

SPECIAL

GPO 16-19964

Form DJ-96a
(Rev. 6-22-66)

DEPARTMENT OF JUSTICE

ROUTING SLIP

TO:	NAME	DIVISION	BUILDING	ROOM
1.	<i>Mr. Fiso</i>			
2.				
3.				
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| <input type="checkbox"/> SIGNATURE | <input type="checkbox"/> COMMENT | <input type="checkbox"/> PER CONVERSATION |
| <input type="checkbox"/> APPROVAL | <input type="checkbox"/> NECESSARY ACTION | <input type="checkbox"/> AS REQUESTED |
| <input type="checkbox"/> SEE ME | <input type="checkbox"/> NOTE AND RETURN | <input type="checkbox"/> NOTE AND FILE |
| <input type="checkbox"/> RECOMMENDATION | <input type="checkbox"/> CALL ME | <input type="checkbox"/> YOUR INFORMATION |
| <input type="checkbox"/> ANSWER OR ACKNOWLEDGE ON OR BEFORE _____ | | |
| <input type="checkbox"/> PREPARE REPLY FOR THE SIGNATURE OF _____ | | |

REMARKS

Draft

FROM:	NAME	BUILDING & ROOM	EXT.	DATE
	<i>S.W. Jones</i>			

IN THE UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION

UNITED STATES OF AMERICA,
Plaintiff,

v.

BUILDING AND CONSTRUCTION
TRADES COUNCIL OF ST. LOUIS,
MISSOURI, ET AL.,

Defendants.

Draft

CIVIL ACTION
NO. 66 C 58 (2)

FINAL JUDGMENT

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.

There shall be no discrimination or retaliation of any kind by the defendants against any person because of the giving of testimony or assistance in connection with this suit or cooperation in any manner in the investigation and development of the evidence in this case.

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 qualified Negroes for journeyman membership and apprentices.

Adly Thader

shall wish

- 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.
 - 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. ^
5. Not require 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

changed

applied in accepting and acting upon applications for union membership, apprenticeship training, or 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 non-membership. 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. *Thou yea*

IT IS FURTHER ORDERED that the defendant Locals shall take steps to insure that all current and future members are aware of provisions of this order. Steps shall be taken to discipline members who thereafter interfere with the successful accomplishments of the programs and actions engaged in pursuant to this order.

IT IS FURTHER ORDERED that the plaintiff shall, upon request, be allowed to review compliance with this order. As a part of such review, plaintiff may require written reports in addition to those otherwise provided for which are reasonably necessary to the review of the defendants' performance under this order, may inspect the premises, examine witnesses, and examine and copy records and documents.

This _____ day of _____, 1967.

Judge