

DOCUMENT RESUME

ED 048 473

VT 012 559

TITLE Blacks in the Construction Trades and Effect on Connecticut Economy.  
INSTITUTION Connecticut Univ., Storrs. Labor Education Center.  
SPONS AGENCY Connecticut Research Commission, Hartford.  
PUB DATE Jun 70  
NOTE 100p.

EDRS PRICE MF-\$0.65 HC-\$3.29  
DESCRIPTORS \*Apprenticeships, \*Building Trades, Culturally Disadvantaged, \*Employment Problems, Employment Statistics, Equal Opportunities (Jobs), \*Manpower Needs, \*Negro Employment, Negroes, Skilled Workers, State Surveys

ABSTRACT

In this study of black employment in the building trades in Connecticut, a state-wide survey was made of workers, students, apprentices, project directors, public officials, and union and trade association officers. The survey showed that even with an increase of nearly 50 percent since 1960, blacks still represent less than 7 percent of all construction workers, and few of those are in skilled trades. This has continued despite increasing shortages of skilled labor for two reasons: (1) With few blacks now employed, there are few who can pass on job information to other blacks, and (2) Many blacks are culturally disadvantaged, lacking the necessary competency at mathematics and science. Although manpower shortages are expected to continue for the next decade, there is little possibility of increased black representation, at least for the next 5 years, because of the present shortage of blacks in the lengthy apprenticeship programs. (BH)

cl

ED0 48473

U.S. DEPARTMENT OF HEALTH, EDUCATION  
& WELFARE  
OFFICE OF EDUCATION  
THIS DOCUMENT HAS BEEN REPRODUCED  
EXACTLY AS RECEIVED FROM THE PERSON OR  
ORGANIZATION ORIGINATING IT. POINTS OF  
VIEW OR OPINIONS STATED DO NOT NECESS-  
SARILY REPRESENT OFFICIAL OFFICE OF EDU-  
CATION POSITION OR POLICY

# Blacks in the Construction Trades & Effect on Connecticut Economy

June 1970  
Labor Education Center  
The University of Connecticut

VT012559

012559

PREFACE

This study was made by the Labor Education Center of the University of Connecticut at the request of the Connecticut Commission on Human Rights and Opportunities and funded by the Connecticut Research Commission.

Other studies made of minority group employment in Connecticut include "Minority Group Integration by Labor and Management," "Training of Negroes In The Skilled Trades," "Survey of Employment Patterns of Retail Food Super Markets," and "Minority Group Employment in State Government." Further studies of this nature are contemplated in other industry and business activities.

The study was originally designed to obtain information on Spanish-Americans as well as blacks. However, it became apparent early in the study that it was difficult to identify the Spanish-Americans both on the jobs and from employers' payroll records. Rather than collect and present information which might be inaccurate, it was decided to confine the study to blacks.

We thank the many construction workers, apprentices, students, union officials, project directors, construction employers, trade association officers, school administrators, and public officials who so generously supplied the information that comprises this report. As you will note, the data presented herein is original material collected from these sources.

The study was conducted by the Center in the hope that it will lead to a better understanding of the status of blacks in the building trades and to solutions of the problems connected therewith.

Professor John J. Glynn, Director, Labor Education Center  
Professor David Pinsky, Chief Investigator

FCREWORLD

The Commission on Human Rights and Opportunities acknowledges with gratitude the research assistance of the University of Connecticut. The Labor Education Center, under the auspices of the Institute of Urban Research, studied in depth the pertinent facets of the construction industry and building trades in Connecticut relative to employment and training opportunities of minority group persons.

Professor David Pinsky, the principal investigator, has presented a comprehensive and objective analysis of the findings. Earlier, Professor Pinsky, in a proposal for the study, pointed out that "one of the most important and explosive issues in Connecticut today is the limited opportunity for minority workers to obtain employment other than in low-paying, menial and unskilled occupations. The purpose of the study was to enable the Commission on Human Rights to formulate a plan of action based on and supported by facts for providing entry opportunities for minority group workers in skilled construction occupations."

At this point, I should like to remind those who might not be familiar with the law, that the Commission on Human Rights has been authorized by Statute since 1947 to "compile facts concerning discrimination in employment, violations of civil liberties, and other related matters; and to study the problem of discrimination in all or in specific fields of human relationships."

