense products annually, the Defense Department was unlawfully granting blanket waivers of 68 different "Buy American" laws.

Last September, after a federal judge adamantly denied the

Defense Department's motions to have the case thrown out of court, the Department conceded that it does not have blanket waiver authority with respect to 67 of the 68 statutes. As a result, the court case was settled, and AEA and NCID are now directing our efforts to obtain enactment of the Evans Bill, which would require a thorough case-by-case analysis of each foreign procurement to assure: (1) that Congress specifically authorizes it; and (2) that the foreign procurement will have no adverse effect on America's industrial base. On April 30, there was a hearing on the Evans bill, with Nicholas Mavroules (D-Mass), who is Chairman of the Subcommittee on Investigations, chairing the hearing. Mr. Mavroules, while being hearing chairman, also testified against the bill, which resulted in its being bottled up in committee. However the fight is not lost.

Because of the importance of the proposed Industrial Defense Act to our national defense and our economic security, all members and friends of AEA are strongly urged to get in touch with their local members of Congress and urge them to co-sponsor and vigorously support the Evans Bill, HR 1238.

The Armed Services Committee will vote on the Defense Department Authorization Bill later in May. It would be well if the Evans Bill HR 1238, were part of the overall Authorization Bill.

Jerry Zeifman

Member of AEA Board of Directors and General Counsel for the National Council for Industrial Defense.

Reader's Voice

We set aside this column in each issue of the "American Engineer" to allow readers to voice an opinion on any professional issue they choose. Letters should be a maximum of 500 words, relevant to a current issue that affects the professional life of an engineer. Articles submitted may be longer. They 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 in each published item (unless the writer requests anonymity). We reserve the right to edit each submission, as long as we don't change the gist of it, and to publish or not publish it. We assume that authors who send us material have accepted these conditions, unless they instruct us otherwise in writing.

From MK, WI: - "As a 1970 physics graduate, I experienced the low point on the Deutsch, Shea & Evans graph shown in the March issue of AE. (See 'Manpower Fluctuations Give Engineers Grief' by R. Tax in the March issue of AE.) My first job out of school, after a 1-1/2 year search, was as chemical technician at minimum wage. I quit after 2 years because of fear of hazardous conditions.

"(In a later job)...my ex-employer... hired large numbers of student interns, some of whom were children of managers. Upon graduation they were already trained, and any engineers 'surplussed' or attempting to transfer to another department, faced stiff competition. How things have changed. Back in 1969 when I was a student aide for the same company, I was promptly terminated, when the Nixon recession hit.

"Something should be said about factors driving bad employment conditions for engineers...Why in spite of the high cost of capital and poor savings and investment rate, is U.S. industry able to pile up enough debt to threaten the banking system? How are massive amounts of financing allowed for such nonsense as hostile takeovers (or takeover defenses)? Why do so many high-tech entrepreneurs have to go to the Japanese for financing?" Name withheld on request.

Editor: AEA would like to have the clout to address the economic aberrations in the U.S. Until then, we'll have to limit our attention to the career problems of our members. Your career contains many such problems, through no fault of your own. That's what we're working on.

From JK, NY: - "I'd like to offer a possible suggestion for AEA's consideration. It involves doing company profiles...in the hopes of informing our membership of what companies are like. Such a comparison would also encourage companies to strive to stay 'on top' to attract people. Much of the information could be hard facts acquired from company Personnel Departments with relative ease. Other information may not be so easy to come by.

"The biggest problem may be on how many companies to include in the survey and 'what kind.' I think the AEA is off to a good start and I hope it can grow and become a force in the engineering community." Name withheld on request

Editor: I thank Mr. JK for his encouragement. I'd like to collect comparative information on company benefits, company policies, company treatment of older engineers, and I think such information would be of great value to our members. However I doubt we can collect it by querying personnel departments. Also I don't think companies have to strive to stay 'on top,' to attract engineers. I think there may be a way to obtain some comparative information, by taking a survey of our members about their employers. The questions in the survey must elicit objective and provable facts about company treatment or company policy. The questions should also be multiple choice, so that they can be tallied by computer. Some that come to mind are below, though they need to be revised to be multiple choice.

