

DRAFT

To: John Doar
From: John Kirby
Re: July 7, 1967, Negotiations with Local 212,
IBEW, Cincinnati, Ohio

Together with Miss Gallagher, I met with Mr. Wehmann at 11:00 a.m. on Friday, July 7, 1967, in the Brotherhood Building. Present, besides Mr. Wehmann, were Mr. Weikel; Mr. Huck, Secretary Training of the Joint Apprenticeship/Council (JATC), Mr. Bernie Jansen, Secretary of the Executive Board and

We began by discussing the procedure for the operation of the apprenticeship program. They stated that the procedure was to send the letter from JATC to the local offices of BAT, the business manager of Local 212 and Carl Walker, Chapter Head of WECA. BAT then transmits the information about the applicants, and the necessary qualifications to the youth center. The JATC does not send the information anywhere else personally. The open date for apprenticeship registration is in April of each year. It is announced 30 days ahead of time. Registration is open for one day and one day only. Applicants are given the green book about the apprenticeship program and required to fill out an application form. They are required to sign a statement that they read the green book and

are then required to pay the \$10.00 apprenticeship application fee. They are further required to arrange for the transcript of their high school grades by transmitting them to the JATC.

Applicants are notified by first class mail of the date for administration of the apprenticeship program entrance test. These tests are administered at Xavier University by Mr. Glenn LaGrange. LaGrange reports the test scores to the Union. The test appears to be a standard aptitude test. At least four different versions of the test are administered. The Union has no copies of the test but Mr. Huck stated LaGrange does retain copies of the tests that have been administered in the past. At various periods since LaGrange began administering the test in 1963, the procedure for reporting test scores has changed. At one point LaGrange was reporting graphically the percentile ranking of the various candidates, showing their performance on various parts of the test. At the present time, he appears to be reporting a letter score on each applicant. At one time he sent to the unions an evaluation sheet and overall ranking for each group of applicants. Remarks made about each applicant referral, personal observations in interviews by LaGrange. I was unable to determine exactly the nature of LaGrange's performance, as distinguished by objective tests, evaluation of the

applicants. Apparently it is done through some sort of group interview. Some of his comments about the applicants are illustrative:

"An excellent candidate, particularly strong in math"; "A good candidate. eyesight may be a problem"; "A fair candidate. Lacks trade background."

In any event, a test score in some form together with ranking is transmitted to the JATC by LaGrange.

The high school transcript is also weighed in the entrance test. Prior to this year, each member of the six-man JATC decided how many points ~~MA~~ (maximum 10) he wished to assign to the applicants overall class rank in pursuit of various highly regarded scores. Mr. James Kelly, of Xavier, has taken over the job of analyzing the high school transcript as of 1966.

Each applicant who has supplied the high school transcript and taken the entrance test is invited to appear before the JATC for a personal interview. This interview follows no set pattern. Each member is free to ask any question of the applicant that he wishes. Scores are then assigned to the applicant on the basis of a personal interview. Each member of the JATC fills out a score sheet on each applicant interviewed, assigned points up to a set maximum in each category. The total sheet of all six members of the Committee are then averaged to determine the applicant's score.

Prior to the notification of the registration date for the apprenticeship program a quota has been set by the JATC for admittance into the union based on the expected needs of the industry. They claimed that the number set was always a minimum number which might be increased by a demonstrated need for more apprentices between the time the first notice of registration is sent out and the decision on membership is made. They claim that at no point was the number reduced.

We looked at and determined the existence of the following records relative to the apprenticeship program:

A. Six score sheets on each applicant interviewed since _____.

B. Notebooks for each applicant since 1963 containing the apprenticeship application forms in the order in which they had been filed. At the present ~~the~~ time there are 485 such forms, some of them with attachments including high school transcripts, letters, etc.

C. Lists of the names, scores and ranking assigned to each person who fulfilled all steps of the apprenticeship application process.

D. Lists of applicants and the scores assigned to them by the Xavier University testing personnel.

E. Score sheets prepared by Xavier University through 1965 on each applicant.

F. Minutes of the JATC (these were not examined).

G. Copies of all letters sent to an applicant concerning the program.

H. Copies of all application forms covering the period 1953 through 1963.

At the request of Mr. Wehmann, I allowed the Union to copy and retain the handwritten page on which I listed the records which they said comprised their total records concerning apprenticeship applications. The above listing is the same as that contained in my notes and is somewhat amplified and examined. A copy of my notes, which are now in the union file, is attached to this memorandum.

We then discussed the Competency Board, which administered the exam given March 30, 1966, and presumably administer/s any other examinations given (for referral [REDACTED] or for membership). The membership of the Competency Board is the same as the JATC.

The last exam prior to March 30, 1966, was given in December of 1962. This examination was not for referral but for actual membership in the Union. Approximately 100 people were examined and of this number 46 passed and were admitted into membership. Since that date, the number of people admitted from outside the apprenticeship program was 3 or 4 people

who were admitted through a Civil Service examination and one person, who had been eligible to take the December 1962 examination, whose application had been mislaid. He was given the examination later and was admitted.

Beginning June 1, 1963, anyone who inquired about obtaining union membership out of the apprenticeship program was given a green card, the size of a 3 x 5 file card, labeled ~~XXXXXXXXXXXX~~ "Application for Membership in International Brotherhood Workers AFL-CIO and CLC". A copy of the application is attached to this memorandum. After much discussion I was still unclear as to exactly how many such applications had been filled out since January 1, 1963; what procedure was followed relative to the application; and how many of those who had filled out such application had been referred through the union hiring hall. What eventually emerged was that approximately 150 people had filled out such applications. Each application was taken up before the executive board at the next meeting and recommended for examination for membership in the Union. This was apparently a formality since according to Union officials no one had ever been rejected. Many, if not all, of these people were referred for work ^{when} through the union hiring hall between the date/they filled out the membership application and the date of the March 30, 1966 test.

