

Stephen J. Pollak

June 27, 1968

Owen M. Fiss

OMF:daw
170-57-5
#34-035-18

United States v. IBEW, Local 38, et al.
Cleveland, Ohio

Enclosed you will find the most pertinent material regarding your meeting on Monday on Local 38.

- A. The Basic Correctional Program - The Predicate for Suit, letter of October 13, 1967
- B. Letter of Mr. Pollak to the EEOC on their program, and response - February 5, 1968
- C. Memorandum of Recent Negotiating Meetings, April 17, 1968 and April 25, 1968

I am also attaching to the inside cover the international procedure for selecting apprentices -- the methods which the union adopted last summer and which we found inadequate.

In capsule form, the critical issues that divide us are as follows:

- (1) Whether the defendants are prepared to have a method of apprenticeship selection that incorporates principles of trusteeship or that incorporates an allocation of points;
- (2) Whether the defendants are prepared to dispense with the requirement for purposes of job referral that the individual Negro have experience with a contractor under a collective agreement;

(3) Whether the defendants are prepared to modify the experience requirement for purposes of job referral so that Negroes could get out of the hiring hall (even in the lower categories) without proof of any experience in the industry and so that the stringent requirements of the higher categories (for example, four years) are modified for Negroes;

(4) Whether the defendants are prepared to accept qualified Negroes into the union directly as journeymen; and,

(5) Whether the defendants are prepared to settle these matters on the basis of a consent decree rather than a formal agreement.