Since the Commission on Human Rights has been given this mandate, it has pursued various research studies and projects in areas of employment, housing, race relations, and education

The first and broadest in the scope of the surveys of industries was undertaken in 1951, and

published in 1953, under the title of "Minority Group Integration by Labor and Management." The study revealed a wide diversity of practices in the hiring of Negroes. Most of them were working at lower-grade production jobs; a small proportion worked at skilled and clerical occupations; and a very few were employed in managerial or supervisory capacities. About a quarter of the companies at the time either employed no Negroes at all, or if they did, only a very few.

The next study dealt with the "Training of Negroes In Skilled Trades." It was concerned, primarily, with the extent and types of training received by Negroes in skilled trades. Principal findings revealed that the experience of Negroes in acquiring skilled trade training compared unfavorably with whites in three respects: 1) the types of skills required; 2) post-vocational school opportunities for employment in trades; and 3) opportunities for on-the-job apprenticeship training.

In 1964, a study of food industries was undertaken. The first part dealt with the employment of minority persons by the food distributors in the State. Among these were bakeries, dairies, and non-alcoholic beverages distributors. The second part concerned itself with the employment patterns of retail food supermarkets.

As a result of the study of the food industries in Connecticut, the Commission on Civil Rights - now known as the Commission on Human Rights and Opportunities - received a grant of \$15,000 in 1967 from the Equal Employment Opportunities Commission, to promote Affirmative Action in the behalf of minority group persons seeking jobs in these industries. Since then, the grant has been renewed and expanded to include other industries. With the exception of the Construction Study, all other in-depth surveys were funded by private foundations and the Federal Government.

The Commission on Human Rights considers this study on "Minority Employment In The Construction Industries And Its Effect On The Connecticut Economy" to be very valuable at this time because of the following: 1) the blatant exclusion of minority group persons from the building trades, locally and nationally; 2) the beginning of the Model Cities Program which was designed to renew and redevelop areas predominately inhabited by minority groups and the poor (Current practices and policies of contractors and unions tend to exclude involvement of these areas' inhabitants in the redevelopment process.); 3) the dearth of minority group persons being trained and licensed for the building trades in comparison to the number of minority group persons in other industries; 4) the large amount of Federal and State funds being expended on projects which practically exclude minorities in violation of Federal and State laws; 5) the extreme difficulty of minority group persons in obtaining membership in many of the trade unions; and 6) the large job potential which exists for many of the hard-core unemployed.

These are but a few of the reasons for the immediate consideration of the situation which now exists in the construction industry.

In Human Rights, as in other disciplines and fields of endeavors, research can prove to be a valuable tool. A myriad of complex problems surrounding the socio-economic fabric of our present society must be appraised objectively and realistically for constructive solutions. No longer can we afford the luxury of permitting customs, traditions and myths to suffice on such vital issues. Current and future thrusts must entail bold and innovative approaches that will guarantee equality of opportunities, regardless of race, religion, sex, or nationality; and will enhance the democratic process for all citizens.

While this survey of the construction industry does provide informative and documented data on many aspects of the construction industry's operation in Connecticut, it does not, by any means, provide the solution to the problem. The Commission on Human Rights plans to study and analyze these data very thoroughly for action in areas of legislative needs, intergroup and educational programs, affirmative action projects, and the possibility of legal actions.

Arthur L. Green  
Director  
Commission on Human Rights and Opportunities

Labor Education Center

John Glynn, Director

B L A C K S    I N    T H E    B U I L D I N G    T R A D E S

A RESEARCH STUDY

CHIEF INVESTIGATOR

Professor David Pinsky

RESEARCH SPECIALIST

Lawrence Rosini

RESEARCH ASSISTANTS

Jai Smith

Robert Warren

FIELD INVESTIGATORS

Billie DeWalt

George Coppolo

Donald Wrenn

Wayne Lawrence

Walter Melnichuk

STUDY SECRETARY

Orba Washburn

TABLE OF CONTENTS

	<u>Page</u>
Preface	i
Foreword	ii
Summary	1
I. The Connecticut Economy	4
II. The Construction Industry in Connecticut	9
III. Employment by Race	17
IV. The Worker Survey	22
V. The Project Directors Survey	28
VI. The Unions	34
VII. The Employer Organizations	40
VIII. Labor Management Contracts	42
IX. The Apprenticeship Training System	46
X. The Apprenticeship Survey	59
XI. The Students	65
XII. The Licensing Laws	71
XIII. Affirmative Action Programs	75
APPENDIX	A1-A9

## # I G H L I G H T S

The field survey in the summer of 1969 showed that 3.9% of construction workers were blacks. This was an increase over the 4.8% blacks shown in the 1960 census. Over half of the blacks employed in 1969 were in the labor group.

