

FOR IMMEDIATE RELEASE

Statement of Mayor Hugh J. Addonizio

June 27, 1963

THE EVENTS OF RECENT WEEKS THROUGHOUT THE NATION HAVE POINTED UP THE RESPONSIBILITY OF GOVERNMENT TO PROVIDE SOME ADEQUATE MACHINERY TO ASSURE JUST AND ADEQUATE REMEDIES FOR ANY INJUSTICES AND INEQUITIES WHICH ARISE FROM RACIAL DISCRIMINATION IN THE TRADE UNION MOVEMENT AND IN THE EMPLOYMENT OF NEGROES IN EVERY FIELD OF ECONOMIC LIFE.

I DO NOT FEEL IT NECESSARY TO REPEAT THAT IT HAS ALWAYS BEEN MY PERSONAL CONVICTION THAT EVERY INDIVIDUAL IN THIS COUNTRY MUST HAVE EQUAL ECONOMIC OPPORTUNITY FOR THE FULFILLMENT OF HIS POTENTIAL.

JUST A FEW SHORT WEEKS AGO, THE PRESIDENT OF THE UNITED STATES CALLED A MEETING OF LEADERS OF THE INTERNATIONAL TRADE UNIONS TO DISCUSS WITH THEM WAYS AND MEANS TO ELIMINATE JOB DISCRIMINATION. THE PRESIDENT OF THE UNITED STATES RECEIVED THESE LEADERS OF INTERNATIONAL TRADE UNIONS SUPPORT IN HIS DESIRE TO INITIATE A PROGRAM TO PROVIDE EQUAL ECONOMIC OPPORTUNITY IN JOBS.

MR. GEORGE MEANEY, THE PRESIDENT OF THE A.F.L.-C.I.O. HAS ALREADY GONE ON RECORD IN PLEDGING THE UNSTINTING ASSISTANCE OF THE A.F.L.-C.I.O. OF A FULL AND COMPLETE CIVIL RIGHTS PROGRAM IN THE LABOR MOVEMENT.

I ASK ALL OF YOU WHO ARE PRESENT HERE TODAY TO JOIN WITH ME IN THE IMPLEMENTATION OF WHAT WE ARE REQUIRED TO DO UNDER THE LAW, AND AS A MATTER OF MORAL CONSCIENCE, FOR THE LAWS OF THE STATE OF NEW JERSEY AND

THIS CITY REQUIRE THAT THE SPECIFICATIONS OF ALL CONTRACTS CONTAIN A CLAUSE WHICH PROHIBITS DISCRIMINATION IN ALL PUBLIC WORKS PROJECTS.

ON SEPTEMBER 24, 1962 I SENT A MEMORANDUM TO ALL DIRECTORS OF DEPARTMENTS IN THIS CITY STATING THAT THE NON-DISCRIMINATORY CLAUSES IN CONTRACTS ENTERED INTO BY THE CITY MUST BE STRICTLY ENFORCED.

ON MAY 28, 1963, THE CORPORATION COUNSEL PREPARED ADDITIONAL SPECIFICATIONS WHICH HAVE BEEN INCORPORATED IN ALL CITY CONTRACTS NOT ONLY ON PUBLIC WORKS BUT ON PURCHASES THAT THE CITY MAKES BY WAY OF CONTRACT. THESE SPECIFICATIONS SPECIFICALLY DIRECT THAT CHAPTER 213 OF THE LAWS OF 1962 WHICH PROHIBITS DISCRIMINATION IN EMPLOYMENT ON PUBLIC WORKS OR PURCHASES IN ANY CONTRACT IS THE RESPONSIBILITY OF ^{the} CONTRACTOR.

ON MAY 28, 1963, A MEMORANDUM WAS SENT TO THE BUSINESS ADMINISTRATOR, THE ASSISTANT BUSINESS ADMINISTRATOR, THE DIRECTOR OF THE DEPARTMENT OF PUBLIC WORKS AND THE PURCHASING AGENT DIRECTING THEM TO STRICTLY ENFORCE THIS PART OF THE SPECIFICATIONS.

I AM READY, WILLING AND ABLE TO ASSIST IN THE PURSUIT OF A PROGRAM THAT WILL ACCOMPLISH EQUAL JOB OPPORTUNITIES FOR ALL WITHOUT REGARD TO RACE OR DISCRIMINATION OF ANY KIND.

IT IS MY CONVICTION THAT DEMONSTRATIONS AND SPEECHES WILL NOT ACCOMPLISH THIS OBJECTIVE.

WE MUST HAVE AN ACTION PROGRAM NOW.

