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REPORT  
ON  
**MARYLAND:**  
EMPLOYMENT



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BY THE  
MARYLAND ADVISORY  
COMMITTEE TO THE  
UNITED STATES COMMISSION  
ON CIVIL RIGHTS

FEBRUARY 1964

**REPORT ON MARYLAND: EMPLOYMENT**



Report of the Maryland Advisory Committee  
to the  
UNITED STATES COMMISSION ON CIVIL RIGHTS  
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## Preface

This report was submitted to the U.S. Commission on Civil Rights by the Maryland Advisory Committee. The Maryland Committee is one of the 51 Committees established in every State and the District of Columbia by the Commission pursuant to section 105(c) of the Civil Rights Act of 1957. Its membership consists of interested citizens of standing who serve without compensation. Among the functions and responsibilities of the State Advisory Committees, under their mandate from the Commission on Civil Rights, are the following: (1) to advise the Commission of all information concerning legal developments constituting a denial of equal protection of the laws under the Constitution; (2) to advise the Commission as to the effect of the laws and policies of the Federal Government with respect to equal protection of the laws under the Constitution; and (3) to advise the Commission upon matters of mutual concern in the preparation of its final report. The Commission, in turn, has been charged by the Congress to investigate allegations, made in writing and under oath, that citizens are being deprived of the right to vote by reason of color, race, religion, or national origin; to study and collect information regarding legal developments constituting a denial of equal protection of the laws; to appraise Federal laws and policies with respect to equal protection; and to report to the President and to the Congress its activities, findings, and recommendations.

## SECTION I - EMPLOYMENT PRACTICES

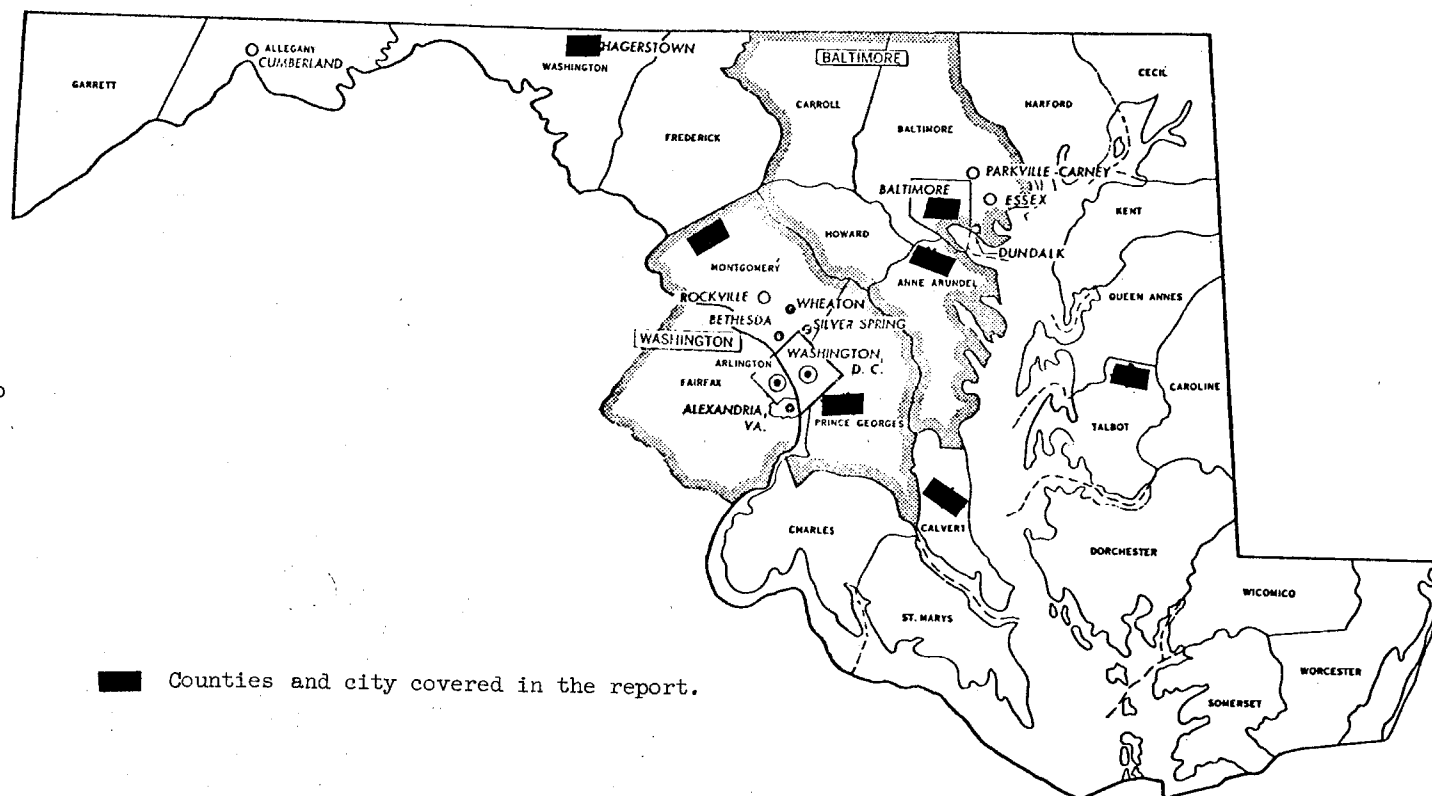
### Introduction

Since its organization in June 1962, the Maryland State Advisory Committee to the U.S. Commission on Civil Rights has been actively concerned with employment opportunities open to Negroes in the State. The Committee has given major attention to this matter and has made an extensive study of its current status.

The results are presented in the two sections of this report. The first deals with overall employment practices on the Federal, State, and local levels. The second is a survey of apprenticeship training programs, undertaken in the realization that, in some measure, these influence the future job potential for Negroes in Maryland's trades. This section also forms a chapter in the recently published compilation of Reports on Apprenticeship<sup>1</sup> from nine State Advisory Committees to the U.S. Commission on Civil Rights. The investigation into employment practices was limited geographically to Baltimore City and six counties: Anne Arundel, Calvert, and Prince Georges from Southern Maryland; Talbot from the Eastern Shore; Washington from the Western part of the State; and Montgomery, adjacent to the District of Columbia. These localities were chosen because they offer economic and geographic diversity. (See map p. 2)

The material on employment opportunity was gathered by the Committee with the assistance of officials of government agencies in the State and officials of groups working in the field of civil rights. Following is a list of individuals who met with the Committee: Stephen C. Cromwell, Executive Director, State Department of Employment Security; Russell S. Davis, State Commissioner of Personnel; Douglas Sands, then Executive Secretary, Maryland Commission on Interracial Problems and Relations; David Glenn, Executive Director, Equal Opportunity Commission of Baltimore; Thomas B. Finan, Attorney General of Maryland; Edmund Mester, Administrative Assistant to Governor J. Millard Tawes; Melvin Roy,

1. Reports on Apprenticeship by the Advisory Committees to the U.S. Commission on Civil Rights of California, Connecticut, District of Columbia, Florida, Maryland, New Jersey, New York, Tennessee, and Wisconsin, 1964. 158 pp.



Minority Representative with the Maryland State Employment Service; Mrs. Juanita Jackson Mitchell, President of the State Conference of Branches of the NAACP; Edward Holmgren, Executive Director of Baltimore Neighborhoods, Inc., Louis Nemerofsky, Maryland State Supervisor, Bureau of Apprenticeship and Training, U.S. Department of Labor; Parren J. Mitchell, Executive Secretary, Maryland Commission on Interracial Problems and Relations.

In addition to its factfinding mission, represented by this study, the Committee believes it performed an educational service within the community. All meetings, especially the day-long conference on apprenticeship training which was held on March 15, 1963, were well covered by the press. Individuals, for the first time in many instances, were confronted with the invidious problems of employment discrimination that plague Negroes.

Prompted by the need to attract new industry, Maryland officials have grown deeply concerned with the image their State evokes. The Department of Economic Development seeks to transform it from that of a southern agricultural State to one which will be conducive to industrial development.<sup>2</sup>

The present economic situation, however, is far from encouraging. Employment opportunities are insufficient to absorb those seeking jobs, even though the number of job seekers in Maryland is increasing at a lower rate than is the total population. A growing percentage of unemployed persons in the labor force has been the inevitable result, while, paradoxically, the demand for skilled workers remains unsatisfied.

2. "In 1960, Maryland--although it had rich cultural and historical links with the South--could no longer be considered either agricultural or southern in economic terms. ..In 1960, almost 25 percent of the employed persons in Maryland earned their living in manufacturing industries, 13.6 percent worked for Federal, State, and local government, 10 percent were self-employed or unpaid family workers, and 4 percent were engaged in agriculture. The balance of the working population was engaged in a wide variety of non-manufacturing, non-agricultural activities. Moreover, in 1960 Maryland was one of the 15 States in the Nation which had a greater percentage of families in the highest income bracket than in the lowest. By counties, per capita annual disposable income ranged from a low of \$1,199 in Garrett and Calvert Counties to a high of \$3,359 in Montgomery County." The Maryland Economy: Composition, Changes, and Trends, Research Division, Maryland Department of Economic Development, 1962.

But the economic situation reflects merely one aspect of the whole. The elimination of racial tension is integral to the problem of creating an economically attractive image of Maryland. This is illustrated by the Route 40 episode which helped alleviate such tensions. Route 40, on the old Washington-New York highway, was lined with restaurants which prohibited service to Negroes. When complaints were registered by Negro foreign diplomats, traveling between the United Nations headquarters and the Nation's capital, restaurant owners finally cooperated with the request of the State Department and lifted the ban for all Negroes. George Hubley, Jr., Director of the Department of Economic Development, offered the opinion that such racial unrest, if not relieved, tends to discourage firms, who either employ a substantial number of Negroes or who employ them in key positions, from establishing operations in any southern State. Although only one percent of the businesses contemplating relocation in Maryland have inquired into employment practices, it is significant that where the issue has been raised, the possibility of discrimination against Negro employees was a negative factor. The department, consequently, asserts:<sup>3</sup>

Employment on the basis of merit is a Maryland tradition. Maryland history is singularly free of any evidence of work stoppages or other industrial difficulties resulting from discriminatory labor practices.

