

DRAFT

This memorandum, which supplements the one attached, contains additional information concerning the policies and practices of Local obtained from union officials and records as a result of the negotiation sessions. In the original memo four areas of discrimination were identified. This addendum deals with admission of journeymen and job referrals. No further information indicating non-compliance with Title VII was secured on the other two points.

A. Job Referrals

Applicants for electrical construction work are referred out to jobs, according to the collective bargaining agreement, on the basis of their ability to qualify for one of four groups. The classifications determine the order of referrals. To qualify for Group I, the applicant must have four or more years experience in the trade, have lived in the area at least one year, have passed a wireman's examination, and have four years experience with a contractor under the collective agreement. Group II requires four or more years experience in the trade and passing a wireman's examination. To qualify for Group III, one must have four or more years experience in the trade, have lived

in the area for at least one year, and have four years experience with a contractor under the collective agreement. Group IV requires only two or more years experience in the trade. Our investigation revealed that assignment to the groups is not done according to the requirements stated in the agreement. Union membership is the exclusive determinant for classification. Members of Local 38 alone comprise Group I. Group II is comprised of members of other IBEW locals outside the jurisdiction of Local 38. Members of the three other, non-construction electrical locals in Cleveland are placed in Group III. Non-union applicants are confined to Group IV or declared "not qualified," irrespective of their qualifications. Apart from these groupings, the union also refers workers to jobs on a "temporary 2B" status which means that their wage is only 50% of the journeyman's scale.

Inspection of the union files disclosed that at least 100 white applicants were referred out for jobs who had no experience or training in electrical work. This treatment of whites contrasts sharply with that accorded Negro applicants. Union records contained the names of four Negroes who applied for referral. Their

applications were found in the folder "not qualified," even though three of them had several years of experience in the ^{electrical} trade. For example, Eddie Reese, a Negro electrician, stated on his application that he had eight years experience in the trade when he applied for referral on August 7, 1963. On that same day, George Kieve, a white applicant who two years earlier had indicated no experience on his application was referred for a job.

With regard to the "temporary 2B" referrals, approximately 600 persons were sent to jobs from the category since 1960. Although the president of Local 38 said that the practice has been discontinued, the records show a referral from this class dated April 3, 1967. Many of these workers had little or no experience in the electrical trade. As a representative sample, we examined the referral slip for the week of July 6, 1964. Nearly all persons referred out during that period of a temporary 2B status contained the name of a relative on the back of the slip and indicated the relationship. Our examination of the records did not uncover, as indicated above, the Negroes

who had filed application were never referred.

B. Journeyman:

Officials contended that no members has been admitted to the union in the last ten years or so who has not gone through the apprentices program. Their records confirm the truth of this assertion. However, notations on the dues cards indicate that approximately 140 of the current membership did not serve any apprenticeship. Many of these were transfers in the early 1950's from the now extinct maintenance section who merely took a wireman's examination for journeyman status in Local 38. The remainder were transfers from other IBEW locals. Counsel for the union stated that this practice ahas been abolished. His inspection of executive board minutes revealed over 50 denials of such requests for transfers.

Although these records appear complete, we have information that they may not be accurate. For example, no notation was found on the dues cards of the two Negroes who were admitted by examination in 1957, although we were told that such admission would be noted. Thus, there may be other brothers who did not serve an apprenticeship.