

U.S. DEPARTMENT OF LABOR



Date: MAR 8 1971

Reply to
Attn of:

Subject: Recommended Action in San Francisco, St. Louis, Chicago,
and Atlanta

To: Under Secretary Silberman
Assistant Secretary Fletcher

On July 6, 1970, the Office of Federal Contract Compliance submitted a list of target cities for development of "Hometown" plans. St. Louis, Atlanta, and San Francisco were the top priority for their respective regions. By that date, Chicago had already developed a local plan. We believed that these four cities, with four or five others were musts if the projected National Construction program was to be successful. They are geographical leaders of the Construction Industry, and their movements are watched by the Industry nationally.

Because a significant part of the Industry had failed to develop an acceptable local plan, the Department held hearings in St. Louis. Those hearings indicated both underutilization of minorities in the Construction Trades, and serious weaknesses in the operation of the "St. Louis" Plan. Subsequent efforts by OFCC to develop acceptable programs have not produced results. We have been requested by local groups for the imposition suggested by the hearing findings. We recommend imposition of a plan in St. Louis.

A Hearing was held in San Francisco in December. That hearing indicated underutilization of minorities in the Construction Industry. Subsequent efforts have not produced a local plan. To keep our creditability, to be in a position to encourage continued "voluntary" effort in the rest of the West, to meet our responsibility for insuring equal employment opportunity, we recommend imposing a plan in San Francisco.

For several months the Department has fostered tripartite negotiations in Atlanta. This appears to be of no avail, and therefore we recommend a Hearing to be held in Atlanta.

The initial agreement in Chicago has not been followed by provable results. No local has made specific commitments, nor are the figures regarding trainees substantiated by the Administrative Committee. We recommend a time line for local union commitment and a joint Manpower Administration OFCC investigation of the program. Further failing sufficient commitments or upon disclosure of failure by the joint review we recommend imposition of a plan. The affected area coordinator concurs in these recommendations.

San Francisco - Population Total	715,674
Non-White	114,488

In February, 1970, the Area Coordinator met with representatives of labor, management, and the minority community. At that time a complete briefing on "Hometown" plans was given to the parties.

It was decided that a model city plan was not possible by May, 1970, and an attempt to initiate city wide discussions was proposed by the minority community. Management agreed to such discussions but labor requested an opportunity to discuss the issue among several of the locals.

For several months labor would not agree to meet with the two other parties. The Area Coordinator, along with other Department of Labor representatives, discussed the problem with the Executive Council of the Building Trades Council. Private discussions were conducted with city and State officials. These officials in turn met with various labor leaders in regard to starting negotiations. Labor was still unable to set a time to meet. Private meetings followed with the attorneys for labor. A tripartite meeting was held in the latter part of June, 1970. At that meeting, labor agreed only that it would consider another meeting. During this period contacts were made with labor and city officials. Confidentially labor indicated it was spilt and did not believe it could meet.

The Area Coordinator called a tripartite meeting on August 8, 1970. Labor agreed to the meeting but failed to attend. Following this, the Area Coordinator met with the Executive Secretary of the Building Trades in an attempt to schedule another meeting.

On August 27, 1970, labor indicated that they would meet if they were informed of the names of coalition organizations and their representatives. A list of the organizations and their representatives was provided to labor and it was indicated to labor that the coalition would accept other minority organizations suggested by labor.

Labor considered a scheduled September 8, 1970, meeting inconvenient. A written request for a specified acceptable date was never directly answered. On October 20, 1970, labor indicated that they would not negotiate.

Numerous requests for action from various minority organizations in San Francisco were received by the Department of Labor.

At various times the former Secretary of Labor, the Director of OFCC, and the Chief, Construction Division, OFCC, have made public and/or private requests in San Francisco for action.

In December, 1970, hearings were conducted in San Francisco by the Department of Labor. Following these hearings, OFCC Director, John Wilks, met with Mayor Alliotto of San Francisco. At that meeting the Mayor indicated that he would make an attempt to bring about the resumption of tripartite negotiations. Negotiations were resumed and continued for several weeks without the development of a plan. After the sessions, the group only agreed to meet for further discussions on the problem.

Both the City's Human Relations Director and the minority community stated that negotiations were not going to bring about an affirmative action plan for San Francisco.

The minority community believes that if any plan is imposed, it should incorporate the major portions of the plan that they have developed.

St. Louis - Population Total	2,364,000
Black	379,000

In October, 1969, a tripartite group met to finalize and sign a St. Louis Plan.

Between the signing of the Plan and a Hearing held in August, 1970, a significant underutilization of minorities continued to plague the community. Because of requests from the minority community for assistance in bringing about a solution to the problem the Office of Federal Contract Compliance responded by scheduling Hearings.