THIS ACTION PROGRAM MUST BE ON A STATE, FEDERAL AND LOCAL MUNICIPAL LEVEL.

THIS MEANS THAT THOSE WHO SIT AS LEGISLATORS IN THE CONGRESS OF THE UNITED STATES AND IN THE STATE OF NEW JERSEY HAVE

A PERSONAL RESPONSIBILITY TO INCORPORATE THOSE MEASURES WHICH ARE NECESSARY TO PROVIDE LEGAL MEANS FOR A MEANINGFUL, ENFORCEABLE CIVIL RIGHTS PROGRAM. BUT LAWS BY THEMSELVES CANNOT CURE THE CANCER OF DISCRIMINATION THAT PRESENTLY EXISTS.

BECAUSE OF THE HISTORY OF RACIAL DISCRIMINATION IN EMPLOYMENT, THE NEGRO HAS BEEN DEPRIVED OF AN OPPORTUNITY TO BE PART OF MANY OF THE SKILLED TRADES AND THE NEGRO HAS BEEN UNABLE TO START AS AN APPRENTICE IN VARIOUS SKILLS AND TRADES.

IN ORDER TO ACCOMPLISH ANY MEANINGFUL PROGRAM, THEREFORE, WE MUST ESTABLISH A NEW PROGRAM THAT CAN PROVIDE OPPORTUNITIES FOR QUALIFIED NEGROES FOR JOBS IN THE CONSTRUCTION INDUSTRY AND OTHER EMPLOYMENT.

I RECOGNIZE THAT MANY EMPLOYERS HAVE THROUGHOUT THE PAST YEARS OBTAINED THE MAJORITY OF THEIR SKILLED CRAFTSMEN FROM LOCAL TRADE UNIONS.

I UNDERSTAND ALSO THAT MANY EMPLOYERS ARE BOUND BY CONTRACTURAL RELATIONSHIPS TO SECURE THEIR EMPLOYEES FROM LOCAL TRADE UNIONS.

ALTHOUGH I DO NOT HAVE ANY SPECIFIC EVIDENCE BEFORE ME TO DEMONSTRATE THAT DISCRIMINATION HAS BEEN THE GENERAL PATTERN IN THE BUILDING TRADES, IT IS EVIDENT THAT CERTAIN CUSTOMS AND PRACTICES HAVE EXISTED WHICH HAVE UNFORTUNATELY RESULTED IN THE EXCLUSION OF NON-WHITES FROM THESE PARTICULAR TRADES.

THE CORPORATION COUNSEL HAS INFORMED ME AND I AM IN AGREEMENT WITH HIM, THAT THE EXCLUSIVE USE BY A CONTRACTOR ON A MUNICIPAL PUBLIC WORKS PROJECT OF A UNION WHICH TOTALLY EXCLUDES NON-WHITES IS A VIOLATION OF THE LAWS OF THE STATE OF

NEW JERSEY AND OF THIS CITY AND OF THE SPECIFICATIONS OF THE STANDARD CITY CONTRACT REQUIREMENTS.

IN ORDER TO CORRECT ANY SITUATION OR CONDITION THAT HAS PREVAILED AND TO PREVENT THE CONDITION FROM EXISTING, WE MUST HAVE A NEW APPROACH TO THIS PROBLEM.

ACCORDINGLY, I SUGGEST THE FOLLOWING SPECIFIC RECOMMENDATIONS:

FIRST: I ADDRESS MYSELF TO ALL THE UNION LEADERS WHO ARE GATHERED HERE TODAY. I ASK FOR THEIR SUPPORT OF THE FOLLOWING ITEMS AS AN EXPRESSION OF THEIR DESIRE TO WORK WITH ME IN ELIMINATING ANY VESTIGE OF DISCRIMINATION:

1. TO FORMULATE A PROGRAM WITHIN THIRTY DAYS THAT WILL SPECIFICALLY INITIATE PRACTICES AND POLICIES THAT WILL PROVIDE OPPORTUNITIES FOR NEGRO JOURNEYMEN AND APPRENTICES IN THE TRADES.

2. TO FORMULATE A PROGRAM IN COOPERATION WITH OTHERS IN THE DEVELOPMENT OF AN APPRENTICE PROGRAM THAT WILL ASSURE EQUAL OPPORTUNITIES FOR SKILLED YOUNG NEGROES TO BECOME APPRENTICES IN THE TRADES SO THAT THEY MAY ACQUIRE THE SKILLS TO BECOME JOURNEYMEN.