1. Is your company laying off some technical professionals while hiring others?

2. Are those hired doing the same jobs as those laid off? On the

same projects? For the same supervisors?

3. How many square feet of office space does a new graduate technical professional have in your company? A senior level? A project manager?

4. Does the noise level in the area where you work impair your productivity?

5. Is there mentoring in your company? What percentage of the technical or engineering departments offer it? Under what conditions and to whom do they offer it? Have you attempted to receive mentoring and failed? What were the reasons given?

6. What is the average age of the technical professional in your department, and what is the title of your department?

7. How many raises have you had in the past two years, and what percent of your (then) salary was each raise?

8. How many technical professionals in your department have had promotions in the past two years?

9. What percent of your time do you spend doing design or analysis?

10. What percent of your time do you spend filling out clerical reports, standing in line at the copying machine, expediting procurement of supplies and other clearly-identifiable sub-professional tasks?

I offer these sample questions to stimulate our readers to start thinking about such a survey. These are not final; they're just a starting point. Readers who compose survey questions can mail them to me and help me put together a survey. Thanks for any suggestions you submit. Writers will be kept anonymous. Meanwhile, I've contacted Mr. JK to see if he's interested in participating or directing the effort.

From Richard Semock, Cape Canaveral, FL contract engineer:-
"I think in 1991, we should place a priority on stopping the tide of legislation that's taking away the constitutional rights of the American Contract Engineer.

"Two such pieces of legislation are Section 1706 of the tax reform act of 1986, and P.L. 101-583. The first has denied the contract engineer the right to render professional engineering services as an independent consultant to corporations needing such services. The second, P.L. 101-583, has singled out the contract engineering community as exempt from overtime compensation. There are similar pieces of legislation being trotted out in various State Legislatures.

"The reason our profession (and not others) is being subject to such professional discrimination is that other professions such as medicine and law have taken steps to ensure that their constitutional rights are not violated. Protecting the American contract engineer and turning around these discriminatory laws should be an objective of the American Engineering Association."

Editor: It was my impression that P.L. 101-583 singled out only computer technologists, but I'll leave that judgment to our contract engineering expert, Al D'nak, to whom I'm referring this matter. I'm also calling it to the attention of our President, Billy Reed. See his article "Why An AEA?" in this issue. The two above-mentioned laws have indeed damaged many engineering careers, and more like them are in preparation. AEA is concerned about these laws, and we intend to do whatever we can to oppose them. Readers can reinforce our efforts by supporting AEA, participating in our activities and writing to Congress.

From CA: - "Although, as a retiree, I'm no longer exposed to the whims of an almost always shortsighted and often woefully senseless technical management, I'm happy to join and support AEA for a year or two to help further its efforts on behalf of my still-working colleagues and those beginning their engineering careers.

"Accordingly, please understand that when/if I don't renew my membership in a year or so, it will not be because I think AEA is not needed. I wish it well." (Ed. note: I just hope the young guys appreciate you as much as I do.)

From NJ: - "I have presented copies of your info and applications to our 20 engineers at my current location..... The job shops with their own PACs have been able to enhance their grip on the consulting market beyond all good business practice. NTSA is of course the 'Great Satan.'" (NTSA is the National Technical Services Association, an association of contract engineering firms.)

From NY: - "I've been pushing for an AEA type of organization for years.....Please send my 100 copies of "American Engineer".....I know a lot of P....O.. engineers."

From UT: - "I'm not using the application form in your newsletter since I'll be posting it where I work."

From TX: - "I was impressed at the contents and the quality of the newsletter. The articles were very informative and somewhat alarming. I hope my small contribution will be of some help in continuing the great work you are doing for the American engineer."

Robert Bruce, AEA Editor

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

Why An AEA?