On August 31 and September 1, 1970, hearings were conducted in St. Louis. The hearings focused on 10 trades not signatory to the St. Louis Supplemental Manpower Agreement.

The findings of the Hearing revealed that minorities were seriously underutilized in the construction industry.

The OFCC Area Coordinator has stated that of all the signatories to the St. Louis Plan only the carpenters are attempting to reach their numerical commitments. We have received many requests for an imposed plan.

Chicago, Illinois SMSA

<i>Total Population</i>	<i>6,975,000</i>
<i>Black Population</i>	<i>1,228,000</i>
<i>Significant Other nonwhite Population</i>	

On July 22, 1969, the offices of the Chicago Building Trades Council were occupied by Black youths in protest over the underutilization of minorities in the construction trades. Subsequent to this episode, 20 major construction projects were shut down in protest by Black pickets.

The coalition of Black organizations behind the protest demanded 10,000 jobs in 90 days. This was modified to 30 percent participation in each trade to be achieved in 5 years.

Tripartite meetings began in early August regarding a solution to the problem. In early September 1969, a Federal task force began collecting data on the construction industry in Chicago. On September 24, 1969, a hearing was scheduled to be convened by Assistant Secretary of Labor Fletcher. Its purpose was to establish the facts on Chicago. The meeting was prevented from starting by white construction workers.

At the hearing, reconvened in a Federal Building, to prevent chaos, Assistant Secretary Simmons, HUD, recommended the establishment of a program of goals and timetables, and provision by the Secretary of Labor of monies for significant training programs. Other witnesses showed the severe underutilization of minorities in the trades.

Under pressure from the Federal Hearings, with a clear indication that there would be a "Hometown" solution or a Federally-imposed plan, plus the HUD finding of deficiencies with 32 contractors, significant negotiations began.

Mayor Daley telephoned all parties, the day after the Hearings, requesting negotiation sessions. On October 4, 1969, formal sessions began. On January 12, 1970, a Chicago Plan was signed. It called for the immediate employment of 1,000 journeymen. It opened an opportunity for partially trained journeymen. It called for 1,000 apprentices, and 1,000 on-the-job trainees without prior training.

In May 1970, the Manpower Administration funded the Chicago Plan for \$490,000. On July 6, 1970, the leadership of the coalition announced that the Chicago Plan was not being carried out, and asked Assistant Secretary Fletcher for assistance.

A subsequent report by the Black Strategy Center, headed by the Reverend C. T. Vivian, based on interviews made in Chicago, requested that the Federal Government stop further construction in Chicago and impose a Philadelphia type plan.

To date individual crafts have not made a commitment of goals and timetables to the plan.

Information on the number of minority workers working under the plan submitted by the Chicago Plan director has been contradicted by various minority organizations and the OFCC Area Coordinator.

It is our desire to see goals and timetables submitted by each craft working under the Chicago Plan. We recommend that these numerical commitments should be submitted to OFCC by April 30, 1971. This would provide the Department of Labor and the people of Chicago with some realistic guidelines to work from for the realization of an affirmative action plan.

The first attempts to bring about an affirmative action plan began two years ago this coming July. Today, we have yet to see positive results of the plan.

Atlanta, Georgia SMSA Population - Total 1,390,000
Black 311,000

It has been one full year since the first attempt to bring about an affirmative action program for the construction industry in Atlanta, Georgia.

On February 26, 1970 the Area Coordinator in Atlanta, Georgia requested all agency EEO officers to conduct special compliance reviews. This, in preparation for hearings scheduled for May 19-21, 1970. These hearings were never held.

On June 22, 1970 the first tripartite negotiation session was held to develop a "hometown" plan for Atlanta, Georgia. This was followed by three other sessions. At the fourth negotiation session the coalition became convinced that labor was unwilling to discuss the development of goals and timetables, one of the criteria for an acceptable area wide plan.

Hearing dates were rescheduled several times since the final negotiation session, but were never held.

Numerous attempts were made to bring the parties back into tripartite session, but each attempt resulted in failure. For some time during this period a laborers strike was in effect.

On November 28, 1970 OFCC Director, John Wilks and Assistant Secretary Usery met in Atlanta, Georgia with representatives of labor, management, and the minority community with the purpose of attempting to bring the three parties back into tripartite negotiations. It was the desire of Messers. Wilks and Usery to have tripartite negotiations resume by the first of January, 1971. Until this day negotiations have not resumed. Our contacts with community leaders indicate that negotiations will probably not bear fruit.

Because Atlanta is seen as the hub of the Southeastern part of the country by many groups and organizations, the inability to bring about an affirmative action program for the area has resulted in lack of progress throughout the Southeast.

We recommend that hearings be conducted in Atlanta.


John L. Wilks
Director