3 IN ADDITION TO THIS ACTION BY LEADERS OF THE TRADE UNIONS, I AM TODAY REQUESTING THE GOVERNOR OF THE STATE OF NEW JERSEY TO DIRECT THE COMMISSIONER OF LABOR AND INDUSTRY TO ESTABLISH A SEPARATE DIVISION IN THE DIVISION OF EMPLOYMENT SECURITY TO PROVIDE A REFERRAL SERVICE WHERE SKILLED NEGROES CAN REGISTER AND CAN BE REFERRED FROM FROM THIS CENTER TO THE VARIOUS TRADE UNIONS FOR EMPLOYMENT OR PLACEMENT ON CONSTRUCTION JOBS.

4 I AM REQUESTING IN THIS COMMUNICATION TO THE GOVERNOR THAT THE COMMISSIONER OF LABOR AND INDUSTRY IMMEDIATELY CONVENE A MEETING BETWEEN REPRESENTATIVES OF THE LOCAL BUILDING AND CONSTRUCTION TRADES COUNCIL, THE STATE BUILDING TRADES COUNCIL, THE STATE A.F.L.-C.I.O., THE

DIRECTOR OF THE DEPARTMENT OF LABOR OF THE STATE OF NEW JERSEY, REPRESENTATIVES OF THE URBAN LEAGUE, NEWARK COMMISSION ON HUMAN RIGHTS, CORE, N.A.A.C.P. AND OTHER ORGANIZED REPRESENTATIVE NEGRO ORGANIZATIONS TO IMMEDIATELY IMPLEMENT THIS PROGRAM.

5) FURTHERMORE, I AM THIS DAY REQUESTING THAT THE GOVERNOR OF THE STATE OF NEW JERSEY DIRECT THE COMMISSIONER OF LABOR AND INDUSTRY TO ESTABLISH, THROUGH THE DIVISION OF EMPLOYMENT SECURITY, AN APPRENTICE INFORMATION CENTER. THIS WOULD PROVIDE AN OPPORTUNITY FOR ALL INDIVIDUALS, BOTH NEGRO AND WHITE, TO GO TO A CENTRAL PLACE FOR THE PURPOSE OF ACQUIRING INFORMATION AS TO WHERE THEY CAN BE PLACED ON JOBS TO ACQUIRE APPRENTICE TRAINING. (WHERE?)

6) I AM SUGGESTING TO THE GOVERNOR THAT THE COMMISSIONER OF LABOR AND INDUSTRY CONVENE A COMMITTEE TO IMPLEMENT THIS APPRENTICE PROGRAM BY INVITING LEADERS OF THE LOCAL BUILDING AND CONSTRUCTION TRADES, THE STATE A.F.L.-C.I.O. BUILDING TRADES, THE STATE A.F.L.-C.I.O., REPRESENTATIVES OF THE VOCATIONAL SCHOOLS IN ESSEX COUNTY, THE COMMISSIONER OF EDUCATION, REPRESENTATIVES OF THE NEWARK BOARD OF EDUCATION, REPRESENTATIVES OF THE NEWARK HUMAN RIGHTS COMMISSION, REPRESENTATIVES OF THE URBAN LEAGUE, N.A.A.C.P., CORE AND OTHER ORGANIZED REPRESENTATIVE NEGRO ORGANIZATIONS.

NEWARK HAS A SERIOUS PROBLEM CONFRONTING ITSELF WITH THE TREMENDOUS NUMBER OF YOUNG PEOPLE WHO DROP OUT OF SCHOOL BEFORE ACQUIRING A HIGH SCHOOL EDUCATION.

IT IS MY CONVICTION THAT AN EFFECTIVE APPRENTICE INFORMATION CENTER WOULD PROVIDE AN OPPORTUNITY FOR MANY OF THESE YOUNG PEOPLE TO SEEK THE HELP OF A CERTAIN SPECIFIC AGENCY WHICH WOULD GIVE THEM AN OPPORTUNITY FOR LEARNING A PARTICULAR SKILL OR TRADE IN LIEU OF THE FRUSTRATION THEY MIGHT ENCOUNTER IN SEEKING EMPLOYMENT ON THEIR OWN AND TO DISCOURAGE THEM FROM ENGAGING IN OTHER ACTIVITIES WHICH ARE NOT IN THE BEST INTEREST OF SOCIETY.

THE SUGGESTIONS I HAVE MADE ARE NOT THE CURE-ALL FOR THE ELIMINATION OF DISCRIMINATION BUT I DO BELIEVE THAT THEY REPRESENT A SINCERE EFFORT FOR A BEGINNING THAT CAN EVENTUALLY BE FRUITFUL IN TERMS OF ACCOMPLISHMENTS.

