—Legal Aid Sues Unions, Contractors

(FROM PAGE ONE)

Coshnear and Joseph A. Waters.

Their suit further seeks a court-approved plan that will put qualified blacks on each construction job in the city and surrounding area, and this must correspond to the black population in the city, which is over 50 per cent.

It urges the court also to do the following:

Enjoin the unions and apprenticeship training committees from using discriminatory selection devices in hiring such as high school diploma requirements, Maximum age limit, length of residence, oral interview, written examinations and arrest record.

2. Compel unions to stop using discriminatory requirements such as recommendations by members, executive board votes, length work experience, excessive fees and journeyman tests.

* * *

3. Require unions to admit new members on a 1 to 1 basis, ten blacks to each white, until black and white membership is equal to the proportion of blacks and whites in the Baltimore area population.

4. Require defendants to take all necessary steps to ensure that black apprentices will be afforded the same treatment and full range of training opportunities required to become skilled craftsmen as enjoyed by white apprentices.

5. Require that one-half of the training committee members for apprenticships be black.

* * *

6. Require defendant unions to train and appoint qualified blacks to be masters and assistant masters in accordance with black representation in those unions.

7. Unions must refer blacks to jobs which are comparable in terms of length, distances from home, skills and pay to which whites are referred.

8. In addition, they must sell work permits to qualified blacks on the same basis as whites.

9. All unions must appoint at least one black business agent.

10. All contractors in Maryland will set up goals and timetables for each job which will provide for a percentage of black workers; 47 per cent for jobs within Baltimore City and 26 per cent for jobs outside the city but within the greater Baltimore area.

11. The unions must undertake intensive on-the-job training to develop black talents as journeymen in the shortest time possible.

12. Records shall be kept by the unions of their equal employment practices and opportunities toward black workers.

13. Union must prepare detailed reports each year for the next ten years on their equal employment progress.

14. Defendants would be required to pay plaintiffs compensatory damages as a result of their intentional discrimination.

* * *

15. A court-approved community based committee or administrator would be set up to ensure enforcement of the relief grant.

16. The defendants would be required to pay the plaintiffs and their class attorney's fees and costs involved in the settlement of this case.

The case may have suspendous and far-reaching effects in the greater Baltimore area.

Reason: it charges the largest contractors and trade unions in the building industry with discrimination in apprenticeship programs against black applicants.

These contractors and trade unions, alleged to be discriminatory, control millions of dollars' worth of construction in the city and surrounding area.

In the past, as now, Baltimore has witnessed a feverish building spree — schools, office buildings and apartment complexes — and the workmen involved in these projects make as much as $8 and $9 per hour on each job.

If the suit is decided in their favor, it would mean that the alleged discrimination would cease and the jobs in the nearly all-white construction industry would be opened up to the black labor market for active participation.

It could be a landmark case.

* * *

For decades, black people have been portrayed as shiftless and lazy by those whose object it was to see that they stayed that way, but if the plaintiffs can win their case it will prove that blacks couldn't get high-paying jobs such as those in the construction industry not because they didn't want them, but because they were denied deliberately a piece of the action instead.

* * *

The plaintiffs in the class action are:

Nathaniel C. Byrd, 23, 5100 Sekots Rd.; Kenneth Lane, 29, 3500 Manchester Ave.; Ralph Williams, 25, 2900 Clifton Ave.; Dennis E. Harlee, 23, 1600 Pentwood Rd.; Hezekiah Haughty, 22, 2700 W. Belvmount Ave.; Nyne W. Britt, Jr., 24, 2200 Frederick Ave.; and Cosham Wedderburn, 28, 3200 Frankford Ave.

Additional plaintiffs are: Kenrick Coombs, 33, 3009 Lyttleton Rd.; William D. Jones, 29, 2200 Kennedy Ave.; and Lorenzo Campbell, 42, 700 New Pittsburgh Ave.

* * *

Defendants are: Local Union No. 24, International Brotherhood of Electrical Workers; International Union of Operating Engineers Local No. 37-37A-37B-37R; Local Union No. 48, United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; and Local Union No. 438, of the same.