All 150 of the people who had filled out application forms were sent letters by registered mail inviting them to take an industry competency examination. A copy of this letter is attached to this memorandum. The letter contained within it a copy of the referral system and an application. Applicants were informed that those who passed the written and practical examinations would be placed on the referral list in order of the grade. They were also informed that they would have to return the application by March 15, 1966, accompanied by a \$25.00 fee. A copy of the application form, a copy which is also attached, is prominently labeled "Application for Referral Only".

According to the Union officials, approximately 28 people who had not filled out green cards were also sent notices of the examination. This 28 was made up of temporary help who were then working as electricians, either through referral or work permits, and applicants referred by the civil rights groups that were instrumental in setting up the open testing date. The Union appeared to be firm on the figure 178 as the number sent letters about the competency examination. Fifty-five people took the examination, which was made up by the Competency Board and labeled the "Electrician Joint Industry Competency Board Examination". The examination was purportedly drawn

from materials in the second and third year textbooks. Upon request I was allowed to look at the examination and upon further request it was agreed that I could have a copy. Various union officials present seemed quite concerned about this since they would soon have to give another examination and they wished to use basically the 1966 exam. It was determined that I would not take a copy of the examination with me.

The 55 people who took the examination were grouped in Class A through C depending upon their rank and were graded accordingly. ^{Copies} ~~XXXXXX~~ of the letters sent to each group are attached. Twenty-one people were placed in Group A and were told that they were accepted to work in the trade. Twenty-five were informed they were accepted to work in the trade under supervision; and 3, placed in Class C, were told that they could not be recommended for work in the trade. I was informed, however, that everyone was in fact referred out including members in Class C if they came in after receiving the letters and requested that they be referred out. Everyone in the above group who has an application for membership is now being examined for entrance into the Union. The examination that will be given is the same examination given to apprentices who wish to achieve journeyman status. The examination will be given on July 26, 1967. I was informed that 3 hours is allowed for the exam but the average time is normally about one hour.

Since the time of the last examination, approximately 40 applications for union membership have been filed. The Union presently has a copy of all records mentioned above.

I asked representatives about the number of people now working on work permits. They produced a large stack of letters, which they estimated to be about 200, from contractors requesting work permits for named individuals. A cursory look through the stack indicated to me that all the letters^{were}/dated from October 1966 to the present; however, the Union officials claimed they dated back to July 1966.

I requested a copy of the Union's bargaining agreement and by-laws. I was given a copy of the by-laws dated April 14, 1964. There have been changes since then but according to the Union they were relatively minor ones. I was also given a copy of the 1966 bargain agreement. They did not have copies of the other agreements available but, however, they informed me that the last previous agreement was in 1963 and prior to that in 1958. (We already have a copy in the file of the 1963 agreement.)

I inquired about the adult education program for union members. They described the following program:

<u>Year</u>	<u>Number of union members</u>	<u>Course</u>
1963	approx. 50	High Voltage
1965	approx. 90	Cable Splicing (course (extended into 2 yrs.)
1966	approx. 50	Code Class
1967	(projected 50)	Welding School
1967	" "	Atomic Energy School (one member has been sent to take a 3-week course and will conduct the school later this year)

In addition, a union leadership course at Xavier University has begun with approximately 5 members a year. The course meets two nights a week, extending over four years.

The High Voltage and Cable Splicing courses were taught by the superintendent of electricians at CG & E and his staff. The Maintenance and course was taught by Andy Clark, Alan Bradley Company. George Huber (formerly a Jump instructor) is the union member who will instruct the Atomic Energy school.

After a brief surveillance of the number of records in which we might be interested, I suggested to Mr. Wehmann that it might be simpler for all concerned if we simply had a camera brought in and have copies made of the record, ~~and~~ rather than sitting in his office and working on them. He called Harold Latimer about this. They agreed that they wanted no copies made. I spoke to Latimer who conveyed to me their decision. He stated that we could stay as long as we liked to read examinations and analyze the original records but that no copies would be made. During the course of our discussion, Miss Gallagher began copying various data of the interview school sheets filled out by the JATC on the applicants. After we had been doing so for some time, Mr. Wehmann objected to her copying. I told him that as I understood our agreement, this was perfectly proper and there was little sense in our remaining if we were not going to be able to take any and all notes on the documents and records we wished. He again called Latimer. A few minutes later, Latimer arrived from his office across the street and he and Wehmann withdrew to discuss matters. When they came back I stated to Mr. Latimer what I felt our position was. That is, that they had agreed both in our Thursday negotiation, and our previous telephone conversation, that we could make any records of conversation we discussed. I reiterated that I saw no reason for

us to remain unless we were allowed to do so.

Mr. Latimer, after a brief excursion into charges of politically motivated harassment, indicated to Wehmann and the others that he thought we ought to be allowed to make notes on the records provided ~~KEY~~ that we did not copy a document completely.

I told him that it would be impossible for us to work under such a restriction unless he wished to remain there since we might determine that a great deal of a particular document was significant and would have to be copied and that Wehmann and the others would object. He agreed that we should be judges of what we wanted to copy or a document as long as we did not make photographic impressions.

At approximately 1:30 p.m., I spoke ~~to~~ to Mr. Doar and described what we had seen and the substance of my discussion with Latimer. We agreed that I should meet him around 3:00 p.m. and that the intervening period should be used to copy the ~~REMAINS~~ names and addresses of all present members of the apprenticeship program. Miss Gallagher and I did so and we now have the names, addresses, telephone numbers, date of first hiring and the year and program of each apprentice. This information was compiled from index cards in the Union office.