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rules for a single labor market. And, since I know that I would be the only government official to sign the plan, and since I further knew that I (the government) would be sued immediately upon issuing it, I made sure the title said, " Revised Philadelphia Plan". And, just as anticipated, I issued the plan on June 27, 1969, and was sued three days later. When I say I signed and issued the plan, I mean I was the only official in the federal government willing to sign it. Everyone else with the authority to sign it, was apprehensive, and unwilling to put their name on the dotted line for fear, of what the courts would decide once it reach that stage. Since this was a republican administration, and since African Americans had, and still has nothing but contempt for the Republican Party, and Republican Administrations, no one but no one, wanted to face the wrath of African American community should the court declare the plan unconstitutional. Since I had been assigned to oversee the drafting of the document, evaluation its provisions, etc., it only seemed right that I sign it. Let me quickly add that as anticipated the issue as to weather a mere assistant secretary could issue a sweeping regulation was challenged by the contractors on appeal. It was pointed out, that although designated the Revised Philideplhia Plan, really impacted the entire government contracting universe. At that time the Department of Defense, alone was doing several billions of dollars annually, with an estimated 95,000 contractors. The federal district and appellat courts said yes and the US

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Supreme Court refused to review the lower courts decisions and the rest is history.