* * *

Also named as defendants are: Local Union No. 16, International Association of Bridge, Structural and Ornamental Ironworkers; Sheet Metal Workers' International Association of Baltimore, Local Union No. 122 and the Baltimore Building and Construction Trades Council.

* * *

In addition there are: the Maryland Chapter, National Electrical Contractors Association, Inc.; Associated General Contractors; Mechanical Contractors' Association of Maryland, Inc.; the Steel Erectors Association; the Sheet Metal and Roofing Contractors Association of Baltimore, Inc. and the Joint Apprenticeship Training Committee for the Electrical Industry of Baltimore.

* * *

There are also the following:

Plumbers and Gasfitters Joint Apprenticeship Committee; Joint Apprenticeship and Training Committee, Ironworkers Local No. 16 and Steel Erectors Association of Baltimore; and the Baltimore Sheet Metal Workers Joint Apprenticeship Committee, Local No. 122, the source said.

* * *

Also named are: Piracci Construction, Inc.; The Howard P. Foley Co.; Ehrhardt and May, Inc.; Lloyd E. Mitchell, Inc.; and R. E. Linder Steel Erection Co., Inc.

The suit cites detailed examples for each individual case, including the following:

"I, Kenneth Lane, am a 29-year-old black male resident of Baltimore City.

"I graduated and received a high school diploma from Baltimore Polytechnic Institute in June of 1960.

"I attended the University of Maryland for one and one-half years.

"I was honorably discharged from the Marine Corps in July, 1966.

* * *

"While in the Marine Corps I operated heavy machinery such as trucks and jeeps.

"I applied for admission to the apprenticeship program of the Joint Apprenticeship Training Committee of Local 37 in May, 1972.

"I filled out an application which required, among other things, that the applicant be under the age of 29 years.

* * *

"After filling out my application I was told by an official that I was overage but that I had met the other requirements.

"I believe that the reason for my rejection, that is, my age, was racially discriminatory, and was intended to exclude me from the apprenticeship program on account of my race."

* * *

Another example from the affidavits attached to the suit by the plaintiffs reveals this situation:

"I, Cosburn Wedderburn, am 28 years-old and black male resident of Baltimore City.

"I completed 12 years of education in Jamaica, but I do not have a high school diploma.

* * *

"I attended high school in Jamaica at a technical school where I specialized in electricity and where I took courses in electrical theory two nights a week for four years.

"I have approximately seven years of on-the-job training in electrical work.

"My experience includes all types of electrical work and is comparable to work performed by journeyman members of Local 24 of the International Brotherhood of Electrical Workers.

"Among the jobs which I have had in electrical work are the following:

* * *

"Alcan Jamaica Ltd. — four years of industrial electrical work.

"Delco Electric — one year commercial installation work.

* * *

"George Chambers Company — two and one-half years commercial electrical connection work.

"Druid Electric Company — past five months to present commercial installation work.

* * *

"In early 1972, I filled out an application for membership in Local 24 at their Cross Keys office.

"To date I have not heard from the union with respect to either job referrals or union membership even though I have signed the book at the union hall on numerous occasions.

"I believe that I have not heard from Local 24 concerning job referrals or membership because the union is discriminating against me on account of my race."

* * *

According to the suit, "The need for skilled craftsmen in the challenged trades is substantial and increasing. During the decade from 1960-1970, the greater Baltimore area witnessed unprecedented activity in building and construction work."

Continuing, the suit states, "In the decade 1970-1980, construction activity is expected to grow at a rate as great or greater than the previous ten years as a result of substantially increased spending by the private and particularly the public sector."

As examples of this expected growth, the class action cites the Inner Harbor Project and the Metro project.

* * *

"Also, retirements and deaths are expected to provide a substantial number of job openings in the challenged crafts," remarks the suit.

"Based upon 1970 census figures, blacks constitute 28 per cent of the total population of the greater Baltimore area and 47 per cent of the total population of Baltimore city," the document contends.

"Based upon 1970 census figures, the black adult male population in the greater Baltimore area comprises 24.5 per cent of the total adult male population," it continues.

"Black adult males constitute 22.9 per cent of the total civilian, adult male labor force and black adult males comprise 34.7 per cent of the unemployed adult males," it says.