Principal gains since 1960 were in the labor group, in the brick, stone, and cement mason group and in carpenters. The other occupations showed either little or no gains or declines in the proportion of blacks employed in 1969 over the 1960 census.

There is little possibility of an increase in the number of blacks in the skilled occupations, except carpentry, for the next five years because of the few number of blacks now enrolled as apprentices for these occupations.

Family and friends were the main source of interest in attracting workers to construction. This source interested half of the white workers and a quarter of the black workers. Among union apprentices 58% acquired interest through family and friends while among nonunion apprentices 41% were so interested.

A variety of reasons for the few number of blacks in the skilled building trades were given by on site workers. Among white workers, the most frequent response, 19%, was lack of motivation among the blacks. Among black workers the most frequent response, 34%, was discrimination.

Thirteen affirmative action programs to bring black youths into the skilled trades have been undertaken by employers and unions in Connecticut. These consist of special training or assistance in entering the apprenticeship programs. The most successful programs have been in carpentry.

A shortage of skilled construction workers will persist throughout the next decade. The number of workers and amount of activity will fluctuate with economic conditions and the degree of the shortage will vary.

The Connecticut Economy in terms of the amount of building and road construction was moderately affected by labor shortages. Of 230 project directors responding, 133 or 57.8%, replied that the labor shortages caused no limitation on their total activity, 16, or 7.0% reported a moderate effect, and 81, or 35.2%, reported a definite limitation.

## CONNECTICUT BLACKS IN THE CONSTRUCTION TRADES AND EFFECT ON CONNECTICUT ECONOMY

### S U M M A R Y

During the past several years there has been a growing interest and protest by black, civil rights, church, government, and other groups over the number of blacks employed in the building trades. This is the result of the following factors:

1. Construction workers are visible.
2. The number and proportion of blacks are low in the skilled construction trades.
3. It is a high paying activity.

A field study of the number of blacks employed in on-site construction was made in the summer of 1969. This revealed that 6.9% of the workers were black which was an advance from the 4.8% proportion as shown in the 1960 census. The gains in the number of black workers was mainly in the labor group, in which more than half of all black workers were employed in the summer of 1969. Substantial but smaller gains were made in the other so-called "dirty" occupations - brick, stone, and cement masons, and among the skilled trades, a substantial increase was made in carpenters.

In the occupations requiring the most training and skills, and also the highest paying - electrician, plumber, steamfitter, sheet metal - the number and proportion of blacks are low and have shown no significant gains in the past ten years. The proportion of blacks is also low in the ironworker occupation.

Little change can be expected in the proportion of blacks in these skilled trades for at least the next five years. The licensing provisions for electrician, plumber, and steamfitter require a five-year apprenticeship. In sheet metal, nearly all new journeymen must also serve a four-year apprenticeship.

The current proportion of blacks in apprenticeship in these occupations is also quite low. Therefore, at least for the next five years no significant increases in the proportion of blacks in these occupations may be expected under the present systems.

The low number of blacks may be accounted for basically by two factors. First, construction apprenticeship and trades are largely family oriented. Youths develop an interest in and knowledge of a trade through family and friends. With few blacks now in these trades, there are few who can pass the interest in and knowledge of the trades on to black youths, or assist them in entering once the desire and interest has been stimulated.

Secondly, these trades require considerable technical and academic knowledge. Technical manuals of standard procedures have been developed for these skilled trades and must be studied for the apprenticeship and licensing procedures. This requires a moderate amount of competency in mathematics and science. Because of their cultural and educational background, many of the blacks are unable to cope with this phase of the entry into the skilled trades.

The study was unable to find any overt cases of discrimination against blacks in the entry process. A number of community action agencies, human rights commissions, and one urban league were visited and asked if they knew of or could identify individual cases of discrimination. No positive responses were received. The Commission on Human Rights and Opportunities did submit a list of sixteen persons who had filed complaints on discrimination in construction during the past five years, seven against employers and nine against labor unions. Of these, seven were satisfactorily adjusted without any hearings, eight were dismissed as without foundation or for lack of evidence, and one is still pending.