Despite this assertion, there are innumerable indications that the merit policy does not govern employment of the Negro. According to one newspaper:<sup>4</sup>

. . . Thousands of colored people are economically lynched in Maryland each year . . . Colored men are rendered useless and ineffective by being denied the right to work, to improve themselves through a trade or occupation . . . .

The fastest growing categories of nonmanufacturing employment during the past decade have been those involving services: finance, insurance, real estate, wholesale and retail trade, and government. Finance, insurance, and real estate remain virtually closed to the Negro. In contrast, government employment of Negroes has increased 46.5 percent.

3. Basic Plant Location Data, Maryland Department of Economic Development, 1962, p. 5.

4. Baltimore Afro-American, March 22, 1963.

## PUBLIC EMPLOYMENT IN MARYLAND

A significant percentage (21 percent) of those persons employed by the Federal Government in Maryland, excluding Montgomery and Prince Georges Counties, are Negroes. The positions which they occupy, however, are restricted to the menial and least remunerative tasks. Sixty-eight percent of the Negroes employed earn up to \$4,499; less than one percent earns \$8,000 or more.<sup>5</sup>

Historically, some Maryland State departments, except those concerned with education, health, and social services, have blatantly denied all employment opportunities to Negroes; others have denied equal employment opportunities, hiring Negroes only for menial work. In 1961, the Maryland General Assembly enacted legislation prohibiting discrimination in employment on grounds of race or religion. Any state officer or employee convicted of bias in hiring or firing may be fined a maximum penalty of \$500 for each offense.

Recruitment for State Government positions under the merit system proceeds as follows: the Department of Personnel is responsible for the recruitment and testing of prospective employees and employees seeking promotions; candidates remain unidentified until examinations are graded; successful candidates are then placed on a one-year eligibility list.

This seemingly equitable system fails to remove a number of obstacles to equal employment opportunity. First, the fact that eligibility lists expire after one year is advantageous to those agencies which are antagonistic toward persons on the operative list. Second, vacancies are often not reported to the Commissioner of Personnel until they are unofficially filled. Third, departments are not required to divulge to unsuccessful candidates the reason for their rejection. Fourth, the names of five applicants are submitted to the hiring officer for each available position. He is not obligated to employ the highest ranking candidate; rather, he possesses much discretionary authority. Accordingly, the entire recruitment procedure assumes a comparatively arbitrary character.

The system, however, is not solely at fault. It was alarming to find that Russell Davis, State Commissioner of Personnel, expressed total ignorance of the 1961 antibias legislation when questioned by the Advisory Committee on August 2, 1962. In addition, it is distressing to discover that State officials wittingly manipulate the enumerated escape clauses, further exacerbating what is conceded a faulty system. Insincerity appears

5. Negro Employment in the Federal Government by Civil Service Region, State, and Pay Categories, Bureau of Employment Security, U.S. Department of Labor, June 1962.



to be rampant. The Department of Economic Development, which publicizes Maryland's merit policy, refrains from inquiring into the employment practices of businesses contemplating relocation in Maryland and from seeking information concerning the number of Negro employees on the payroll of these businesses. The merit policy is passively accepted but not deliberately promoted. Its actual and potential impact, therefore, remains dubious.

These factors give substance to the Negro protest that the State has never actively campaigned to insure equal employment opportunity. Statistics, too, support this allegation. With a staff of 86, the State Personnel Department employs 3 Negroes: 2 clerks and 1 mailroom supervisor. The Department of Employment Security operates on a Federal budget exceeding six million dollars; its primary functions are to assist workers in finding employment which will utilize their highest skills and to assist Maryland business and industry in finding needed workers. Of 1,062 employees of the department, 144 are Negroes. Eighty-two are hired in a clerical, stenographic, or maintenance capacity, 8 are semiprofessionals, and 54 are professionals. By keeping Negroes from positions in planning and personnel offices, the agency prevents them from having a voice in policy making and staff recruitment.

The State Roads Commission hires very few Negroes in any capacity. Under a special provision of the law, the State Police Department is not required to select from the top five candidates on the eligibility list. It is, perhaps, as a consequence of this policy that only 1 State policeman out of 600 is a Negro and he is a plainclothesman. Records of the Maryland Interracial Commission imply that discrimination in hiring teachers is extensive.

However, the present situation is not as bleak nor the future pattern as predetermined as these statistics might indicate. Doors previously barred to Negroes are slowly yielding. There are now two Negro attorneys in the office of the Attorney General of Maryland. Stephen Cromwell, Executive Director of the Department of Employment Security, stated: "Colored employees have done well. The results have been good--all you have to do is go into any area where people of different types are working together and the healthiness of the situation is evident . . . ." Wayne Ransom, assistant to the Commissioner of Personnel, commented: "I grant you that I could walk through this building and find departments in which there are no Negro workers. But there is a definite change in attitude here."

Despite this mental conversion, the fact remains that employment inequities have not been alleviated since the General Assembly's enactment of the 1961 antibias legislation. President

Kennedy's remarks to the nation on June 10, 1963, well describe the situation as this Committee found it to be in Maryland at the time of this investigation: "The Negro baby born in America today . . . has about one-half as much chance of completing high school as a white baby born in the same place on the same day, one-third as much chance of completing college, one-third as much chance of becoming a professional man, twice as much chance of becoming unemployed, about one-seventh as much chance of earning \$10,000 a year, a life expectancy which is seven years shorter, and the prospects of earning only half as much."

#### BALTIMORE

Baltimore, the Nation's sixth largest commercial city, is the economic hub of Maryland. It is the site of the manufacture of ships, airplanes, iron, steel, textiles, clothing, and spices; the world's largest producers of tin cans, bottle caps, electric tools, high tension insulators, straw hats, venetian blinds, paint brushes, weather instruments, and long distance telephone cables.<sup>6</sup> One might expect a low degree of unemployment and minimal work stoppages as a result of the city's range of occupational possibilities. On the contrary, 6.7 percent of the city's population is unemployed.

Unemployment is closely related to the racial, economic, and educational composition of the population.<sup>7</sup> Communities with the highest unemployment rates are characterized by large proportions of Negro residents and relatively low levels of income and educational attainment. Baltimore reflects this familiar pattern. Negroes constitute 35 percent of the population, 32 percent of the civilian labor force, and 50 percent of all unemployed; the Negro unemployment rate is 9.7 percent in comparison with 4.3 percent for whites.

6. Maryland at a Glance, Maryland Department of Information, Annapolis, Maryland, 1948.

7. Income, Education and Unemployment in Neighborhoods: Baltimore, Bureau of Labor Statistics, U.S. Department of Labor, Jan. 1963.

Table 1		
Median Family Income, Educational Attainment, Whites and Negroes, Baltimore City, 1960		
	Median Family Income	Median Educational Attainment Level
White	\$5,659	8.9 School years
Negro	\$4,123	8.4 School years

It is a well documented fact that while the earning power of Negroes in Baltimore is considerably lower than that of whites, their unemployment rate is markedly higher. Baltimore's Equal Opportunity Committee conducted a study to determine how much of this manifest inequality results from patent discrimination by employers, unions, and employment agencies and how much comes from discrimination inherent in the qualitative and quantitative differences in education received by Negroes and whites. Two vocational high schools with comparable facilities and teaching staffs were chosen as the site of the study. Less than two percent of the student body at Mergenthaler Vocational-Technical High School is Negro whereas none of the student body at Carver Vocational-Technical High School is white. It was found that:

1. One year before graduation 50 percent of Mergenthaler females are employed; 14 percent of Carver females are employed.

2. Within 3 months after graduation, 90 percent of the Mergenthaler females and less than 50 percent of the Carver females are employed. For male graduates, there is a 15 percent difference in employment immediately after graduation.

3. During the first year after graduation, only one in four Carver females is regularly employed, only one in two Carver males, as contrasted with three in four Mergenthaler males and females.

4. The median earnings of Carver female graduates is approximately \$11 per week, whereas the median earnings for Mergenthaler females is about \$50 per week. In only 1 of 9 graduating classes studied did the median Carver earnings reach 50 percent of the median Mergenthaler earnings. The

median earnings of the Carver males is approximately \$22 per week; for the Mergenthaler males, approximately \$38. Differences in earnings stem, in part, from differences in employment ratios as illustrated above.

5. Even among regularly employed workers, the ratio of earnings for Carver graduates to that of Mergenthaler graduates does not exceed 70 percent. A regularly employed Mergenthaler female can expect to earn \$14 per week more than a regularly employed Carver female; for Mergenthaler males, the comparable figure is \$19.

David Glenn, Executive Secretary of Baltimore's Equal Opportunity Committee, stated:

In my own opinion, the Negro community does not produce enough qualified persons. In office work I could place every qualified stenographer I could get.

The EOC study, however, attests to the fact that employment opportunities in Baltimore are not open to all qualified applicants on an equal basis. A racial element is unquestionably woven into the very fabric of Baltimore's economic problems.

Do inequities pervade employment opportunities in the particular sphere of city government? Thomas Murphy, Civil Service Commissioner of Baltimore, speculated that the departments with the largest percentage of Negro employees are the City Hospital, the welfare department, the health department, the school system (in maintenance and clerical capacities), and urban renewal projects. The offices employing the lowest percentage of Negro employees are the City Hall and the Municipal Building. David Glenn acknowledged discriminatory practices in the city's hiring of teachers. "Overall it looks good," he said, "but 90 percent of the Negro teachers coming out of the colleges are put in Negro schools and 98 percent of the whites in white schools." A serious problem facing teachers is the transfer of white teachers from a school in a changing neighborhood. According to reports of the Maryland Interracial Commission, Negro teachers are not permitted to change schools as freely as white teachers. In most instances, a Negro teacher replaces a white teacher in the school located in a changing neighborhood.

Latent discontent has recently come to the surface. On June 8, 1963, leaders from CORE, the NAACP, the Civic Interest Group, and the Interdenominational Ministers' Alliance decided to call mass demonstrations at the sites of certain city-financed construction projects unless more Negroes were hired as skilled workers.<sup>8</sup> The ministers' group, which emerged as the leader of the job campaign, sent Mayor Theodore R. McKeldin a list of demands which called for 50 percent desegregation of city work by the end of 60 days. This produced some encouraging results. A detailed account of this activity is included in Section II of this report.