Money may be the biggest reason why the building trades are discriminating against black males, says the suit, as the wages that can be earned are very high, as the following table shows:

"Trade: Electricians, wage $8.10/hour; Operating engineers, $7.27/hour;

Plumbers and Gastitters, $8.05/hour; steamfitters and pipefitters, $8.66/hour; Ironworkers, $7.71/hour, and sheet metal workers, $8.92/hour."

* * *

The suit says that the listed defendant building trades control "approximately 50 per cent of the building and construction work in the greater Baltimore area."

In addition, the suit provides a numerical breakdown which it says shows the racial bias exhibit by the various unions:

* * *

"Program: Electricians, Total 231, Blacks 20, Percentage of blacks: 8.65 per cent; Operating engineers, Total 80, Blacks 7, Percentage of blacks 8.75 per cent;

Plumbers, Total 67, Blacks 10, Percentage of blacks 14.93 per cent; steamfitters, Total 142, Blacks 8, Percentage of blacks 12.68 per cent; ironworkers, Total 88, Blacks 11, Percentage of blacks 12.50 per cent; sheet metal workers, Total 54, Blacks 4, Percentage of blacks 7.41 per cent."

* * *

"Virtually no blacks were admitted to the apprenticeship programs prior to 1965."

There are many methods, used by the building trades to discriminate, among them the following:

"Selection devices which include a high school diploma or its equivalent, a maximum age limitation, a length of residence requirement, an oral interview and written examinations."

* * *

Some unions ask for identification pictures and arrest records.

"Each and all of the selection devices employed by the defendants are not job-related."

The above methods, says the suit, are not employed in regard to white applicants.

* * *

"Substantial numbers of unskilled and partially skilled whites have been admitted as journeyman members of defendant unions without enrolling and completing apprenticeship programs of respective defendants," it claims.

"Such whites were hired directly by contractors or placed on the job by the defendant unions and learned the necessary skills of the challenged crafts by informal on-the-job training," it says.

"Defendant unions presently require unskilled blacks to enroll and complete the apprenticeship programs before such persons can achieve journeyman rank, and these demand unnecessary amounts of classroom and on-the-job training."

* * *

Union membership, the suit asserts, also reflects racism, as seen in these figures contained in the document:

"Union: Electricians Local 24, Total: 1153, Blacks: 5, Percentage: 0.43 per cent; Operating Engineers Local 37, Total: 2146, Blacks: 320, Percentage: 14.91 per cent;

Plumbers Local 48, Total: 541, Blacks: 1, Percentage: 0.18 per cent; Steamfitters Local 438, Total: 683, Blacks: 1, Percentage: 0.15 per cent; Ironworkers Local 16, Total: 795, Blacks: 7, Percentage: 0.88 per cent, and Sheet Metal Workers Local 122, Total: 825, Blacks: 0, Percentage: 0.00 per cent."

* * *

The suit asks the federal court for relief from all "The aforementioned discriminatory acts, rules, policies, tests, selection devices, requirements, procedures and other practices of defendants."

The suit calls for an injunction "requiring defendants, their officers, agents, employees, successors-in-interest and those persons acting in concert with them to cease all discrimination against plaintiffs and their class."

* * *

David L. Glenn, director of the Baltimore City Community Relations Commission which has been involved in enlarging employment opportunities, told the AFRO:

"I applaud the entrance of the Legal Aid Bureau into this field with their legal techniques because it will likely assure a reasonable, quick remedy to the overall problem where unions and union contractors are concerned."

Mr. Glenn added that while this action is commendable there are a larger number of non-union contractors who will not be initially affected because they do not have an apprenticeship program.

Some method must be utilized whereby these contractors also will have to be forced to employ a greater number of blacks in training level opportunities."

—Joe's carryout

(FROM PAGE ONE)

person asked for was "not there."

The stolen money was stuffed into a bag and the robbers fled into the streets after the stick up.

The assailants were described in their early 20's, both wearing "bushes."

This is the second robbery this year of Joe's Carry-out.

In an earlier incident, owner Joseph Jennings was the victim of what he termed a "flim-flam."

Reports from Mrs. Jennings showed on April 3 the Rev. Joseph L. Davis, 64, 2800 block of Harford Road, entered the carryout and offered to provide "protection" in exchange for a "donation" in the Crime Preventers Association.

