SELECTED REFERENCES
INDUSTRIAL RELATIONS SECTION
No. 150* PRINCETON UNIVERSITY
Princeton, New Jersey January, 1970

TRADE UNION PROGRAMS FOR TRAINING THE DISADVANTAGED WORKER**

I. General Surveys

Barbash, Jack. "Union interests in apprenticeship and other training forms." Journal of Human Resources (Journals Department, The University of Wisconsin Press, P.O. Box 1379, Madison, Wisc. 53701), Winter, 1968. pp. 63-85. $2.00.

This review of the traditional attitudes of unions towards apprenticeship and other forms of training provides a marked contrast with recent union programs to help the disadvantaged, hard-to-employ worker.


An excellent summary of training and apprenticeship programs in which unions have taken an active role.


Surveys the activities of labor unions in on-the-job training programs. Outlines the functions of the Human Resources Development Institute which was established by the AFL-CIO in September 1968 to help local unions develop training and job programs for the disadvantaged.


The Executive Director of the Human Resources Development Institute emphasizes the commitment of organized labor to increase union involvement in efforts to end racial discrimination and to solve the problem of hard-core unemployment.

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


Case histories from the successful training programs for truck drivers and servicemen established by the International Teamsters.


The pre-apprenticeship training provided by the Brotherhood of Painters, Decorators and Paperhangers stresses remedial education and instruction in the tools, materials and language of the painting industry.


Brief description of the school run by the Service Employees International Union to train unemployed workers as custodians.


Full-time on-the-job training in operating earth-moving equipment was provided in this pilot program sponsored by locals of the Teamsters and Operating Engineers Unions, the Contractors Association and the Southern Illinois University.


The contract of the Laborers' International Union provides for training new construction workers and upgrading skills of those presently employed. The program which is in effect in 18 states consists of 4 weeks of vestibule training and 4 weeks of on-the-job training.


The Marine Cooks and Stewards Union, the shipping lines and the Department of Labor united in an intensive training program for cooks, bakers and butchers. This apprenticeship program, the first of its kind in the maritime industry, guarantees every trainee a job.

The Laborers' International Union and The Associated General Contractors of America have entered into an agreement establishing a national education and training fund. The funds which are negotiated and set up through collective bargaining and jointly administered by labor and management trustees provide job training and, if necessary, basic education for construction workers.


Trainee apprentices attend school for 8 weeks and then are placed in store meat departments under the program established by the Stamford Local of the Amalgamated Meat Cutters and Butcher Workmen.


The Outreach program was started in New York City by the Workers Defense League to recruit unemployed minority group youth and tutor them to qualify for apprenticeship. With the support of the AFL-CIO Building and Construction Departments there are now outreach programs in over 50 cities.


Describes the apprenticeship program for attracting unemployed persons into the painting trade and the advanced training program for journeyman painters.


An outline of the general structure of the apprenticeship system and discussion of the reasons for low participation of Negroes in these programs in the past is followed by an analysis of the program developed by the Workers Defense League in New York City. In cooperation with the union officials of the building trades the WDL has initiated a successful recruiting program for Negro apprentices.


The Textile Workers Union of America conducts an on-the-job training program in silk screening.

Outline of the program designed to attract minority youth into the skilled trades by preparing them for apprenticeship programs.

Pagano, Jules. "Union-management adaptation to needs of disadvantaged new employees." *Proceedings of the Twenty-first Annual Winter Meeting 1968, Industrial Relations Research Association* (Social Science Building, University of Wisconsin, Madison, Wis. 53706), 1969, pp. 228-235. $5.00

An explanation of the "Buddy System" in which a union worker is assigned to each new employee to help in the adjustment to plant routine and job requirements and in establishing working relationships with fellow employees.


Case stories from the "Outreach" program which started in New York and has now spread across the country.

Schmidt, Fred H. "A repair shop for unemployables." *Industrial Relations* (Institute of Industrial Relations, University of California, Berkeley, California 95720), May, 1969, pp. 280-285. $2.00

Describes the Transportation Opportunity Program (TOP) established by the Joint Council of Teamsters No. 42 in Los Angeles which offers training in all aspects of truck driving and many types of automotive repair work. The project also includes basic and remedial education, counseling and job placement.


The Transportation Opportunity Program of Joint Council 42 in Los Angeles which has trained or up-graded the skills of over 800 drivers.


Describes the successful program of the local Painters Union and Newark public agencies to attract and train disadvantaged youths as apprentice painters.

Wolff, Leo. "'65' School shows the way to a better life." *RWDSU Record* (132 West 43rd St., New York, N.Y. 10036), September 15, 1968, pp. 10-12. 20 cents.

The Training Center of the Distributive Trades, Retail, Wholesale and Department Store Union, gives four weeks of basic education and general introduction to industry to unemployed youths and job training courses for workers already employed.