Generally speaking, it can be said that limited progress has been made in Baltimore. It is probably true that the Negro citizens of Baltimore feel that they will not accomplish anything unless they can exhibit enough strength to force a change but it is also true that they now feel they do have the strength to apply a good deal of pressure. An important factor in the ministers' campaign was the involvement for the first time of a large segment of the Negro community in civil rights activity. During the negotiations, many Negro church groups and civic organizations expressed a desire to join the demonstrations.

Negro leaders have now become active in the difficult task of recruiting qualified Negroes to apply for jobs that may be opened to them. In the Baltimore campaign,<sup>9</sup> as in the civil rights movement nationally, the leaders feel a greater compulsion than ever before to demonstrate tangible achievements. The Baltimore Negro community will no longer be satisfied with a new committee, no matter how good its intentions, nor with a new study of the employment situation, nor, indeed, with anything that does not rapidly materialize into new jobs for Negro workers. In view of the fever of the Negro community, the leadership is virtually unable to compromise. There is a real prospect, therefore, that if demands are not satisfied, another surge of activity may come and that laggard and indecisive action by the city administration may provoke mass demonstrations.

8. Of the more than 40 city construction jobs, only one, the city jail, involved labor union contracts.
9. See Section II of this report.

## PRINCE GEORGES COUNTY

Prince Georges County was essentially a land of planters and great manorial estates. It produces more tobacco than any other county in the State although agriculture has ceased to dominate its economy. About 90 percent of the county's 360,000 residents live in the suburban area nearest to the District of Columbia and, of these, the largest group is made up of Federal employees. The majority of Negroes, who constitute 9.1 percent of the total population, are classified as laborers, maids, and service workers. Although Negroes comprise only 8 percent of the labor force, they account for 16 percent of the unemployed.

Table 2

Median Family Income and Median Educational Attainment Level for Whites and Negroes in Prince Georges County, 1960

	Median Family Income	Median Educational Attainment Level
White	\$7,344	12.1 School years
Negro	\$4,886	8.6 School years

These figures describe the interrelationship between the racial composition of the population and the level of income and educational attainment.

Records of local government employment mirror the "closed doors" situation described in Baltimore. Teachers are not hired on an integrated basis. Inquiries addressed to the school board concerning the number of Negro teachers hired go unanswered. The Board of County Commissioners, the governing body in this county, hires 1,000 employees excluding firemen and policemen. The table below illustrates the distribution of this hiring:

	White	Negro
Managerial (Department Heads)	29	3
Clerical	166	1
Skilled	24	49
Semiskilled	36	72
Unskilled	21	55

The highest positions occupied by Negroes are as a County Agent, Assistant State's attorney, and Assistant Superintendent of Animal Shelter. This is the only county with a Negro in the State's attorney's office. Only eight Negroes are employed by the county in a supervisory capacity.

Prince Georges County is attempting to make gradual alterations in its present pattern. It effected a plan for the 1962-63 school term which assigns Negro teachers to integrated schools. In addition, the Prince Georges County Commissioners have appointed a Human Relations Commission which will serve as an advisory body to the governing group on racial matters. It is hoped that the Commission will establish lines of communication and accessibility found to be so meaningful in Baltimore.

#### WASHINGTON COUNTY

Washington is one of the Western Maryland counties, well known for its orchards, which give the State its largest apple and peach production areas. Its chief city, Hagerstown, has a large aircraft industry and an internationally known organ factory and is esteemed for its cultural activities.

Only 2.9 percent of the county's 91,200 residents are Negroes; 2 percent of those unemployed are Negroes. Those who do work are employed primarily as laborers, service workers, and maids.

Table 3 Median Family Income and Median Educational Attainment Level for Whites and Negroes in Washington County, 1960		
	Median Family Income	Median Educational Attainment Level
White	\$5,418	8.8 School years
Negro	\$2,757	8.6 School years

Thirteen of the 18 schools in the county have no Negro teachers. Eight have less than 1 percent Negro pupil enrollment. The Board of Education employs 18 Negroes: 13 teachers and principals, 1 clerk, and 4 custodians. The county employs three Negroes directly: one as a deputy in the sheriff's office; one as a custodian in the Welfare Department; and one as a truck driver in the Donable Foods Department.

This culturally progressive county, physically capable of providing diverse economic outlets for its residents, has been plagued by general unemployment since World War II. The Negro here, as elsewhere in the State, is confronted by a poverty of employment opportunities.

#### TALBOT COUNTY

Talbot, one of "The Shore" counties, is a quiet community that has absorbed some of the cosmopolitan atmosphere of the area across the Bay. Many retired, well-to-do persons, originally from major cities along the East Coast, have established residence here. Of its 21,578 residents, 27 percent are Negroes. Most of the white workers are employed as farm managers, craftsmen, foremen, and clerks whereas Negro workers are confined primarily to positions as service workers and laborers. Negroes account for 33 percent of the approximately 600 unemployed in this county.

Table 4 Median Family Income and Median Educational Attainment Level for Whites and Negroes in Talbot County, 1960		
	Median Family Income	Median Educational Attainment Level
White	\$4,234	9.1 School years
Negro	\$2,579	6.8 School years

A familiar pattern marks the Talbot County employment scene. The County Commissioners have no Negro employees except those working in janitorial capacities. Of the 15 schools in the county, 10 have no Negro teachers, 7 have no Negro pupils.

The town of St. Michaels, located in Talbot County, boasts that racial distinctions are irrelevant to its hiring policy. Many of its employees are Negro. The highest position held by a Negro is manager of the sewerage disposal plant. The fact that all other employees are laborers or janitors indicates that the town of St. Michaels is not illustrative of a departure from the traditional pattern but, rather, exemplifies that pattern.

Easton is the largest town in the county. The recent threat of mass demonstrations was not directed at the employment situation; however, discriminatory employment practices have contributed to the frustration of the Negro citizens. Among the utilities commission employees, eight white employees are in managerial positions and seven in clerical positions. Of the skilled workers, 16 are white and 2 are Negro; of the semiskilled, 7 are white and 2 are Negro; and of the unskilled there are 7 Negro workers. In the electric department, one Negro is employed as a diesel engine electric generating plant operator. In the water and sewer department, one Negro is employed as a system operator. No Negroes supervise white workers. The Mayor and Council of Easton specifically hire the following employees for City Hall jobs:

	White	Negro
Managerial	4	0
Clerical	3	0
Skilled	11	2
Semiskilled	1	4
Unskilled	3	12

Negro employment increases only at the lower rungs of the ladder. The town of Easton now employs 2 Negro policemen and 1 Negro crossing guard, 11 white policemen and 3 white crossing guards. In the past, the Negro policemen have patrolled exclusively Negro vicinities. This policy now has been altered; Negro patrolmen are assigned duties on precisely the same basis as white patrolmen. Interestingly enough, this was a direct result of the successful negotiations with the town's business men to integrate public eating facilities, effective July 1963. It was argued that should any violence arise in consequence of this agreement, it would be desirable to have Negro policemen available. It is clear that employment patterns are gradually shifting. Genuine efforts

have been motivated by a fear of a drastic disturbance of the status quo. Unless such efforts persist, these fears will inevitably be realized.

#### ANNE ARUNDEL COUNTY

"Annapolis, the State Capital, has kept abreast of the march of time without sacrificing the charm of bygone days," according to a pamphlet issued by the State Department of Information. This description of Anne Arundel's largest city contrasts decisively and unpleasantly with a news item in the Washington Post of July 21, 1963: "Cambridge City Commissioners in Annapolis last week for a conference with the Governor were denied service in a restaurant just a block from the State House because a member of the group is a Negro."<sup>10</sup> Although a State law banning segregated eating facilities is in effect in Anne Arundel County, this incident graphically illustrates that the county is not free from racial tensions. It should be explained that Maryland has a unique system whereby a legislator may exempt the county he represents from a State law which he or his constituents may oppose. Thus, when Maryland's State Public Accommodations Law was passed in 1963, 12 counties, among them 8 Eastern Shore counties, exempted themselves. Baltimore City and 12 other counties are thus covered by the law. Nevertheless, since one of these is Carroll County which is to hold a referendum on the question next November, the total figure at this point is not decisive.

Table 5

Median Family Income and Median Educational Attainment Level for Whites and Negroes in Anne Arundel County, 1960

	Median Family Income	Median Educational Attainment Level
White	\$6,675	10.2 School years
Negro	\$3,885	7.2 School years

10. Washington Post, July 21, 1963, p. A6, cols. 4 and 5.

Schools are not completely integrated and Negro teachers are found in only 30 of the 79 schools. The State House, the Nation's oldest Capitol still in daily use, has no Negro employees. It is believed that in the State offices in Annapolis there are only three Negro employees--two in the Department of Economic Development and one in the Comptroller's Office.

On July 22, 1963, the Mayor of Annapolis appointed a 9-member race relations committee for the City "to bring about better relations and better feeling among the races." Despite repeated letters and telephone calls from members of the Maryland Advisory Committee, information on Anne Arundel County is meager since county and municipal authorities were not cooperative. The ambivalence which is apparent here raises questions concerning the significance and sincerity of the Mayor's organizing effort.

#### MONTGOMERY COUNTY

Montgomery County, located at the front door of the Nation's Capital, experienced a phenomenal population increase of 118 percent during the decade 1950-60. About 3.3 percent of its 360,000 residents is Negro. It is a county of high economic standards; the median family income approaches \$10,000 for the whites and \$4,473 for the Negroes. Most of the white workers are engaged in professional, technical, and clerical jobs; the Negroes are primarily service workers (janitors, kitchen helpers in restaurants, porters, cooks and maids.) The 13.3 median school years completed by white students is the highest in the State. The Negro median is 8.6.