What do Section 1706, P.L. 101-583 and S-44 have in common? Section 1706 essentially removes the option to be an independent contractor for most technical professionals. Public Law 101-583 declares computer systems analysts, computer programmers, software engineers and other similarly skilled professional workers to be exempt employees whether paid by the hour, by the job, or salaried. "Exempt" means exempt from overtime pay, and the party that won the exemption is the employer. Senate Bill S-44 would lower the admission standards for immigrant aliens from an advanced degree to a bachelors degree.

All three of these pieces of legislation have a common genesis. The Association of Data Processing Service Organizations (ADAPSO) was one of the main sponsors of each of these pieces of legislation. Section 1706 was attached to the 1986 Tax Reform Act at the eleventh hour and fifty-ninth minute of that legislative session, while Public Law 101-583 was attached to a bill relating to the minimum wage of American Samoan tuna fishermen or some such thing. Senator Moynihan of New York was the Senate sponsor for both Section 1706 and S-44.

Each of these pieces of legislation has taken from the engineer a part of his/her freedom of choice: Section 1706, the choice of being an independent contractor. P.L. 101-583 has potentially removed much of the advantage of working as a consultant or contract engineer, and therefore much of the choice of the type of employment. S-44 will further glut the market with foreign engineers. This may mean you'll have to stay with an employer you'd not otherwise wish to work for. It may also mean you lose your job. These bills remove the freedom to change. Each of these legislative efforts will also affect our earnings.

Since S-44 would broaden the base of people eligible to immigrate to the U.S. as technical professionals, I believe attempts will be made to broaden P.L. 101-583 to include a larger and larger number of engineers.

How was ADAPSO able to get this legislation passed so easily? Very simply, there was no opposition. Also remember, ADAPSO is only one organization looking out for it's members' interests. The National Technical Services Association, the American Electronics Association, the Semiconductor Industries Association and hundreds of others are out there doing the same. These organizations are lobbying five days a week, fifty-two weeks a year; we are able to lobby five days every fifty-two weeks. None of these trade organizations has any interest in helping the American engineering community.

What do we need to serve our interests? We need an organization that prevents corporate management and academia from circumventing our interests. We need an organization run by engineers for engineers; we need an AEA. We need our AEA with a full time staff; our AEA in Washington to watch for adverse legislation; our AEA that can initiate legislation or file a lawsuit when necessary.

AEA is here but needs the tools to be as effective as possible. We must give AEA the tools necessary to make engineering a lifetime

profession with appropriate rewards. AEA must grow in influence, which means we must grow in membership. AEA must obtain the financial ability to support the activities necessary to make our professional goals happen.

It's time each of us understands that no one gives a damn except you and me. NO ONE IS GOING TO WATCH OUT FOR OUR INTEREST EXCEPT US. No one should; it's your responsibility and mine. Join AEA today and help in the fight to improve the profession and maintain our freedom of choice. The career you save may be your own.

Billy E. Reed, AEA President

P.O. Box 820473, Fort Worth, TX 76182-0473

Attention Members Of Congress

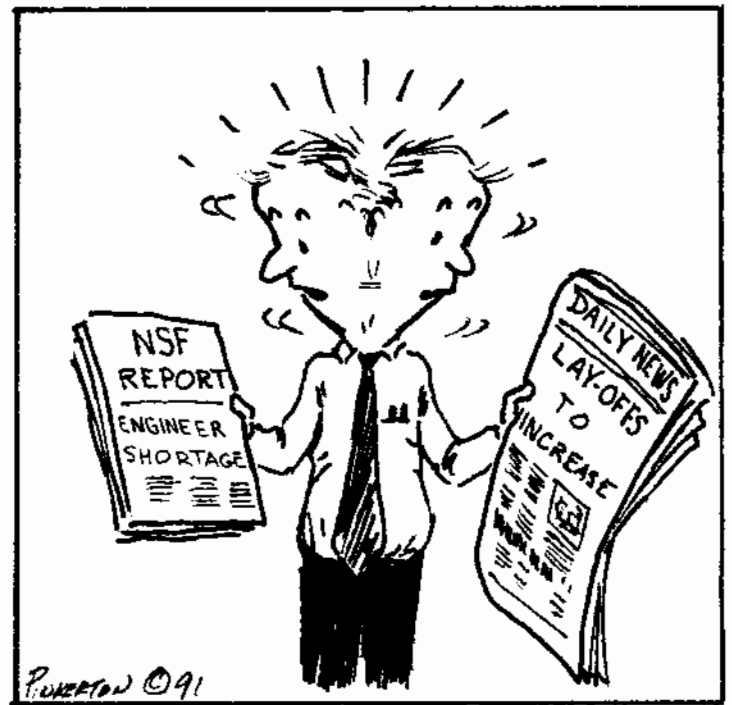
The American Engineering Association would like to invite the members of the U.S. Senate and the U.S. House of Representatives to voice their opinions on current issues related to the engineering profession, in our monthly publication, the "American Engineer." The "American Engineer" will be mailed to several thousand readers each month, in every state and one territory, plus the District of Columbia, and to all Members of Congress.

