

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	
)	
v.)	CIVIL ACTION
)	NO. 66 C 58 (2)
)	
BUILDING AND CONSTRUCTION)	<u>FINAL JUDGMENT</u>
TRADES COUNCIL OF ST. LOUIS,)	
MISSOURI, ET AL.,)	
)	
Defendants.)	
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The plaintiff, United States of America, having filed its complaint herein on the 4th day of February, 1966; the defendants having appeared by their attorneys; and the plaintiff and defendants by their respective attorneys having severally consented to the entry of this final judgment:

NOW, THEREFORE, without final trial or adjudication of this cause upon the merits and without this final judgment constituting evidence or an admission by any of the defendants with respect to issues of fact, and upon consent of the parties as aforesaid, it is hereby

ORDERED, ADJUDGED AND DECREED as follows:

Membership, referrals for employment, and apprenticeships in each of the defendant Locals shall be available to all persons without regard to such persons' race, color, religion, or national origin. All present and future applicants for membership, referral for employment and apprenticeships will be considered by said Locals without discrimination as to race, color, religion, or national origin.

IT IS FURTHER ORDERED that defendant Locals:

1. Develop and put into effect a community relations program designed to dispel from the minds of Negroes any notion that they are not welcome in the defendant Locals equally with white persons and to make prospective Negro applicants equally aware of apprenticeships, union membership and job referrals as are white persons who frequently receive the advice, assistance, and encouragement of relatives and friends already in or connected with the defendant Locals. This should include direct communication, by union officials, of information concerning the availability of union membership and opportunities for job referrals and apprentice training to trade and secondary schools, the Urban League, NAACP, and other community groups which may be engaged in the disseminating of information to Negroes.

2. Institute a program to stimulate interest among young Negroes in the trades with which the respective Locals are affiliated and to solicit qualifiable Negroes for journeyman membership and apprentices. In order to accomplish this the defendant Locals shall:

a. Organize or cooperate in the operation of pre-apprenticeship training programs;

b. Utilize Negro members and apprentices to publicize and familiarize the Negro community with opportunities in the trades represented by the defendant Locals; and

c. Establish and maintain contact with trade and secondary schools for the purpose of participating in career day exercises and other programs for developing the interest of Negro students in the trades represented by the respective Locals.

3. Seek to organize with contractors a program for recruiting and placing Negroes in summer helper positions in the various trades represented.

4. Apply objective, uniform standards in passing upon the qualifications of applicants for participation in apprenticeship programs, for enrollment as members, and for working on permit in or through the local. In the event such standards differ from standards previously used in determining the qualifications of persons presently members of the union, the standards to be used in the determining of new membership shall be reapplied to persons already in the membership and those failing to meet those requirements shall be dropped from union membership.

5. The officers of the defendant Locals shall determine the qualifications of applicants solely on the basis of objective uniform standards without the requiring the approval, vote or vouchers of any officer or member of the local, or of the membership or any part of the membership of the union, as a condition to the acceptance of any otherwise qualified person into union membership, apprenticeship training, or for work referral.

6. Publicly announce and disseminate and furnish to each applicant or prospective applicant in

writing the procedures to be followed and the standards to be applied in accpeting and acting upon applications for union membership, apprenticeship training, and work referral.

7. Accept into membership, for apprenticeship training and for job referral all Negro applicants who are otherwise qualified and without regard to any waiting list for such membership training or referral for so long as, and until such time as, the ratio of Negro journeymen members to the total journeyman membership of the local is the same as the ratio of Negro males from ages 16 through 65 residing within the jurisdictional limits of the local union to the total male population of such age within those same limits as determined from the most recent census. In referring Negroes to employers for jobs as required by this paragraph, the local shall refer Negroes who are not members of the union upon the same basis as union members are referred and without any distinction by reason of nonmembership. The local shall advise each employer with which the local has a bargaining agreement that Negro applicants will be referred for jobs and will be accepted into membership and for apprenticeship training in accordance with the provisions of this paragraph.

IT IS FURTHER ORDERED that the defendant Locals shall inform all current and future members of the provisions of this order.

IT IS FURTHER ORDERED that the defendant Locals shall maintain records showing the name, address, race, date

of application and disposition of such application of each person applying for apprenticeship training, union membership, and referral for employment. The defendant Locals shall, upon request of the plaintiff, allow the plaintiff to review books, records, and other documents containing such information.

IT IS FURTHER ORDERED that the defendant Building and Construction Trades Council shall cooperate with the defendant Locals in the planning and implementation of the programs provided for in this order.

Dated this _____ day of _____, 1967.

UNITED STATES DISTRICT JUDGE