The Federal Government employs 55,456 Negroes living in the D.C. Metropolitan Area, which includes the cities of Alexandria and Falls Church, and Arlington, Fairfax, Montgomery, and Prince Georges counties. This is equivalent to 22.8 percent of all those employed by the Federal Government in this area. Eighty percent of the Negroes thus employed receive incomes up to \$4,499; only 2 percent receive incomes of \$8,000 and over.

The county government hires 2,300 employees and operates under the Montgomery County Merit System established in 1948 by Article V of the County Charter. Despite the equalitarian standards of the merit system and the safeguards afforded thereby, very few Negroes are hired by the county itself. In fact, its public health and public welfare departments are the only departments that have one or two Negroes on their staffs. There has been one Negro probation officer in the Juvenile Court. There never has been a Negro policeman. The Maryland National Capital Park and Planning Commission, a bicounty agency in which Prince Georges County also participates, has no Negro employees except as park laborers and janitors. The

Washington Suburban Sanitary Commission is another similarly constituted and operated agency. This agency cooperated closely with the Advisory Committee's request for information and offered further assistance while pointing out that "all Commission employees are employed on the basis of individual qualifications and, after having been certified in a permanent classification, are eligible for and earn Merit System status. It is the policy of the Commission to offer promotional opportunities to qualified employees whenever a vacancy exists." This Commission hires the following:

	White	Negro
Managers	17	0
Supervisors	156	7
Clerks	172	1
Skilled workers	99	35
Semiskilled workers	20	16
Unskilled workers	19	468

Six Negro foremen work there and hold the highest positions for which a Negro is employed. Three Negroes supervise white employees. Although this agency has an impressive number of Negro employees, almost 50 percent are hired as trash collectors. This hiring record is superior to all other county agencies with the exception of the Board of Education. This Board hires a total of 3,896 teachers, 3.8 percent of whom are Negro. This percentage is slightly higher than the population ratio. Thus it appears that the teaching staff, as well as the 133 elementary and secondary schools, are completely desegregated. Negro teachers, including principals and special assistants in supervisory positions, are employed in 99 of the schools. The Board of Education also hires Negro clerical help. The Recreation Department, in contrast, hires no Negro employees even in its summer program.

The population of Rockville, the county's principal city, is made up of 6.2 percent Negroes, the largest number in Montgomery County. The city does its own hiring. There are 42 Negroes on its payroll out of a total of 130 employees. There is one Negro technician at the water plant, one Negro animal warden, and two Negroes in the public works department, one of whom is a foreman holding the highest position of the total Negro group. As in the county, there are no Negro policemen. There are two playground supervisors. The office of the Rockville city government has never hired a Negro except in a janitorial position.

The former County Council created a 9-member Commission on Human Relations which instituted a committee for the study and improvement of employment opportunities for Negroes in the county. In addition, the Suburban Maryland Fair Housing Committee, an organization recently established to assist buyers and sellers on an open occupancy basis, is now attempting to secure decent housing for Negroes in Montgomery County. Although some government agencies have moved to the county, most of their Negro employees have been compelled to live in the District of Columbia. The Fair Housing Committee, if successful, will act as a catalyst in attracting Negroes to apply for work in Montgomery County by making it physically feasible for minority group members to live comfortably in this community.

#### CALVERT COUNTY

Calvert, a Southern Maryland county, famous for the Calvert Cliffs, has only 16,000 residents, of whom 42.5 percent are Negro. This is the highest percentage in the State. Residents there include 5,100 white workers, most of whom are farmers and farm managers among the males and professional and technical workers among the females. The 2,000 employed Negroes work primarily as laborers (other than farm) and maids. Approximately 340 white employables in the county are out of work; 225 Negroes are listed as employable but out of work.

Table 6 Median Family Income and Median Educational Attainment Level for Whites and Negroes in Calvert County, 1960		
	Median Family Income	Median Educational Attainment Level
White	\$5,130	7.7 School years
Negro	\$3,012	6.1 School years

According to the latest census report, there are no Negroes employed as salespersons in the county. Statistics indicate that 66 Negroes work in public administration at the Federal, State, or local level in comparison with the 113 white workers thus employed.

Only three Negro students attend the county's integrated school. This situation prevails despite the county's assertion that all legal residents of Calvert County and their children shall have equal rights in admission to and transfer between schools. Of the 4,649 pupils enrolled in the county's 16 schools, 2,131 are Negro. Absolute segregation persists with respect to teaching staffs in public schools. Eighty-nine of the 201 teachers are Negro, each of whom teaches in all Negro schools. One Negro woman is a supervisor of instruction and works with teachers of both races. The Board of Education hired one Negro secretary to work in an all-white school. Eleven of the 32 custodians hired by the School Board are Negro. The Board of Education, despite its unsatisfactory record, was the only public agency to answer the Advisory Committee's request for information.

#### THE CAMBRIDGE STORY

No study of employment discrimination in Maryland can ignore the Cambridge story. In its bold relief, it epitomizes the problems which are shared by every section of the State and illustrates the way they may be intensified to their most harmful, logical conclusion.

The economy of Cambridge had been based on the sale of crabs, oysters, string beans, and tomatoes. Crabbing and oyster dredging was work for the whites and the menial task of picking beans or tomatoes was left for the Negro. In the 1930's one of the world's largest canneries was located in Cambridge but this began to decline in 1938. Several years ago the remnants of the canning factory were sold. Today it is owned and operated by a Chicago firm which hires only 125 employees. In 1962, the Department of Labor put Dorchester County on its first list of depressed areas. It is not surprising, therefore, that the Negro has more unemployment, less education, worse housing, and a lower income in Cambridge than in any other Maryland city. Here the Negroes account for 67 percent of those out of work while comprising only 35 percent of the work force. Approximately 7.5 percent of the white population is jobless; Negro unemployment stands at 30 percent or four times more. It has become apparent that all skilled or semiskilled jobs are reserved by precedence or by outright discrimination for the whites. Of 75 Negro college graduates living in Cambridge, 20

are engaged in unskilled work. Ninety-five percent of the working Negroes earn only \$1.17 per hour picking beans, tomatoes, cracking oysters, or picking crabs.

In addition to the 30 percent of employable Negroes who are out of work, another 40 percent works only during the few weeks of the peak season. Wages for this seasonal work rarely exceed \$1.25 per hour. In only 10 to 15 percent of Negro households does one member have steady employment. This is provided primarily by the crab factories and customarily pays \$1,800 a year. There are several Negro teachers, professionals, and landowners here. The large garment factory which employed 700 Negroes went out of business last year. There was some desegregation of schools this fall--the first in the county except for two Negro students in a Junior-Senior high school. A Federal housing project is being delayed only until peace comes to this agitated city. The median family income for Cambridge Negroes of \$2,450 is the lowest in the State.

The racial battle has thus far cost the State well over \$500,000 for maintaining the National Guard. This figure will continue to increase at approximately \$25,000 for each week--as long as it is necessary to maintain a skeleton force in the city. This estimate of the high cost of the episode does not include the economic loss of business as a result of the curfew. Militia law restrictions to trade were imposed which closed liquor stores and other business establishments during the critical period.

The city amended its charter to provide for equal public accommodations. However, this amendment had to be submitted to a referendum. On October 1, 1963 Cambridge residents rejected by 274 votes the proposed equal accommodations amendment. The total vote was 1,994 to 1,720 against the amendment to desegregate restaurants and lunch counters. Only 40 percent of the Negro voters cast their ballots compared to 76 percent in the white wards. A large number of Negroes refused to vote on what they considered a human right, not subject to an election. The angry aftermath of the referendum left Negroes and whites divided against each other and against themselves. The amendment belatedly received vigorous support from the city's "white power structure" but, nevertheless, it was defeated. The loss of this election means much more than the denial of equal rights in public eating places. It means more unrest, perhaps violence, and certainly deep disaffection within the community. It guarantees that new industry, the area's most compelling need, will not develop.

The spurt of employment activity since 1958, which followed successful efforts by community leaders to attract new industry to Cambridge, has subsided. A number of plants are closing and taking jobs for approximately 850 individuals with them. Within the last few months, several major industries have declined the opportunity of settling in Cambridge because of racial tensions. This refusal diminishes the hope that Cambridge can remedy its overwhelming problem of unemployment.

Nevertheless, some encouraging developments have been noted. Since the beginning of last summer's racial trouble, a Negro has been hired as an interviewer in the State Employment Office. Three other Negroes have been hired in the community: one as a policeman, one as a salesgirl, and one as a grocery clerk. In conjunction with the Experimental Manpower Retraining Program, two projects are about to be launched. One will be given at the Eastern Shore State Hospital to train nurse aids and hospital orderlies; the other will be a course in sewing machine skills. In an effort to reassure the restless Negro population, further promises have been made to open employment opportunities gradually on an equal basis during the next seven years. But despite the work of the Cambridge Human Relations Committee, which has had the cooperation of Senator Daniel B. Brewster, it is apparent that the committee's efforts will have to be reinforced by law.

Since the Cambridge story has not ended, no ending to it can be reported here. It can only be reexamined and reevaluated as an indicative part of a crucial whole.



## Findings and Conclusions

The lack of equal opportunity in employment to Negroes may well be the decisive factor in the tense racial situation in Maryland. Although the percentage of Negroes in the State is low--less than 18--the problems created by lack of employment opportunity are deep and serious. Inquiries into any phase of government-connected employment indicate almost total exclusion of the Negro above the menial level. There has been little Government action to remedy the situation. Indeed, where antibias laws have been passed which deal directly with employment and Government contracts in the State, nothing has been done to supervise or to encourage implementation of these laws.

Employers give as the common answer to why so few Negroes are hired the fact that no more apply or that those who do apply are not qualified. There is no evidence from our investigations to show that effort is made to encourage on-the-job training or to make certain that nondiscriminatory hiring policies are well advertised. No recruitment of Negro workers is undertaken. Some firms which have government contracts testified at the open meeting on apprenticeship training that they send recruiters as far away as the Midwest and the Deep South but do not travel forty miles to recruit at Howard, a predominately Negro and highly distinguished university in Washington.

In some fields that make up a large part of the job opportunities in Maryland such as banking, insurance, real estate, bookkeeping, and stenography, Negro employees are almost totally excluded. Training for office work is not freely available.