This will be YOUR FORUM to start or continue a dialogue with the American engineering community. We hope you will use it, and we want the "American Engineer" to be the most important and credible publication of the engineering community on professional issues. Typical issues of interest are Industrial Base, Immigration, Defense, Employment, Pensions, Insurance, Intellectual Property Rights and Taxes. Any other issue that affects the professional life of the working engineer is also of interest.

We will make every effort to publish your article of 1,200 words or less in the first available issue after receipt, and WITHOUT EDITING. Articles will be run on a "first in, first out" basis, unless critical legislation necessitates changing the schedule. AEA will make that determination. If Congress shows enough interest, we can expand this section of "American Engineer" to include more than one Congressional column in each issue.

If you are interested in what the engineering community thinks or in influencing them, this is a good way to go. You may even pick up support for your own projects in Congress.

To submit an article, simply mail to: Robert Bruce, AEA Editor, P.O. Box 4493, Great Neck, NY 11023.



Editorial

By Richard Tax

"....AND BUSINESS FOR ALL"

"We believe a company consists of management, its workers, its shareholders, and customers. A key to the success of a company is that those four elements should equally enjoy the maximum benefit."
KONOSUKE MATSUSHITA

The above quotation was gleaned from a past issue of IEEE's "The Institute" in their profile of Konosuke Matsushita. This quotation relates Mr. Matsushita's philosophy. He was the founder of Matsushita Electric Industrial Company, the company that manufactures products under the names of Panasonic, Technics and Quasar to name a few. The General Electric VCR in my home was made in Japan by the Matsushita company.

Here is an example of one of the most successful electronics manufacturing companies in the world and the founder's philosophy dictates that management, its workers, shareholders and customers should all enjoy the maximum benefits. It's inspiring to be able to quote such a successful man who sets an example as a team and industry leader.

I have always thought of the corporate structure as an environment providing many individuals, having a variety of backgrounds and responsibilities, with the opportunity to work together for the productivity and benefit of all. Perhaps we should stress Matsushita's philosophy more often to make it function.

There appears to be a new corporate atmosphere in the U.S. that pits the MBAs and top management against the engineers, and workers that Matsushita mentions. Some people want more for less. Is it survival, greed or just opportunity that encourages a businessman to raid a company or to pick one's pension pocket or treat co-workers poorly?

Meanwhile, the engineers usually get better treatment when demand and utilization are high. During periods of high engineering manpower demand we cultivate better managers and companies since the poor managers lose engineers as their engineers seek the better companies and work environment. It isn't long before top management isolates and replaces the managers that can't keep their staff and improvements do result. Is it possible that engineering manpower supply and demand can also effect the corporate climate?

As engineers, our problems have increased with our present High Tech recession. Demand is down according to our sources and the Deutsch, Shea & Evans High Tech Recruiting Index, and the supply

is high. We produce enough EEs to refresh the system every 10 years. We know our new graduates are not getting the engineering jobs for which they were educated. Most of this is influenced by our representatives in the U.S. Senate and Congress. There are a number of Bills passed that have placed our engineering and technical community at a disadvantage. These Bills or controls have increased the supply and reduced the demand of engineers beyond normal economic levels.