While wages in construction are high, the trades are not attractive to or held in high esteem by youth. This is because of their image of the typical construction worker and of the hard physical nature and conditions of work in construction. Only a very small proportion of noncollege bound high school seniors are planning to enter construction, and those that are show interest mainly because of family ties. College bound high school youth showed practically no interest. College students disdain the construction trades even though recognizing that the wages they could earn may be considerably higher than what they will earn upon completion of college.

The total number of on-site construction jobs in Connecticut will most likely be at about the same level in 1980 as it is now. The total amount of building and road construction activity will be at least 50% above present levels but the increase will be accomplished through new techniques, materials, and machinery, rather than through more workers.

While the total number of workers will remain about the same, there will be a shift in the occupational composition. A higher proportion of skilled workers will be required and a lower proportion of laborers, masons, and carpenters. These last three occupations are those in which the proportions of blacks are high or increasing.

A shortage of skilled workers will persist throughout the decade. The number of apprenticeship openings are largely controlled by union members for their respective crafts. Since there are no seniority provisions in construction, the members protect their job security by limiting the number of workers in their craft through apprenticeship openings.

The level of construction activity will not increase evenly throughout the next decade but will fluctuate with general business conditions and other factors. Thus the intensity of the shortage of workers will vary over the period.





Table I-1  
CONNECTICUT  
EMPLOYMENT CHANGES  
1956-1969  
by Major Groups

<u>Industry</u>	Annual Average (in thousands)		Percentage Increase
	<u>1969</u>	<u>1956</u>	
Total Nonagriculture	1,173.0	913.4	28.4
Manufacturing	470.5	439.4	7.1
Nonmanufacturing	702.5	474.0	48.2
Construction	55.8	50.6	10.3
Transportation	26.1	24.8	5.2
Comm. & Utilities	25.4	21.1	20.4
Trade - Total	214.1	151.4	41.4
Wholesale	46.9	33.6	39.6
Retail	167.2	117.8	41.9
Finances & Real Estate	28.7	18.0	59.4
Insurance	40.1	28.6	40.2
Service	165.7	98.1	68.9
Government	146.5	81.4	80.0

Source: Connecticut Labor Department



1966, from which it increased each year to 51,700 in 1969. From 1966 through 1968 Connecticut had the most severe labor shortage of any state in the nation and this was particularly pronounced in the Hartford and Stamford labor market areas.

There were shortages of professional, technical, and skilled workers in construction as well as in manufacturing and other endeavors.

#### CONNECTICUT FACTORY WAGES TWELFTH FROM HIGHEST IN NATION

In June 1969 Connecticut factory workers' earnings averaged \$137.67 a week, which was twelfth highest in the nation. Average wages in construction during this month were \$220.70 a week, highest of any employment group in the state.















Technological developments are expected to have a significant effect on the type of construction jobs by 1980 as well as on the number of jobs. An increase in the proportion of off-site workers, particularly professional and technical workers, is expected. Among the skilled jobs, decreases in the proportion of carpenters and painters, and increases in the proportions of electricians, plumbers, ironworkers, mechanics, and sheet metal workers are likely. The proportion of laborers is expected to decline with the introduction of more and newer material moving equipment.



































## VI. THE UNIONS

## CONSTRUCTION UNIONS LOCALS NUMBER 120 IN CONNECTICUT

Construction unions are among the oldest in the labor movement. Their strength and stability arises from the skills required for their crafts, the limited number of persons possessing such skills, and the common interests of its members. Due to the shortage of skilled construction workers since the 1930's, work stoppages on labor-management disputes since then have generally been successful and seldom challenged by employers.

The unions operate on a local basis and with only a very few exceptions are affiliated with international unions in their crafts. At the national, state, and the larger metropolitan areas, these unions belong to general building trades councils. The international unions generally prescribe the procedure for the admittance of new members to the union.

The referral of union members to jobs is handled by the business agent who also plays a major role in contract negotiations with employers. The business agent is elected by and must be responsive to the wishes of the members. Replacement of business agents in the building trades is not uncommon.

The hourly wages in the unionized building trades are among the highest of any skilled trades. Annual earnings are diminished by weather and other seasonal factors.

In Connecticut there are 120 active locals of 17 international unions as shown below:

<u>International Union</u>	<u>Number of Locals in Conn.</u>
Asbestos Workers	1
Boilermakers	1
Bricklayers	13
Carpenters	29

International Union      Number of  
Locals in Conn.