Apprenticeship programs have been virtually closed and Negroes have been discouraged from applying. All educational opportunities in the State, with very few exceptions, have not been on an equal basis. Many counties still practice segregation in pupil placement as well as in hiring of teachers.

The Committee found State and local government agencies almost wholly uncooperative. They were not receptive to the idea and released the information so reluctantly that the Committee was prevented from getting total facts and compiling a complete report.

In 1669, the General Assembly passed the history-making Religious Toleration Act and Maryland became the only spot in the then known world where a man might worship, without discrimination, according to his own faith. Lord Baltimore's Colony was a model of toleration in a world rent by religious bitterness. Maryland's tradition of freedom, therefore, is an ancient one and her title, "The Free State" well deserved.

Maryland at a Glance, Maryland State Department of Information, Annapolis, Maryland, 1948.

This statement needs to be reevaluated in our day. Until existing inequalities of economic opportunity are corrected, Maryland's title is an empty one. It will remain empty until its explicit promise to every citizen of the State is just as explicitly fulfilled.

## Recommendations

1. That the Governor of the State of Maryland investigate fully the status of Negro employment in all State agencies and in those companies doing business with the State Government and that it be determined to what extent the antibias legislation is being implemented.
2. That a vigorous program be initiated at the State level to advertise for and to encourage Negroes to seek employment with State agencies.
3. That the Department of State Police be particularly encouraged to obtain and accept applications of Negroes.
4. That the Governor seek legislative action for the passage of a Fair Employment Practices Law that would cover all aspects of employment.
5. That the already existing provisions covering discrimination in State hiring and with contractors doing business with the State be strictly enforced.
6. That State and Municipal governing bodies take measures to provide complete information about availability of jobs and necessary application procedures and that this information be freely advertised.
7. That State and Municipal authorities encourage and assist employers to set up training programs designed to salvage those applicants who do not "qualify".
8. That a State program be initiated, perhaps in connection with the schools, that would be designed to "pick-up" the "drop-outs" both at the educational and job levels. Perhaps a State Youth Service Corps could be initiated.
9. That the State Board of Education forbid the use of schools for any segregated activities such as apprenticeship programs that exclude Negroes.
10. That more guidance and counseling be given in the high schools to those students who will not be going on to college and that some part of the trades be taught by those who work in the field.

## SECTION II - REPORT ON APPRENTICESHIP

### Introduction

Discrimination in apprenticeship and training recently has been the focus of widespread action to remove the barriers of prejudice blocking nonwhite Americans from opportunities to learn skilled trades.

Automation has dried up the source of unskilled and semi-skilled jobs for vast numbers of untrained Negroes, and unemployment among nonwhites in this category is a problem of staggering proportions.

As jobs involving limited skills disappear, there is a corresponding increase in demand for skilled laborers and technicians. All too often, Negroes are denied the opportunity for training that would qualify them to enter the labor market at the skilled level where openings are plentiful. In effect, therefore, Negroes are squeezed out at both ends of the job spectrum.

In general, civil rights groups have not been willing to accept this situation. In the past few months in Maryland the movement to obtain broader opportunities in apprenticeship and training has generated enough momentum to exceed gains made over the past decade.

The public inquiry conducted by the Maryland Advisory Committee in March 1963 broached the subject of discrimination in apprenticeship at a time when Negro concern with the problem was becoming acute. In the intervening months, we have seen Negro frustrations boil over into a program of action directed against discrimination in employment.

At the present time, there is every indication that inroads are about to be made into what has been an impervious network of discrimination supported by management and labor and condoned by government, whether knowingly or unwittingly.

Based on the information obtained at the March meeting and on events that occurred through September 1963, this report will attempt to portray the rapidly changing picture of opportunities for Negroes in training and apprenticeships.

## Established Employment Policies and Practices in Maryland

It is apparent from the record of the public meeting of the Maryland Advisory Committee in March that in general the labor movement, the construction industry, industrial employers, and the local, State, and Federal Governments all are committed in one form or another to a policy of nondiscrimination in employment training and apprenticeship.

Speaking on behalf of some of these groups were Woodrow F. Strong, then president of the Maryland State and District of Columbia AFL-CIO; John P. Trimmer, executive vice president of Associated Building Contractors, Inc., the trade association for nonunion contractors; and Mrs. Margaret Clark, manager of the Baltimore Builders Chapter of the Associated General Contractors, the group for the union shop builders. Each declared in separate statements that the employment practices of their groups were non-discriminatory and that apprenticeship opportunities in their fields were available to everyone.

Except for two spokesmen--one from Aircraft Armaments and the other from the Chesapeake and Potomac Telephone Company--industry representatives declined to attend the public meeting. However, from correspondence and information received at the meeting, the employers were unwavering in their public support of a policy of equal employment opportunities and nondiscriminatory training possibilities.

In letters to the Committee, spokesmen for a cross section of industrial concerns declared their companies did not have any formal or registered apprenticeship programs, but conducted in-plant training programs or made provisions for schooling at various nearby educational institutions. The letters, moreover, contained statements on their policies of nondiscriminatory practices.

Mr. L. C. Fitzgerald, plant manager for Chevrolet-Baltimore, wrote that General Motors has a "long standing policy with respect to nondiscrimination. Practices, procedures and decisions are to be, at all times, in conformity with the corporation policy of nondiscrimination."

This statement was echoed in communications from M. J. Olson, plant manager of Fisher Body Division of General Motors Corporation; J. H. Pond, director of industrial relations for the Martin Company; and D. C. Lee, manager of industrial relations for the Westinghouse Electric Corporation.

During his appearance before the Committee, Robert B. Alexander, of the Chesapeake and Potomac Telephone Company, insisted that employment with that public utility is on a nondiscriminatory basis. The company, which employs approximately 20,000 persons in Maryland, has no apprenticeship program, but all C&P employees obtain intensive internal training for their specific jobs. In answer to a question this witness admitted possible discriminatory practices in the past.

Mr. Wesley E. Baynes, Jr., manager of personnel administration for Aircraft Armaments, told the Committee that as a prime contractor for the Department of Defense "we are . . . obligated under governmental regulations to give equal consideration to all qualified applicants regardless of race, creed, and national origin." Although Aircraft Armaments has no registered training, this plant conducts three programs considered their equivalent.

In addition to the position taken by labor and management, Government at almost every level has also adopted a policy of equal opportunity in employment, training, and apprenticeship. It is the practice of agencies and departments of the Federal, State, and city governments to include provisions against discrimination in contracts with companies and firms performing work of a public nature. Enforcement of such contractual obligations, however, has been largely nonexistent. It is difficult to pinpoint the responsibility for enforcement and the penalties available in the case of violations because of the vagueness in which the provision is couched in city and State contracts.

In part, because of this lack of uniformity in enforcement of nondiscriminatory requirements at the State and local level, the Federal Government has stepped up efforts to provide equal opportunities in employment and apprenticeship training. President Kennedy on June 4 announced that the President's Committee on Equal Employment Opportunity will have authority over construction projects undertaken by State or local governments "wholly or in part as a result of Federal grant-in-aid programs."

None of the agencies of Government operating in the field of apprenticeship and training or charged with insuring equal opportunities could cite any instances of complaints about discrimination in this area. Mr. Louis Nemerofsky, State Supervisor for the Department of Labor's Bureau of Apprenticeship and Training

(BAT) at the time of the Baltimore meeting, advised the Committee that he could not "recall receiving a single complaint, that is, a written complaint, saying that any person has not been given an opportunity or has been discriminated against once he has been on the job." The testimony of David L. Glenn, executive director of the Equal Opportunity Commission (EOC) in Baltimore City revealed similar experience at the municipal level. Mr. Glenn, whose agency has procedural machinery to process grievances, told the Committee the EOC "had no formal complaints" concerning apprenticeships. Mr. Glenn added in explanation that few youths from minority groups apply because they "feel they are not going to be considered anyway." In his opinion most of the major employers in Baltimore City are abiding by "the letter of the law," and are not openly discriminating. He voiced doubt, however, that more than a handful of employers "really live by the spirit of the law" in providing for equality of opportunity in employment.

Unlike the EOC, the Federal agency on apprenticeship and training in Maryland has no enforcement powers, although a new Department of Labor policy allows BAT to determine whether companies with registered training programs are complying with a nondiscriminatory standard.

## Apprenticeship Program in Maryland

BAT is an agency functioning to promote apprenticeships. There are approximately 2,400 apprentices in registered programs in Maryland; 1,800 in the Baltimore area, 500 in southern Maryland and on the Eastern Shore, and 200 in western Maryland, according to Louis Nemerofsky, Maryland supervisor for the Bureau.

Decrying the limited number of apprentices on the registered rolls, Mr. Nemerofsky said: "In order to meet the normal replacement demand for those leaving the trades, there should be at least 7,000 apprentices in training at the present time." This projection was based on a conservative ratio of 1 apprentice for every 20 journeymen although the optimum ratio is 1 apprentice for every 8 or 9 journeymen.

Mr. Strong of the AFL-CIO echoed the contention that more apprentices are needed. Against the background that 80 percent of the apprentices in Maryland are in the construction trades, Mr. Strong attempted to explain the current apprentice shortage. He pointed out that the construction industry is subject to seasonal ups and downs, which frequently throw fully trained journeymen out of work. At such times, the industry cannot take on apprentices, and as much as 30 percent of the membership may be out of work for 2 or 3 months during a seasonal slump, Mr. Strong added.

It was reported by Mr. Nemerofsky, however, that in the first 6 months of 1962, Maryland, with a net gain of 213 apprentices, was first in gains in the country as compared with a net loss nationally of 4,129.