Our House of Representatives plays a major role in the Engineering Manpower balance and with that role, the ability to influence the corporate climate, work environment and productivity. We should remember that the worker, technician, and engineer should also enjoy the benefits with management, the shareholder and the customer. Perhaps industry leaders with Mr. Konosuke Matsushita's philosophy could improve the corporate climate. However, I believe we need wiser representatives, in the House and U.S. Senate that are concerned about engineering utilization and U.S. engineering capabilities to set the foundation for this corporate atmosphere to flourish.

A 10-Second Commercial

The next time an associate of yours complains about the profession, hand him/her your copy of the "American Engineer". Say "Please read this publication and copy whatever you wish to use. Pass this on to your next associate who complains about the profession."

Notice

We have continuing problems with the U.S. Postal "Service." Some mail has been taking a very long time to be delivered or returned when delivery is not possible. Also they have lost some small amount of mail.

AEA sends a letter, acknowledging we have received your membership dues upon receipt of those dues, and normally within less than a week. If you have not received a letter in response to your membership application within thirty days, please contact us at our Fort Worth address, so that we may determine whether it was received.

We will respond to your inquiry.
Bill Reed

APPLICATION FORM

AMERICAN ENGINEERING ASSOCIATION
P.O. Box 820473, Fort Worth, TX 76182-0473

Name: _____ U.S. Citizen: _____ Naturalized: _____

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MEMBER (\$20.00) PROFESSIONAL MEMBER (\$50.00) SPONSORING MEMBER (\$100.00)

The difference between membership grades is the financial support and dedication to the issues. All members receive a copy of the AEA monthly publication.

SIGNATURE: _____ DATE: _____

Annual membership begins on receipt of Application

Dues in the American Engineering Association are tax deductible.

Membership Dues

Many AEA members are also members of the well-known professional technical societies, like AIAA, ASME, AIChE, IEEE, etc. We encourage our members to maintain their memberships in these societies, even though they may be dissatisfied with the level of service they receive in non-technical (professional) areas. Only by remaining members, as I do in IEEE, can we hope to improve their society's performance in professional affairs.

I'd like to point out that IEEE, for example, charges its members \$83 per year for dues, of which only \$20 is allocated for the U.S. Activities Board (USAB). This is the IEEE entity that runs professional activities. The trouble is that it runs many projects that pose as professional activities, but are actually counterproductive to the interests of technical professionals, like recruiting high school graduates into engineering schools. USAB has about 30 commit-

tees, of which very few cope with the day-to-day career problems of the engineering community. The remaining \$63 of IEEE dues goes to technical publications, educational affairs, administration, etc.

Compare this with AEA. Our dues are \$20 per year. About \$7 or \$8 covers the yearly subscription to AE. The rest is spent on telephone, postage and growth-oriented projects to build a better AEA and efforts to improve the career climate. Professional interests of engineers and related occupations are our only agenda, and we will not swerve from our mission to serve our members. If you'd like to get more bang for your buck, join AEA.

Robert Bruce, AEA Editor

Some Pun

M.E. says; Do you know what a four-forty screw is?

E.E. replies; Sure, it's getting laid off at twenty minutes to five.

Turnaround Near For Engineering Unemployment

We are near the peak of engineering unemployment for this business cycle with 2.26% or 43,000 unemployed engineers in the U.S. in the last quarter of 1990 and a slightly higher figure for first quarter of 1991. It is forecasted to decline to 1.7% in the third quarter of 1991, which is one and three quarter years later. The forecast horizon of 1 and 3/4 years is based on a Federal Reserve Board (FRB) controlled variable that has been correlated with Engineering Unemployment over an eleven-year period with a correlation coefficient in excess of 0.7. This economic variable leads Engineering Unemployment by a year and three quarters.

The present forecasting model has been used since the third quarter of 1989 and has consistently forecasted a peak of 2.3% Engineering Unemployment for the first quarter of 1991, which is close to the 2.26% actual figure. The author found a similar forecasting model to be highly successful during the 1970's, based on another Federal Reserve controlled variable. However, it declined in reliability, due to changes in regulation of the U.S. Banking system.