Electrical Workers	7
Elevator Constructors	1
Operating Engineers	1
Glaziers	2
Ironworkers	2
Laborers	15
Lathers	6
Marble Polishers	1
Painters	19
Plumbers & Steamfitters	17
Roofers	2
Sheet Metal Workers	2
Slate, Metal and Terrace	
Helpers	1

In the summer of 1969, about 32,000 of the 43,800 on-site construction workers were on union projects. Approximately 80% of construction workers are members of labor organizations, but the degree of membership varies among skills, localities, and nature of construction. In commercial and industrial building, and in road construction, the degree of unionization is high. In home building, a large proportion of the work is done by nonunion workers.

UNION MEMBERSHIP REQUIREMENTS

Most union locals require a majority vote of its current members for the admittance of a new member. The qualification for membership in the local union by laws almost always refer to membership qualifications in the constitution of its international unions.

Apprentices who complete union programs and obtain licenses where required are usually accepted into the union as journeymen as a matter of course.









## VII. THE EMPLOYER ORGANIZATIONS

### TRADE ASSOCIATIONS PROMOTE WELFARE OF 7,870 CONSTRUCTION EMPLOYERS

Construction employers in Connecticut totalled 7,870 in June 1969, most of whom are small with average employment of eight.

The contractors have formed trade associations to promote their interests and handle problems as a group which would be most difficult to do as individuals. The functions carried out by these associations differ from group to group and include, although not necessarily all in a single organization, the following:

- a. Labor contract negotiations
- b. Labor relations
- c. Manpower procurement
- d. Dissemination of information on:
  - a. Government rules and regulations
  - b. New techniques, materials, equipment
  - c. Safety practices
  - d. Equal employment opportunities
  - e. Contract opportunities
- e. Legislative lobbying
- f. Public relations
- g. Relations with architects, government agencies, and other groups







on the basis of race or color and in some discrimination by the employer on account of unionism. Some require the union to participate and cooperate in affirmative action plans of the employer.

A listing of typical nondiscrimination clauses is shown in Appendix B.

Apprenticeship clauses appear in 25 contracts. The pertinent feature of such clauses is the setting of the ratio of apprentices to journeymen. The specific ratios appear in 20 of the contracts while five state that the ratio will be that set by the joint apprenticeship council.

The number of selected clauses in labor management contracts are shown in Table VIII-1.

The specific ratios in the 20 contracts are listed by occupation in Appendix C.











and area over which it has jurisdiction. The councils consist of three contractor employers and three union representatives. Usually the employers prefer a greater number of apprentice openings while the unions favor a more limited number. The councils also set the qualification for acceptance into the program which may include age, education, testing, residence, and physical condition.

Letters announcing these openings are issued by the chief of the state apprenticeship training division and are sent to the local offices of the state employment service, the apprentice information centers, schools, and in recent years to community action agencies, the urban league, churches, and other groups working with disadvantaged youths. One announcement of apprentice openings is usually made each year by each council.

During 1969, the State Director of Apprentice Training issued 46 announcements covering 560 apprenticeship openings. These letters state the occupation, area, time and place where application may be made, age limits, number of openings, educational and testing requirements, and residence limits.

Table IX-2 shows the number and significant provisions of apprenticeship announcements made during 1969, by occupation.

While the apprenticeship provisions are established by the joint apprenticeship councils, they must conform to the requirements in the constitutions of the international union for the trade.

Table IX-3 shows the significant provision on apprenticeship in the constitutions of the international unions.

#### APPLICATION FOR APPRENTICESHIP ENTRY USUALLY MADE TO UNION BUSINESS AGENT

Having an interest or desire to enter an apprenticeship program, the youngster will generally





Table IX-3  
APPRENTICE REQUIREMENTS OF INTERNATIONAL UNION CONSTITUTIONS

Union	Age	Term of Apprenticeship	Apprentice-Journeyman Ratio	Moral Character	Other
Boilermakers					
Bricklayers		3 - 4 years determined by local			Apprentice program developed by collective bargaining agreements, approved by international union.
Carpenters	17-24	4 years	1:2 or local determines	good moral character	Locals regulate own laws, approved by intl. union. One year technical night school or approved home-study course. Local sets up examining committee
Electrical Workers					Local has power to adopt or subscribe to an appren. program according to local conditions.
Ironworkers	18-30	local decides			Local established committee to develop program.
Operating Engineers					Apprentice must comply with international constitution.
Painters & Glaziers	26 maximum	3 years	determined by local; shop with 8 journey-men must take 1 apprentice		
Plasterers & Lathers	16-26 (except for veterans)	5 years	1 to each Local - 1:5		Local sets up JAC.
Plumbers & Pipe Fitters				sound moral character	App. agree to learn all aspects of trade App. agree to related training App. agree to study U.A.Training System





















### YOUTHS OUTLOOK ON APPRENTICESHIP

The apprentices were asked to express their feeling toward the apprenticeship programs. Their replies were quite mixed. Among union apprentices a little more than half felt they were valuable and encouraging to youths to enter the occupation. In nonunion courses a little less than half felt this way.