### NEGRO PARTICIPATION IN APPRENTICESHIP

One of the questions posed during the meeting was how many Negroes currently participate in apprenticeship programs in Maryland. No precise answers could be found for the entire picture, but a piecemeal estimate has indicated there are 20 at most. Using figures supplied by BAT in a breakdown of apprentices by trade, the number of Negroes in programs are compared with the total in a program. Here is the listing, with the total submitted by BAT on the left and the estimate of Negro participation noted on the right:

<u>TRADE</u>	<u>TOTAL</u>	<u>NEGROES</u>
Electricians	605	3
Plumbers	459	2
Carpenters	215	9 (all Negro local)
Machinists	161	0
Compositors	132	1
Metal Workers	107	0
Bricklayers	90	0
Iron Workers	55	0
Printing Pressmen	52	0
Lithographers	42	0
Tool & Die Makers	41	0
Auto Mechanics	32	0
Lathers	32	0
Meat Cutters	31	0
Cabinet Makers	31	1
Cement Masons	6	3

The BAT official observed that there are about 600 openings for apprentices every year based on a 4-year training cycle for the present total of 2,500. At the meeting, complaints were raised with the Committee about the failure of sponsoring groups to make the availability of openings known to nonwhite applicants.

Mr. Isaiah C. Fletcher, secretary of vocational services for the Baltimore Urban League, decried "the veil of secrecy around the apprenticeable trades" in the area and claimed that after a year of work trying to obtain information on the apprenticeship trades, the Urban League was still essentially in the dark. He concluded that Negro participation in apprenticeship training was "just about nil."

Mr. Troy Brailey, chairman of the Labor Committee of the Baltimore Branch of the NAACP, underscored the Urban League's contention that there seems to be no documented information on the number of applicants for training programs. The number of Negroes seeking admission, says Mr. Brailey, "seems to be a big secret."

#### EXTENT OF NEGRO APPLICATIONS FOR APPRENTICESHIP TRAINING

Research into the labyrinth of applications and placement procedures has produced opposing contentions from the parties and agencies involved. From management, labor, and government the response seems to center on the failure by members of the Negro community to make applications and on the dearth of qualified Negro applicants. From vocational school educators and civil rights groups, the replies hinge on the futility, the frustrations, and the false hopes involved in making applications.

Mr. D. C. Lee, the Westinghouse industrial relations manager, remarked that "despite intensive advertising and recruiting, we have experienced difficulty in attracting technically trained and professional level personnel from minority groups and this is largely due to the shortage of such individuals in these fields." Mr. A. Howard Bode, director of industrial relations for Bendix, echoed this conclusion as did Wesley Baynes, personnel administration manager for Aircraft Armaments. Mr. Melvin Roy, minority consultant for the Maryland State Employment Service, indicated to the Committee, "there is a steady demand for skilled and technical workers. There is not a sufficient number of qualified Negroes in any one of the categories." Many orders flowing through the Employment Service cannot be filled by Negro referrals because of this shortage.

In the apprenticeship field, the Maryland Employment Service has an agreement with the Associated Builders and Contractors to furnish applicants for training. As of last January 1963, Mr. Roy stated about 10 Negroes were included in 70 referrals to ABC. Of this group, apparently three Negroes were selected for apprenticeship training.

Exclusive of orders received from the ABC, Mr. Roy said, "I doubt if we have had three requests for apprentices in the past two years." Asked to explain this, he observed, "they [the employers] evidently are going directly to the union halls, directly to the employees who have apprenticeable occupations in the plants--they are doing the hiring of these people in the apprenticeable trades themselves. We are not getting the orders directly from the employers."

Mr. John Trimmer of the Associated Builders and Contractors confirmed that in his association "the employer is the one who hires after [the applicants] have been tested, screened, and considered to be qualified by the Maryland State Employment Service." Hiring by members of the union shop Associated General Contractors, according to Mrs. Clark, the Baltimore manager, is accomplished through negotiated contracts with locals representing carpenters and cement finishers. Apprenticeship training is also jointly negotiated between the AGC and the carpenters and cement finishers locals with the selection of trainees solely the responsibility of the unions.

Mr. Charles Muntain,\*/ president of the Baltimore Building Trades Council, commented on the placement of Negroes in the construction fields. He said:

Getting boys to train for this type of work means you first have to make application and you don't get many applications for apprenticeship training from colored boys. . . . He is a little bit restrained from going in and making application. . . . We have made some strides, not any great strides, because this is a problem, but I think we are making gains.

Speaking on behalf of the Baltimore Typographical Union, where there are no Negro apprentices, the president, Charles Miller, contended that "we have been trying to line up that situation for a number of years. In my six years as president I have received one application from a member of the colored race although I have encouraged it. . . ." In the typographical trades, foremen for printing shops, not the union, actually hire apprentices.

In the electrical industry, where there also are few Negro applications, there was an active program initiated to obtain Negro apprentices. Mr. Philip T. Vail, director of apprenticeship training for the Joint Apprenticeship Training Committee of the Electrical Industry, told the Committee that he was instructed to "get applications from colored boys, if you can get them." The reason for this, Mr. Vail says, ". . . we saw this coming, and we took action." Strict standards govern the admission of trainees into the electrical industry's apprenticeship program, and as an inducement higher wages are paid at the rate of \$1.96 per hour the 1st year and reaching as high as \$3.05 the 4th year during a 4-year program involving 8,000 hour of training. There are several Negro apprentices in the program at the present time.

\* Mr. Muntain was appointed to membership on the Maryland Advisory Committee subsequent to the Baltimore meeting.

Mr. Strong of the AFL-CIO recalled a meeting of labor leaders with Dr. Saul Perdue, principal of the Carver Vocational Technical High School, and with Dr. Furman Templeton of the Urban League about 18 months earlier to discuss the problem. Mr. Strong said that there was no evidence at that time that there was pressure for admission of Negroes or that this was denied them. He went on to say that today there is still no evidence that minority group members are making an effort to gain entrance into apprenticeship programs.

## Discrimination in Apprenticeship Training in Maryland

Labor representatives did not minimize the role discrimination plays in the apprenticeship programs supported by their local unions. "The problem," admitted Mr. Strong, "is getting the leadership to convert the membership. Once the rank and file recognize that it does not impose a penalty, a hardship . . . then it is all over with." Mr. Oliver Singleton, director of region 4, AFL-CIO, said that local unions practicing discrimination must be policed by the AFL-CIO, and, failing that, the only alternative remaining would be "to expel all these local unions."

Mr. Singleton accused management of not living up to the spirit of the law in accepting apprentices on a nondiscriminatory basis and said in the training programs sponsored by the open shop ABC, the union shop AGC and all others, the employers are solely responsible for admission policies. Asked about the role government should assume, Mr. Singleton replied:

There should be very close supervision of the apprenticeship training program, of the employers and the unions who are engaged in activities under government contract, even to the point of excluding the participation of an employer who does not live up to the spirit of the law itself. The same thing should apply to the unions. . . . I think too that there is a great deal of suspicion across the country that even the BAT is not fulfilling its role in this field and I say that with all due respect to the representative of that Bureau who is present today.

Dr. Perdue gave the Committee this insight into what he described as the subtle operation of discrimination that his students encounter when they seek apprenticeship training:

Well, the students are well received, graciously received, generally. They are asked to fill out a form and to give certain information. They are asked about their training and so on. But, after that is done, they are usually told, "We don't have a vacancy at the moment. . . we do not expect to enlarge our force at the moment, but maybe next week, or in two weeks from now, and at that time you will hear from us." Occasionally one may go directly to the job construction site and ask for

employment right there. Well, the usual reply to that is, "I don't need anybody today," and they are rather abrupt about that. But, as a general thing, they are rather gracious, quite warm, and they give the impression that the student should be very hopeful. It is made to look as if the chance of getting the job is very promising, encouraging, and it perks him up, but then, after he goes away and waits, and waits, and waits, and nothing happens that's when the student feels that all hope is gone. Then it begins to dawn on him that this is nothing but a run-around, just an alibi. They say, "It's the same old thing that mom and dad told me about, and that some of the other people have been talking about all my life."

### PLACEMENT PRACTICES IN APPRENTICESHIP TRAINING

Commenting on the procedural technique of placement by the schools, William Hucksoll, director of Vocational Education for the City Department of Education, said he believed direct placement by the schools is more effective than working through other agencies. "We send qualified students, and this is a must. Acceptance or rejection is a matter for the employer." The Department of Education will initiate an investigation of a company's hiring practices only after a grievance is brought to its attention by a student rejected for employment. The company is dropped by the approved school list of employers if an inquiry supports the student's contention that discrimination was a factor in his rejection.

Nepotism as a factor in job placement was raised by Isaiah Fletcher of the Urban League. "We know nepotism is a reality," he said, "of course, being that the membership of unions is predominantly white, when jobs are available and the membership is given the opportunity to recommend friends, or relatives, nonwhite and white youngsters who are not friends or relatives of members, suffer as a result." Mr. Strong of the AFL-CIO disputed the extent of nepotism in the labor movement, saying that it is definitely not a major problem. "This matter of being accepted for apprenticeship training because of father-son relationship, or having friends in the local . . . is in the minority. That has been used as an excuse. . . ." Mr. Muntain of the Building Trades Council viewed nepotism in a more serious vein. "This practice of nepotism in the building trades has been present in the industry, ever since the day it started. There has been a directive from the AFL-CIO on that and

this thing is coming more and more to a halt. . . . The building trades industry is being forced by its own people to do something about it."

Mr. Fletcher recommended that adjustments should be made in salary scales for apprentices to attract qualified Negro applicants who need higher paying jobs in the general labor market. He warned the Committee to be on guard against the use of "seniority" and other restrictive criteria by some companies to bypass otherwise eligible Negroes in training and apprenticeship programs. He favored special consideration for the Negro in this vital area to make up for the deliberate exclusion in the program.

The Committee also heard from Leonard Thompson, an employee of Western Electric and cochairman of the Equal Employment Opportunity Committee for the independent electrical workers union at the plant. He charged that Western Electric, a principal defense contractor, had established qualifications for admission into its apprenticeship training program which effectively eliminate Negroes. Mr. Thompson, who has been with Western Electric for 21 years and is still a semi-skilled worker, said there are no Negroes in the 600 skilled jobs at Western Electric even though there are 400 nonwhite members of the union. The Committee has learned since the Baltimore meeting that Western Electric has a Negro scheduled to begin apprenticeship sometime in 1964. This applicant is several notches down on the eligible list. Mr. Thompson has been encouraging Negroes to apply for better jobs, and he believes the company is making some progress toward integration.