The Figure shows actual and forecast Engineering Unemployment from the fourth quarter of 1970 to the forecast horizon of the third quarter of 1992. It demonstrates the close correlation between forecasts and actuals. The data is from the Bureau of Labor Statistics (BLS) Current Population Survey ⁽¹⁾, that is done monthly

and nationwide with a slowly changing sample of households. The noisiness of the data is due to the small sample size and absence of controls for seasonal and other factors. It is, however, the best data we have and allows us to determine what's happening in the real world.

The forecasts are based on the assumption that all segments of our economy that use engineers will vary with the economy. That is not always true, since the needs of the Defense establishment have varied by a factor of two over twenty year periods. Also exports may change markedly due to changes in international monetary policy; we might even develop a U.S. oriented Industrial Policy that would result in increased Engineering utilization. On the other hand, the new Immigration Law could cause massive increases of Engineering Immigration. All of the above are policy-driven controllers of demand outside the direct control of the FRB and outside the assumptions for this analysis.

Electrical Engineering is the largest subset (about 29%) of all engineers and has a current unemployment of 9,000 or 1.6%. Its performance is expected to parallel closely total Engineering Unemployment, but with slightly higher quarter to quarter variation, because of its smaller size. Engineering Unemployment can be considered a proxy for Electrical Engineering Unemployment.

⁽¹⁾ BLS Current Population Survey data is obtained quarterly.

Robert A. Rivers, P.O. Box 129, Union NH 03887

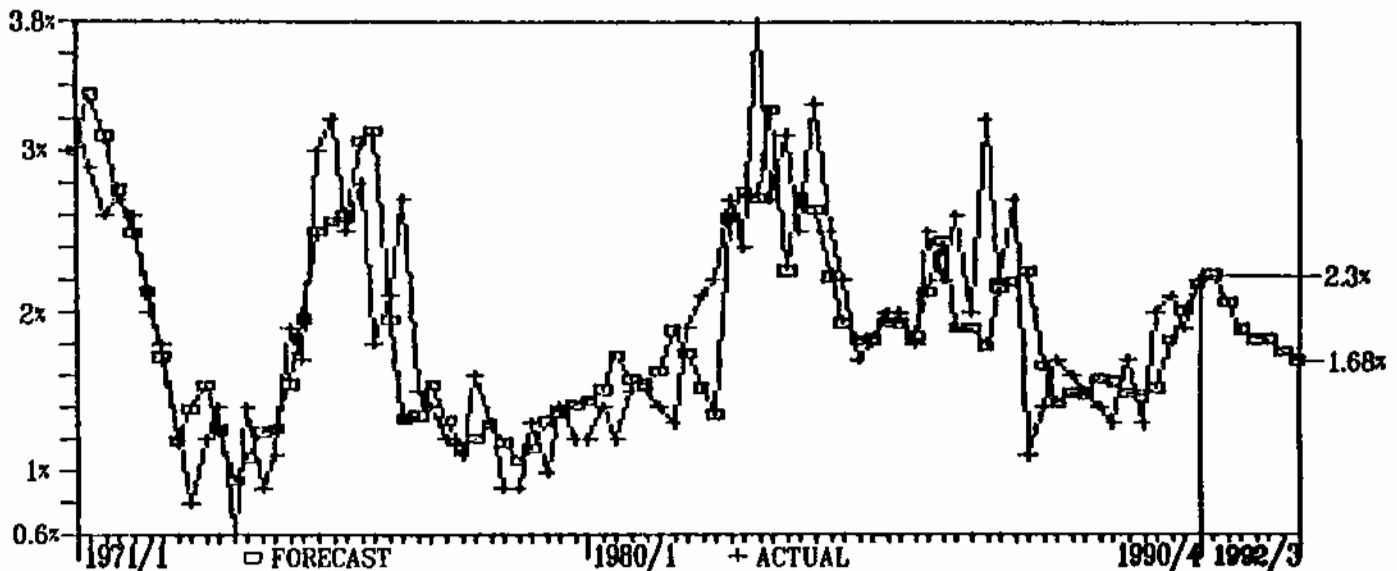


Figure 1. Forecast and Actual Engineering Unemployment

Reach Out

AEA would like to reach people in all engineering disciplines. We would also like to obtain the names and addresses of the publications and editors that serve the many engineering disciplines. To do this, we need the help of our membership. This is an opportunity for you to participate.