He said they were trying to break up crime in the street. membership of 850 and 899 for a walkie-talkie would be needed. He said he worked with the police and the State's Attorney Office." Mr. Jennings told the court in the recent Criminal Court trial for Rev. Mr. Davis.

The Rev. Mr. Davis was convicted of false pretense July 25 by Judge Basil Thomas.

When asked whether he felt he received adequate police protection, Mr. Jennings replied, "It is given all the protection possible. There are not enough policemen to have one stationed permanently outside his shop," he stated.

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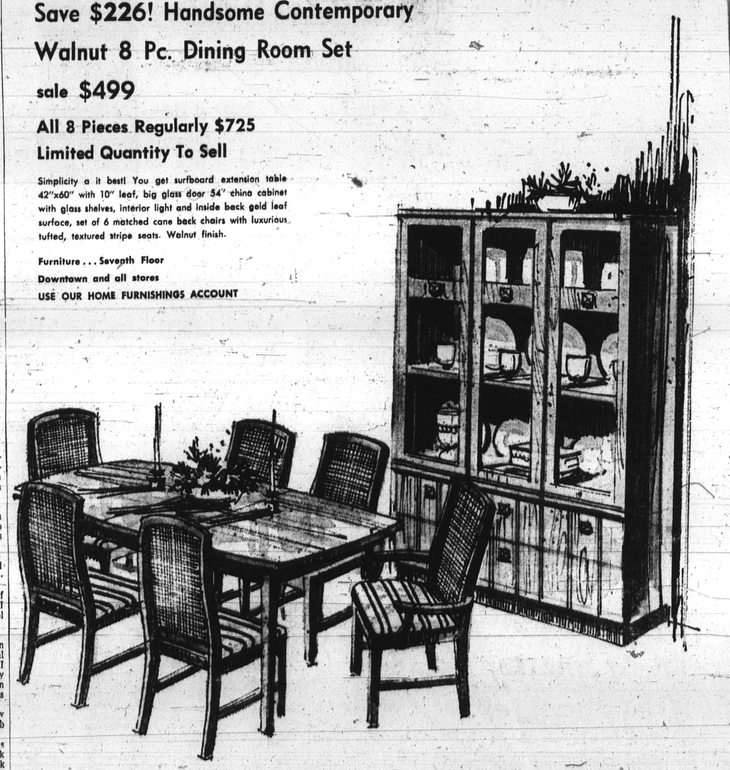

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ROBERT BOONE

A reward of $500 is being offered by Mrs. Emma Patrick and Mrs. Patty Norwood for information leading to the arrest and conviction of the murderer of Robert Boone. Mr. Boone was found murdered off the 3200 block Lobeck Lane, and was believed killed on the evening of the 25th or 26th of March, 1972. Contact Thomas Ward, Attorney: 669-5285; 1223 Linden Avenue, who will determine whether the above terms of the award have been met. This offer will expire the 30th of October, 1972.

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The Baltimore AFRO-AMERICAN (Registered U.S. Patent Office)

Circulation audited by Audit Bureau of Circulations (ABC).

Published every Tuesday and Saturday by the AFRO-AMERICAN with the Baltimore offices at 628 N. Eutaw St., Baltimore, Md., 21201. Phone 301-728-2020.

Second class postage paid at Baltimore, Md.

Frances Murphy Henderson, Chairman of Board.

John H. Murphy 3rd, President; Elizabeth Murphy Moss, Vice President and Treasurer; John J. Oliver Sr., Vice President Production; Mae E. Dyson, Secretary; Kenneth O. Wilson, 2nd Vice President, Advertising; Moses J. Newson, Executive Editor; Elizabeth M. Oliver, City Editor.

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(One Edition Per Week)

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YWCA group asks NEW for fair employment in higher education

The National Student Association (NSA) Council Aug. 18 urged Secretary Richardson to immediately initiate action programs in accordance with a resolution by Elliot Richardson of the Department of Health, Education and Welfare to enforce Title VI of the 1964 Civil Rights Act.

The Council also urged Secretary Richardson to require that all institutions of higher education in Alabama, the Council asserted in a resolution, be in compliance with