IN ORDER TO PROVIDE FOR THE EMPLOYMENT OF NEGROES ON PUBLIC WORKS PROJECTS AND TO HAVE AN EFFECTIVE APPRENTICE INFORMATION CENTER AND EMPLOYMENT REFERRAL CENTER WHERE NEGROES WOULD REGISTER SO THAT THEY CAN BE PROPERLY REFERRED, WE MUST HAVE THE UNEQUIVOCAL ASSISTANCE OF THE CONSTRUCTION TRADES AND EMPLOYERS TO ACCEPT INDIVIDUALS WHO ARE REFERRED TO THEM EITHER AS SKILLED CRAFTSMEN OR AS APPRENTICES REGARDLESS OF RACE SO LONG AS THE SAME ARE QUALIFIED.

THE APPRENTICE INFORMATION AND REFERRAL CENTER CAN ASSIST NEGROES IN ACQUIRING THE SKILLS SO THAT THEY WILL BE QUALIFIED, BUT THEY CANNOT ACQUIRE THESE SKILLS IF EMPLOYERS REFUSE TO HIRE THEM OR IF UNIONS REFUSE TO OPEN THEIR DOORS TO THEM.

I INTEND TO STRICTLY ENFORCE THE LAWS OF THIS STATE THAT PROHIBIT DISCRIMINATION IN PUBLIC WORK. *in one city*
But I KNOW THAT LAWS ALONE WILL NOT ACCOMPLISH THE OBJECTIVE WE SEEK. I ASK ALL OF YOU TO TAKE THIS RESPONSIBILITY AS A MATTER OF CONSCIENCE TO DEMONSTRATE TO THE STATE AND TO THE NATION THAT HERE IN THE CITY OF NEWARK WE ARE ATTEMPTING IN PEACE AND HARMONY TO SEEK A SOLUTION TO FULFILL THE RIGHTS OF EVERY AMERICAN THESE RIGHTS WHICH HAVE BEEN DENIED TO MANY FOR TOO LONG A TIME.

LET US APPROACH THIS ISSUE WITH A SPIRIT OF UNDERSTANDING.
LET US APPROACH THIS ISSUE WITH A SPIRIT OF WORKING TOGETHER.
LET US HAVE AN OPPORTUNITY DURING THE SUMMER MONTHS TO SEE WHETHER

OR NOT THE SUGGESTIONS THAT I HAVE MADE OR THAT WILL ARISE OUT OF THE COMMITTEES THAT I HAVE SUGGESTED CAN BE TRANSLATED INTO ACTION.

DEMONSTRATIONS THAT ARE DESIGNED TO INVOKE OR INCITE PEOPLE CAN ONLY INTERFERE IN AN INTELLIGENT, SINCERE APPROACH TO THE SOLUTION OF JOB DISCRIMINATION.

THEREFORE, I URGENTLY REQUEST ALL RESPONSIBLE INDIVIDUALS WHO ARE ENGAGED IN THE FIGHT FOR ELIMINATING JOB DISCRIMINATION BECAUSE OF RACE TO WITHHOLD ANTICIPATED THREATS OF PICKETING, MASS DEMONSTRATIONS AND OTHER SIMILAR ACTIVITIES DURING THE SUMMER MONTHS.

I ASK THESE LEADERS RATHER TO SIT AS REPRESENTATIVES OF THEIR PEOPLE ON THE COMMITTEES THAT I HAVE SUGGESTED TO DISCUSS THIS MATTER BY SITTING AROUND A TABLE TOGETHER, BY EXCHANGING IDEAS, INFORMATION AND METHODS FOR THE EVENTUAL SOLUTION OF THIS PROBLEM.

I BELIEVE THAT WE ARE ALL SENSIBLE ENOUGH TO RECOGNIZE THAT CHARGES AND COUNTER-CHARGES, SPEECHES AND DECLARATIONS WILL ACHIEVE NOTHING. ONLY BY WORKING TOGETHER ON AN ORGANIZED BASIS DO WE HAVE HOPE FOR SUCCESS.

I ASK THAT ALL WHO ARE HERE TODAY JOIN WITH ME IN SUPPORT OF THIS PROGRAM.

I WILL DO MY PART AND I ASK THAT YOU DO YOURS, NOT ONLY FOR THE SAKE OF YOUR CITY BUT FOR THE SAKE OF THIS COUNTRY IN WHICH WE ARE ALL PRIVILEGED TO LIVE.