Please, clip and mail the masthead with the mailing address and editor's name of your favorite engineering or technical publication to AEA. Eventually, we will be able to reach them and keep them and their readers up to date on AEA events.

Reach Out to your congress, senate, other representatives and the news media. Your "American Engineer" is our way of reaching you with facts, articles and information concerning engineering issues. You can copy these articles and send them to your representatives and the news media to support your concerns.

Reach Out to an associate and encourage them to join and support the AEA. If you're the bashful type, just place your "American Engineer" or a copy in their mail to be read at their convenience. You can also Reach Out to an associate in another department, company, division or state by mailing them your copy of AE. We encourage you to copy AE for a friend or associate in the hope that they will also support our efforts.

Reach Out to the active volunteers that are making this publication possible. Tell them what you like or what you dislike. Provide them with questions, answers and information or just a hand written note of appreciation. Believe me when I tell you that it is important to let your volunteers know that you care.

Reach Out to the following:

Roger Boisjoly PE, 3047 E. Menlo St., Mesa, AZ 85213
(602) 641-0887* - *Ethics & Legislation re: Whistle Blowers Act, Improvements*

Robert Bruce, P.O. Box 4493, Great Neck, NY 11023 - *"American Engineer" publication and related issues*

John Densler, 42 Maple St., Auburndale, MA 02116 (617) 244-

4417* - *Immigration Issues & related Legislation; Importation of foreign students/engineers*

Al D'Nak, P.O. Box 465, Plainview, NY 11803 - *Contract Engineering, Legislation Section 1706, P.L. 101-583, Free O.T.*

Richard Plummer, P.O. Box 326, Valley Forge, PA 19481 - *Discrimination/Issues/Legislation*

Bill Reed, Pres, AEA, P.O. Box 820473, Fort. Worth, TX 76182-0473 (214) 264-6428* - *Industrial Base, Import/Export Jobs Technology Transfer*

Robert Rivers, AIRCOM, P.O. Box 129, Union, NH 03887 - *Manpower Issues & Legislation; Employment - Underutilization; Engineer Shortage Propaganda (ESP)*

Richard Tax, V.P. AEA, P.O. Box 2012, River Vale, NJ 07645 (201) 664-0803 - *Issues, General & further information*

* Please use your nickel; our budget is small.

AEA Legal Defense Fund

The AEA Legal Defense Fund is to provide finances to litigate selected cases, where engineers have been professionally harmed. This fund will provide for the defense of engineers and related occupations or to file litigation related to foreign imports, whether people, goods or services; discrimination; terms of employment; pensions; patent rights; and tax issues which are detrimental to engineers and related occupations.

Since the above issues are crucial to advancing the professional standing of engineers, we ask you not to forget the Fund. We need your help in the form of contributions in any amount. You could be the next person who needs help. The funds will only be used for cases that the Board of Directors believe will have broad benefit to the engineering community.

To make a contribution, make your check payable to AEA Legal Defense Fund and mail to P.O. Box 820473, Fort Worth, TX 76182-0473. All contributions over \$10.00 will be acknowledged by return mail.

Special Message About Future Issues Of "American Engineer"

You know we'd like to keep all our readers on our mailing list, keep you all abreast of our activities and give you an opportunity to participate and grow with us. Unfortunately and in fairness to our membership, we can't afford the luxury of a large non-member mailing list. So if you haven't contributed to our growth (see membership blank in this issue), you may not receive any more issues of AE. We encourage you to join, since this will benefit your career and enhance our position.

To our members, we thank you for your support. We'll work to make "American Engineer" a publication you'd be proud of, and to pursue your professional well being.

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