

STATE OF NEW JERSEY
DEPARTMENT OF LAW AND PUBLIC
SAFETY
DIVISION ON CIVIL RIGHTS
DOCKET NO. E 7 UR-2419

RUTGERS, THE STATE UNIVERSITY)
OF NEW JERSEY,)
)
Complainant,)
)
vs.)
)
INTERNATIONAL ASSOCIATION OF)
BRIDGE, STRUCTURAL AND ORNA-)
MENTAL IRON WORKERS, and LOCAL)
UNIONS #11, #45, #373, #483 and)
#483, et als.,)
)
Respondents,)

FINDING OF PROBABLE CAUSE

On February 9, 1965, Rutgers, the State University of New Jersey (hereinafter called "Rutgers"), filed a complaint with the Department of Law and Public Safety of the State of New Jersey, Division on Civil Rights (hereinafter called the "Division"), alleging the occurrence of unlawful discrimination in connection with the construction of a Law Center, Library, Science and Humanities Building, and a Student Center at a new campus in Newark. The construction of this new campus is now in progress and is part of an urban renewal project financed with Federal, State, and City of Newark funds and private contributions.

Rutgers named as respondents to its complaint (a) certain union locals in the following trades of the building industry: iron workers, plumbers and steamfitters, sheet metal workers and elevator constructors, (b) certain business and industry associations whose membership is comprised of builders and contractors active in the building industry, (c) certain contractors and subcontractors engaged in construction work on the project utilizing union labor in the foregoing trades, and (d) the Iron Workers Joint Apprenticeship Committee. Subsequently, on April 19, 1965, Rutgers amended the complaint by adding as additional respondents the presidents of some of the union locals involved and the individual members of the Iron Workers Joint Apprenticeship Committee. Copies of the original complaint and the amended complaint were served upon all named respondents.

It is required by the Law Against Discrimination of the State of New Jersey that an immediate investigation be made of the allegations of a complaint filed with the Division and that a finding whether or not probable cause exists

for crediting the allegations of the complaint be made pursuant thereto. Such a finding of cause is a statutory prerequisite to conciliation proceedings being undertaken.

The investigation required by statute having been undertaken, it is hereby found that probable cause exists for crediting the allegations of:

(a) Paragraphs 1 - 21 (both inclusive) and Paragraph 38 of the Rutgers complaint as to the respondents named in said paragraphs and listed on the attached Schedule A; and

(b) Paragraphs 30 - 33 (both inclusive) and Paragraph 38 of the Rutgers complaint as to the respondents named in said paragraphs and listed on the attached Schedule B.

S/George S. Pfaus
George S. Pfaus, Director
Division on Civil Rights
Department of Law and Public
Safety
State of New Jersey

Dated: May 20, 1965.

SCHEDULE A

International Association of Bridge, Structural and Ornamental Iron Workers;
Local Unions #11, #45, #373, #480 and #483;

The Associated General Contractors of New Jersey;

Structural Steel and Ornamental Iron Association of New Jersey, Inc.;

Rigging Contractors Association of New Jersey;

Building Contractors Association of New Jersey;

The Iron Workers Joint Apprenticeship Committee;

Arthur Vonnert Company;

F. H. Sparks Company;

Pittsburgh Plate Glass Company;

Hudson Structural Iron Works, Inc.;

Richard J. Hartnet, President, Local #11;

Stephen Flynn, Presiden Local #45;

Arthur Jensen, President, Local #373;

Frank Murphy, President, Local #480;

David S. Cusick, President, Local #493;

Daniel J. Trainor; Harold J. Army; John D. Templeton; John J. Wede; Robert S. Wallace; Harry Katchen; Neil Bule; Joseph Hoffmeier; Charles Hollenbeck and Irving Pearl, Members, The Iron Workers Joint Apprenticeship Committee.

SCHEDULE B

Local #10, International Association of Sheet Metal Workers;

The Keystone Sheet Metal Company.