Mr. Fletcher of the Urban League mentioned an ambivalence among the Negroes with regard to the apprenticeship programs. On the one hand, there is lack of interest; on the other hand, those who complete vocational high school courses and who are interested cannot find opportunities.

#### EXTENT OF OPPORTUNITIES FOR NEGROES IN APPRENTICESHIP TRAINING

Mr. Hucksoll, of the Department of Education in Baltimore City, underscored the lack of opportunity in his report to the Committee. Discussing the question of placement, he said, "That is a matter of follow-up and we are not too proud of what we have found. . . ." Cheeking on graduates as they leave school, Mr. Hucksoll reported that, of the available graduates last June who went directly into the working world, 74 percent of the students in the apprenticeable areas at Mergenthaler Vocational Technical High School (predominantly white) did go either into the field for which they were trained or into fields directly related. At Carver Vocational

Technical High School (all Negro), on the other hand, only 15 percent of the available graduates went into such fields.

Dr. Saul H. Perdue, principal at Carver, offered this explanation: "I say the difference is due to direct discrimination. There is no other way to explain it. Let's be fair about it. There are some people who just will not hire colored people." Dr. Perdue blamed the labor movement as the "stumbling block" to fairer treatment for Negro workers. He claimed that despite the reports of improvement, unions are still discriminating.

Comparing courses taught at Carver with the same courses given at Mergenthaler, Dr. Perdue said that the schools are comparable, although he did note that Mergenthaler's curriculum included courses in specialized skills not available at Carver. Mr. Hucksoll commented that there is "an open avenue for any student in Carver who has the interest and achievement to come to Mergenthaler for its program," but added that there are very few transfers.

Asked to comment on the unavailability of qualified Negro candidates for apprenticeship training, Dr. Perdue reminded the Committee that "in order to determine qualifications, work must be made available to prove the qualifications."



## Vocational Training and Public School Practices in Apprenticeship Programs

Vocational training in the schools was regarded by educators appearing before the Committee as a critical factor in the expansion of apprenticeship training. But it also was noted that the vocational field is held in low esteem by students and the public.

Mr. James L. Reid, director of vocational education for the State Department of Education, stressed the importance of vocational training, and Mr. Hucksoill of the city Department of Education urged assistance by all public agencies, trade unions, and other interested organizations to raise the public image of the trade school to equal that of any college preparatory course.

Criticism of vocational education came from Charles Muntain, whose Baltimore Building Trades Council is an organization representing 26 unions with a total membership of 15,000. Mr. Muntain claimed that the graduates of vocational-technical high schools are inadequately trained and that in most instances they cannot be given credit for the time they spend in school. Mr. Reid, of the State's vocational education department, maintained that schooling "in the trades and industry is doing a good job. I think some 80 percent of all graduates of these programs get jobs in related areas in which they have received training."

It was determined during the meeting that there were 1,300 students at the all-Negro Carver High School and 1,900 at Mergenthaler. A total of 802 are enrolled in the building trades--carpentry, machine operation, electrical work, plumbing, painting--with 527 at Mergenthaler and 275 at Carver.

Mr. Reid expressed concern over the criticism leveled at the vocational schools and called for Federal support of the school training programs. He recalled that the State is currently receiving about \$650,000 in Federal funds for this purpose. He criticized the low level of payments given to trainees under the manpower redevelopment and training programs, explaining that an applicant with a family cannot afford to spend 4 years in training on the \$32 a week he is paid. Asked to comment on the use of public school facilities for apprenticeship programs operated on a segregated basis, Mr. Reid replied:

It is not up to us to determine what can be done after they leave school. We have enough to do trying to run our school system. We try to break down segregation as far as the use of school facilities is concerned, but when we try to get involved by the use of facilities and funds of the public school system outside the confines of the public school system, then frankly, I think we would be on dangerous ground. I might agree . . . in principle, but I would doubt whether that would be part of our real job.

Asked whether a more affirmative position should be taken by the schools in controlling the racial makeup of apprenticeship classes, Mr. Reid replied that he was dubious that this was "part of the duties of the public school system."

## Recent Developments in the Area of Equal Opportunities

A development in civil rights in Baltimore in June 1963 forced the hands of government, labor, and management. This began when the Interdenominational Ministers' Alliance issued a statement on June 8 demanding that discrimination in apprenticeship training and hiring be ended on city-financed construction projects. Picket lines were threatened. This precipitated a meeting with labor and set the wheels in motion for a conference with the Mayor on June 13. The Negro community was seething over the job situation. Mr. Jentry MacDonald, executive director of the local NAACP chapter maintained, "The big question is not one of intention but of action. We're interested in employment for Negroes now. We want a solution now."

What in all probability sparked the threatened picketing of public works in Baltimore was a combination of events in Washington, Philadelphia, and the White House. Demonstrations in Washington against a construction job at Howard University brought a directive from the President's Committee on Equal Employment Opportunity ordering the builders to live up to the nondiscriminatory provisions in Government contracts. In Philadelphia, demonstrations went unheeded until violence erupted and then, and only then, concessions were granted and a number of skilled Negro craftsmen were hired on city-financed jobs.

On June 4 this activity culminated in a statement from the President on the subject of discriminatory hiring practices in Government-sponsored construction programs. President Kennedy in a directive to the Secretary of Labor called for the admission of "young workers to apprenticeship programs . . . on a completely nondiscriminatory basis" and for a review of all Federal construction programs to prevent "any racial discrimination in hiring practices, either directly in the rejection of presently available qualified Negro workers or indirectly by the exclusion of Negro applicants for apprenticeship training."

Although this problem of job discrimination in Baltimore has been the subject of many conferences in the past, the findings have never seemed to be translated into any form of demonstrable progress. In asking for tangible changes in hiring practices, the civil rights groups wanted to see Negroes hired in skilled crafts and in apprenticeship programs by Monday, June 17. The labor movement was charged with blocking Negroes from membership; the contractors, with failing to adhere to the provisions of nondiscriminatory clauses in

contracts with the city; the city was charged with failing to enforce the anti-bias pledges and with failing to take a positive stand on behalf of civil rights in employment.

At the meeting on June 11, a Department of Public Works progress report dated June 1, 1963, was produced on which 35 city construction jobs were listed with a total expenditure in excess of \$20 million. Among the skilled craftsmen on these 35 projects there were very few Negroes. When the list was reviewed by Mr. Muntain of the Building Trades Council, it was determined that only one of the 35 contracts was with a union contractor.

At this joint meeting, Mr. Muntain was critical of the city for its failure to raise and stringently enforce the prevailing wage scales set by the Board of Estimates under an ordinance enacted about 20 years ago. Mrs. Juanita Jackson Mitchell, president of the Maryland Branch of NAACP claimed: "All we want is a fair proportion of colored people on the jobs. After all, we are one-third of the total population in the city." The ministers charged that white labor is often brought into Baltimore; that school counselors direct Negro students into fields where Negroes traditionally have found employment; that no Negroes are enrolled in an electronics course at Mergenthaler; and that qualified skilled Negro craftsmen are forced to seek jobs out of town.

At the conclusion of this meeting there was a general consensus that all parties would press the city to broaden the scope of the nondiscriminatory pledges in municipal contracts let to private contractors and to give the EOC real responsibility and a reasonable staff to implement and enforce the anti-bias clauses. Mr. Strong, of the Maryland-District of Columbia AFL-CIO, said he would be in favor of barring segregated unions from work on city-sponsored contracts.

The parties also agreed that the city must raise the prevailing wage scales and, at the same time, institute an enforcement program with teeth. "All of the work on city schools, for instance," Mr. Muntain said, "has gone to nonunion contractors. Because there is no enforcement of the prevailing wage schedule, union contractors are not competitive with nonunion contractors."

Labor offered to work out a timetable and establish a framework for a program to promote equality. In turn its representatives asked the civil rights groups to provide labor with a roster of qualified Negro craftsmen and applicants for apprenticeships. The request came in the wake of charges that there was a labor pool of Negro workers languishing without the possibility of getting jobs in the Baltimore area.

On June 13, the ministers met with the city officials, members of EOC, labor, and management to discuss the situation. The Rev. Marion Bascom of the Ministers' Alliance told the gathering of some 80 people that his group had observed the work at "many buildings under construction and to our chagrin the Negro is almost excluded."

Armed with figures showing that the municipal government is the largest employer in Baltimore, and that huge construction programs are fostered by the city, the Rev. Mr. Bascom presented the following list of "specific recommendations," asking for relief from job and apprenticeship discrimination:

1. That five Negroes be employed in the skilled trades in each of two school building projects by Monday, June 17, 1963.
2. That within 60 days from June 17, 50 percent of the jobs under city contracts have Negroes employed on "an across the board practice."
3. That within 90 days from June 17, all jobs under city contracts have completely integrated work forces.
4. That the city insure compliance by putting into operation the nondiscriminatory clauses in all of its construction contracts.
5. That the Department of Education bar segregated training or apprenticeship training classes from utilizing its facilities or its staff.
6. That the city of Baltimore "eliminate completely all racial discriminatory practices in its employment, promotion, and upgrading of its employees."
7. That the budgetary allocation for the city's Equal Opportunity Commission be upped from \$54,000 to \$125,000 "in order that it might enlarge its staff and be equipped to implement an effective program in this area of responsibility."

By June 17 the Mayor had personally intervened to secure placement of five skilled Negro workers on each of two building projects. It was reported that three of the five on one project and one of the five on the other were apprentices.

As of November, the deadlines imposed by the ministers have been extended because of the steady progress made by the city. The city was conferring with all of the joint apprenticeship committees, with union and nonunion contractors, and with the sub-contractors involved in work awarded by the municipality. A roster

of qualified apprenticeship applicants and of skilled craftsmen was being prepared in cooperation with the Urban League.

The Department of Education recently announced that its facilities no longer would be available to work-study programs and apprenticeship training programs operated on a segregated basis. The city solicitor's office promised a revision in the non-discriminatory clauses of municipal contracts providing for sanctions and penalties in cases where breaches were uncovered, and on August 13 a ruling was issued that municipal contractors who discriminate in hiring may legally be barred from bidding on future city contracts for a period of time specified by the Board of Estimates. This recommendation was subsequently adopted by the Board as public policy for the city. The city solicitor also recommended that workers be compensated for lost wages by companies who refuse to hire or promote or who fire because of race. This provision would be written into all city contracts. A move is underway to establish an apprenticeship information center where youths may be counseled and advised on opportunities in the trades. More recently a permanent committee to review apprenticeship and other on-the-job training programs was established by the Maryland-District of Columbia chapter of the AFL-CIO. This new committee will work with existing programs and help set up new ones as they become needed.

