SELECTED REFERENCES
INDUSTRIAL RELATIONS SECTION PRINCETON UNIVERSITY
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BLACK WORKERS AND THE UNIONS**

1. General Background Information


Eleven authors discuss the historical and current attitude of organized labor towards the Negro. Of particular interest are the papers by Herbert Hill, "The racial practices of organized labor; the contemporary record" and "Contemporary labor’s attitude toward the Negro" by Gus Tyler. The first paper surveys actual instances of discrimination, especially in the building trades and garment industry. Mr. Tyler recalls labor's longstanding fight for civil rights legislation and discusses the structural limitations on the AFL-CIO leadership which prevents it from exercising effective control over discrimination by local unions.


A well-documented, objective analysis of the historical, economic, social and political forces which have shaped union racial policies and which explain the hiatus between international officers' policy speeches and local union practices.


Presents findings on Negro participation in apprenticeship programs in 11 cities which indicate that relatively few Negroes are in the skilled craft industries outside the trowel trades. Concludes that while discrimination exists, many other factors are important. Discusses programs and strategies designed to increase the number of Negro apprentices.

* Prepared by Helen Fairbanks, Librarian.
** Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

In his paper, "The racial practices of organized labor—the age of Com-pers and after," Herbert Hill shows that, except in its very early days and for brief periods, American labor unions "not only accepted racial discrimination but... contributed to the pattern of discrimination and segregation." John H. Hutchinson concludes in "The AFL-CIO and the Negro" that the national leadership in its formal statements and policies has taken an earlier and stronger stand for racial equality than other institutions, but has been restrained by the fears, prejudices and indifference of the individual member.


Reports from eight states and the District of Columbia on the extent and nature of discrimination in employment.

2. The Current Situation

Blumrosen, Alfred W. "Seniority and equal employment opportunity; a glimmer of hope." *Rutgers Law Review* (Rutgers University, School of Law, 180 University Avenue, Newark, N.J. 07102), Winter 1969, pp. 288-317. $2.50.

Outlines the problem of discrimination inherent in seniority systems which typically deny the Negro employee credit for time spent in Negro jobs when they compete for "white jobs" and which force the Negro to start anew at the bottom of the ladder. Reviews court decisions and administrative rulings concerning seniority.


Preliminary results of a nationwide survey conducted in 1967, of 3,700 local unions with over two million members in referral bargaining units, revealed a black membership of just under ten percent of the total.


Shows how union seniority systems and apprenticeship standards discriminate against Negro workers.

Traces the growth of independent Negro unions and describes the efforts of black trade unionists for more participation in union decision-making and union leadership.


Finds the unions guilty of excluding Negroes from apprenticeship programs, relegating them to low-paying, menial jobs, and preventing qualified non-union Negroes from bidding for jobs through union control of hiring halls. Black workers accuse the United Steelworkers and the International Ladies' Garment Workers of discriminatory practices.


Describes the attempts by the Black Coalition to get more Negroes admitted into the building trades' apprenticeship and unions. Includes a description of the earlier and successful training program for heavy equipment operators.


Outlines the procedures issued by the Federal Bureau of Apprenticeship and Training relating to equal opportunity in apprenticeship training. Describes the actual programs of four craft unions—electricians, plumbers, sheet-metal workers and carpenters in the Philadelphia area—for selecting apprentices as illustrative of the gap between policy and implementation.

Recounts the five-year struggle involving the New York Commission for Human Rights and the courts which finally eliminated the nepotic practices which had limited apprenticeship and journeyman opportunities in the union.

3. The Philadelphia Plan


Pro and con discussion of the proposal to require successful bidders on Federally financed or assisted construction projects to hire minority group workers. Included is a brief history of Federal policy regarding minority group employment, a description of the plan, and arguments for and against the proposal by government officials, Congressmen and labor leaders.


In this attack on the Philadelphia Plan, the president of the AFL-CIO, cites labor's long history of working for civil rights, and describes the apprentice Outreach program which recruits and prepares minority group youth for entry into the construction industry. He gives figures on the number of black workers now in the building trades unions.


The official policy statement adopted by the Building and Construction Trades Department, AFL-CIO, at its 1969 convention. It cites minority group membership in the building trades unions and reviews the efforts to attract minority groups. The unions reaffirm their belief in the goal of Negro participation but continue to oppose the Philadelphia Plan.