Highest praise came from a number who felt that the classroom learning was essential to supplement on-the-job training and comprehend the job. Major contention in most courses was the mathematics requirements, some feeling it extremely valuable while others, who perhaps had experienced a good deal of difficulty with it, felt the amount required was not necessary.

Largest source of complaints was on the relatively low apprenticeship wages, the evening hours spent in the classes, and the length of the program.

## THE HIGH SCHOOL YOUTHS

About three-quarters of the current apprentices are public high school graduates. In order to find out the interest in construction among white and black youths in these schools, a survey of noncollege bound students was made in ten high schools in the four largest Connecticut cities. A total of 112 white and 71 black youths were asked:

1. You will be graduating this June. What type of a job do you expect or hope to get when your complete school?
2. Would you be interested in a skilled job in construction such as a carpenter or an electrician?
3. If you wanted such a job, what steps would you have to take to get one?
4. What are the pay rates for skilled construction workers?

## FEW HIGH SCHOOL YOUTHS PLAN TO ENTER CONSTRUCTION

Interviewed in the high schools were 112 whites and 71 blacks. Planning to take a construction job after high school were 8 whites, or 7.1% of the total number of whites, and 2 blacks, or 3.8% of the total number of blacks. Their choices were heavily family oriented. Four of the eight whites have close relatives in construction, two had worked in construction jobs in previous summers, one developed a self interest, and one was going to Alaska where "there is big money" in construction. Both of the blacks had close relatives engaged in skilled construction work.

















Table XII-2  
 LICENSING TESTS HELD  
 4TH QUARTER 1969

<u>Occupation</u>	Total Taking Tests	B L A C K S	
		<u>Tested</u>	<u>Passed</u>
Heating	70	1	1
Electrical	104	5	0
Plumbing	71	1	1
Elevators	no test held		



3. "I've been through the program and will work with anyone who goes through the same program. But don't send anyone on the job who has shortcut the training requirements."
4. Because of the cultural and educational background of the disadvantaged, they need at least the same amount of training as other apprentices.

The largest number of formal programs have been in carpentry and are funded by a multimillion dollar grant to the Carpenters International which has allocated funds to locals throughout the nation. The nature of the formal programs are outlined below.

#### THE UNION CARPENTERS PROGRAMS

The program bringing the largest number of blacks into the skilled trades is that in carpentry. The United Brotherhood of Carpenters and Joiners of America has a three and a half million dollar contract with the U.S. Labor Department for training and bringing into apprenticeship disadvantaged youths. These programs are carried out by locals of the union through the Joint Apprenticeship Council with the support of contracted employers. A number of cities in Connecticut have successfully completed such programs.

Basically, the program starts with an eight-week instructional classroom course followed by automatic entry into the union apprenticeship program. The first 18 weeks of the apprenticeship period involves a coach trainer who closely supervises, trains, helps and acts as a counselor and advisor to the young workers.

During the eight week classroom period, the trainees receive \$54 a week subsistence pay under the Manpower Training and Development Act. During the 18 week probationary period they are paid the regular apprentice-











The main feature of this is the special recruitment effort and the setting aside of a number of apprentice slots for minority group youths. No special training is provided nor are any entry requirements waived. Ten apprentice slots were reserved for blacks last Fall. From September to December six blacks were enrolled. Twenty new slots were opened in December and by May none were filled. The Urban League interviewed 50 prospective apprentices and referred 32 J.A.C. none of whom were enrolled.

According to the Urban League, the problem with the enrolling of blacks as apprentices is the entry specifications which require a high school diploma and a transcript of high school grades, often difficult to obtain by youths who have moved up from the South, passing a test prescribed by the international union, and a physical exam at the applicant's expense.

The Joint Apprenticeship Council states that it must maintain these requirements because of the potential danger to fellow workers and subsequent occupants inherent in electrical work. The council expects to open 50 apprentice opportunities next September with special preference for minority group youths.

