Summarizing their position, representatives of organized labor indicated that all 10 locals in the building trades in Baltimore would accept members and/or apprentices based solely on qualifications as prescribed by union constitutions and noted that 6 of the 10 locals have apprenticeship programs supervised by both union and employer representatives on a joint committee. The labor summary added that "evidence of an arbitrary rule of discrimination in the selection of apprentice applicants appears to be lacking."

Negro leaders said lists would be compiled of five candidates for each of about 15 apprenticeship programs in the construction crafts and these would be turned over to city officials who then would meet with union leaders on the matter. Reverend Bascom, the Alliance leader, commented that the organization of Negro ministers is "impressed with what steps will be taken to involve the Negroes in the skilled crafts immediately. We have agreed to encourage Negroes to become members of the union."

In mid-October, Mayor Theodore R. McKeldin submitted to the Baltimore City Council what has been described as the most comprehensive civil rights legislation ever drafted for any municipality in the Nation.

Included in its far-reaching coverage are provisions banning discriminatory practices in education, employment (and specifically in apprentice training), health, hospital and welfare services, public accommodations, and housing. The scope of the city's Equal Opportunity Commission would be enlarged and under a new name--Baltimore Community Relations Commission--would be charged with administering and enforcing the provisions of the legislation.

Passage of this legislation, Mayor McKeldin predicts, will make Baltimore, "an open city."

The ordinance provides that it shall be an unlawful employment practice "for any labor organization or employers' association established for the purpose of training apprentice candidates, acting individually or jointly, to discriminate against any person with respect to admission or membership, or with respect to terms, conditions of employment or training, placement, or any other benefits." As with other unlawful practices under the proposed ordinance, the Community Relations Commission is empowered to take appropriate steps to eliminate discriminatory apprenticeship practices.

At the moment there is activity and there would seem to be progress in this Baltimore City situation. It has been demonstrated that government can respond quickly to a crisis and mobilize itself into a forceful agent of change.

## Findings and Conclusions

1. In general, equal opportunity in employment, upgrading, promotion, apprenticeship programs, and training programs is the official policy of industry, labor, and government. However, in practice this policy has been relatively meaningless in the absence of affirmative implementation by the parties enunciating such policies.

2. The apprenticeship programs currently operating in Maryland with the sponsorship of the Bureau of Apprenticeship and Training fail to meet the demand for trained workers, white and Negro, in the State.

3. Negroes present an insignificant percentage of the trainees for skilled work in Maryland. Within the entire framework of the apprenticeship programs, there exist extremely limited opportunities for Negroes to obtain training in the crafts and the industrial trades.

4. For numerous reasons, Negroes are not applying for apprenticeship training in any substantial numbers.

5. Discrimination is oftentimes subtly and deviously applied, but it is nonetheless apparent and discouraging to the potential nonwhite trainee.

6. Negro participation in apprenticeship training programs has been effectively limited by inadequate vocational school followup procedures, by nepotism in the trade union movement, and by restrictive criteria in company admission policies.

7. Whites are favored in preponderant numbers over Negroes with comparable training for openings in apprenticeship and training programs.

Despite policies to the contrary, some unions at the local levels have maintained fairly rigid discriminatory practices in denying to nonwhites the opportunity for membership and training.

Employers also have practiced discrimination in hiring--despite asserted policies and pronouncements to the contrary.

8. High school students in vocational education are being taught some skills that are no longer in great demand. Because of the heavy expenditures involved, limited training is provided in the

skills which have become necessary in a world of technological and scientific advances. Even in the traditional industrial skills, students are not receiving the grounding considered necessary to obtain employment in the crafts and to participate in apprenticeship programs. Public schools have fostered segregation practices in apprenticeship and training programs in permitting the use of classrooms and shop facilities by organizations which practice discrimination. Such practices, fortunately, have now been eliminated in Baltimore.

9. Integration of the work forces on construction jobs awarded by Baltimore City has been token at best and as a rule almost nonexistent in the apprenticeship and skilled areas. For a time this summer it seemed that threatened demonstrations were the only way to get action from the city, the unions, and the employers. The city has been derelict in the enforcement of its prevailing wage schedules and has allowed nonunion contractors to pay workers less than the established scales. With the overwhelming preponderance of city-financed work awarded to nonunion contractors, the Associated Builders and Contractors have a special obligation to live up to their declarations of nondiscrimination.

Unions and union contractors, with two-thirds as many apprenticeship programs as the ABC, have a comparable responsibility to open up classes and membership for Negroes.

Unions have not opened their ranks to nonwhites on an across the board basis, but nonunion workers now have the opportunity to enter hitherto restricted and segregated locals by participating in organizing campaigns. On the whole, there are very few journeymen and skilled workers among Negroes in the Baltimore area.

The city's nondiscriminatory edict in its contracts has not been enforced. The contractors' and unions' pledges of equal opportunities also, in the main, have been hollow. The city is not yet equipped with the laws, programs, or agencies that are necessary to bring about compliance with its policy of nondiscrimination. The sweeping civil rights proposal of the city administration could, if enacted, be the means of bringing about urgently needed improvement.

## Recommendations

1. A nondiscrimination clause should be required in the contracts awarded by every subdivision and incorporated municipality in the State. It would seem practical that a uniform clause be adopted throughout the State (which would also supersede the provisions of the State and Baltimore City) so that the provisions, penalties, sanctions, and enforcement features will be identical.

2. Enforcement of the nondiscriminatory clauses and pledges must be aggressively and affirmatively conducted at every echelon of government where they are applicable and at every level of the business, labor, and industrial community where they are enunciated.

At the national level, the President's Committee on Equal Employment Opportunity should delegate enforcement of clauses prohibiting discrimination in apprenticeship to the State offices of the Bureau of Apprenticeship and Training of the Department of Labor.

At the State level, the Maryland Commission on Interracial Problems and Relations should be assigned the task of enforcement and funds should be made available to staff this operation.

At the city of Baltimore level, the enforcing assignment should go to the Equal Opportunity Commission and funds also should be allocated to provide for a staff to carry out this function.

The scope of responsibility of the enforcing agencies must extend to the general contractors, the subcontractors, and to the unions when they are involved.

Extensive records on hiring, promotions, upgrading, and lay-offs must be maintained by the hiring companies and such records must be available to the governmental enforcing authorities. For unions engaged in work on government-sponsored jobs, records must be maintained on applicants for journeymen and apprentice assignments, on hiring hall practices, and on assignment to jobs and to apprenticeship programs. All such records, insofar as they pertain to union involvement, also must be made available to the governmental enforcing authorities.

3. All apprenticeship training programs undertaken by any contractor, company, association, organization, business, industry, or union or group of unions engaging in interstate commerce or affected by a public interest should be registered with the Bureau of Apprenticeship and Training.

4. The Bureau of Apprenticeship and Training and other appropriate State and Federal agencies should institute aggressive programs encouraging all employers, whether dealing with apprenticeable trades or not, to establish training programs for various job categories and to encourage the use of such programs to train employees for various job classifications on a nondiscriminatory basis. The staff of BAT should be increased to permit adequate conduct of these activities.

In all such apprenticeship and training programs, BAT should establish objective criteria for admission; establish the ratio of apprentices to journeymen; receive the list of applicants and the subsequent list of accepted apprentices; certify the candidates accepted as qualified; review the list of disqualified candidates and determine whether, under the criteria established, such determination was proper; take affirmative steps to interest, counsel, and recruit Negroes into the apprenticeship and training programs under its jurisdiction; and maintain supervisory checks on the progress, status and, when it occurs, the dismissal of all trainees in such programs.

In the event BAT determines discrimination or prejudice to have been a factor in any negative action taken, BAT shall recommend the imposition of penalties and sanctions as prescribed by the President's Committee.

5. An apprenticeship and training information center should be established in the Maryland State Employment Service headquarters in Baltimore and subcenters should be established in the various regional offices of the MSES in other geographic areas of the State.

The center should maintain a complete dossier on all apprenticeship programs in the State including information on where they are located, how they are run and by whom, the number in each class, the scheduled opening of new classes, and the availability of openings and vacancies in the programs.

The center should be operated by staff personnel of the MSES and an advisory board should be created to give policy direction, counsel and advice in the operation of the center. Membership of the advisory board should be made up of one representative each from the Bureau of Apprenticeship and Training, organized labor and management, and one public representative each from Baltimore City,

Baltimore County, Anne Arundel County, Prince Georges County, Montgomery County, the Eastern Shore, southern Maryland, and western Maryland.

The staff of the center should work closely with guidance counselors and vocational education departments throughout the State, and insure that the training provided at the secondary school level is attuned to the contemporary and future demands of the industrial community.

The center should coordinate its activities closely with the plans and programs of organized labor and management in the apprenticeship and training fields and take affirmative steps to encourage Negro youths to prepare for skilled work. It should also assume leadership in recruiting trainees from among nonwhite students into established apprenticeship and training programs.

6. The Maryland State Department of Education, through its Division of Vocational Education, should immediately undertake a study to:

(a) determine whether the training received in the vocational schools and other training classes is of a caliber high enough to meet the standards imposed by craft and trade unions and by employers generally.

(b) determine whether the training given is of the nature and kind sufficient to meet the demands of an industrial community geared to a technology requiring special skills.

(c) determine how the vocational curriculum should be revamped to meet the needs of a modern and fast-moving technical society.

(d) determine whether the counseling and followup procedures given particularly to students from the minority community are sufficiently enlightened and intensive to insure that the potential of the minority youth is realized and opportunities for them are obtained and achieved.

7. The Maryland State Department of Education, and the Departments of Education in every subdivision of the State, should issue a policy directive barring the use of any school facility to any group conducting apprentice training on a segregated basis.