Objectives

In completing this lesson, students will:

- Examine historical data from various perspectives, including museum and library collections, player contracts, labor agreements, organizational structures, artifacts and primary sources.
- Analyze and evaluate primary source documents.
- Compare and contrast models of resolving differences throughout the various player organizations in baseball's labor history - such as individual contracts, management philosophies, meet and confer, collective bargaining, mediation, and arbitration.
- Understand through research, discussion, and role play: human and civil rights with responsibilities; the purpose and concept of organizing a labor union; the decision-making process that defines the employer-employee relationship, including negotiation, conflict resolution and contract enforcement.

Time Required: 1 to 2 class periods
In Advance of a Field Trip or Videoconference

Pre-Program Classroom Activities (Students should select one of the following projects to work on)

1. Research and acquire an historical understanding of baseball player organizations within the context of a broader labor movement, beginning in the 19th century. These should include:
   a) National Association of Baseball Players (1858)
   b) National Association of Professional Base Ball Players (1871)
   c) Brotherhood of Professional Base Ball Players (1885)
   d) Players’ Protective Association (1900)
   e) Fraternity of Professional Baseball Players of America (1912)
   f) American Baseball Guild (1946)
   g) Major League Baseball Players Association (1952)

2. Plot the location of major league teams in 1925. Given the constraints and realities of travel during that era, discuss the salary and working conditions a player might negotiate as a part of his annual contract. Other typically non-negotiable provisions might include, but would not be limited to: meal money, clothing, travel costs, lodging expenses, etc. These funds should be sufficient for the duration of a season. Project the same expenses forward to the present day. List other benefits and expenses the contemporary player might request that would be different from those of 1925.

3. Discuss the concept of a major league baseball player. What distinguishes a professional from an amateur? How does the employer-employee relationship determine a player's responsibility to the team and vice versa? What would happen if the players and owners did not have a performance agreement that binds them to certain standards and structures, including compensation and rules?

4. Chart the organizational structure of Major League Baseball, including the commissioner's office, the owners, the players' association and the teams of incorporation. Explain the respective roles, responsibilities and interdependency of each.
5. Research what laws and regulations govern labor relations in Major League Baseball. How is professional baseball subject to the National Labor Relations Act (the Wagner Act) and the National Labor Relations Board?

6. As a class, research the structure and explain the governance of a professional baseball team. Compare and contrast this organization with other entities, such as the school, the community, a local business, the city or state government. Categorize these according to social, political or industrial organizations. Do they employ labor through an individual or collective agreement?

7. Identify and list sources of revenue (e.g. ticket prices, concessions, television contracts, etc.) that influence the culture of labor in Major League Baseball and may affect the interaction of the team, the owner, the players and the fans. Role-play either actual or hypothetical negotiation issues involving these sources and portray the deliberation from each participant's perspective of the process.
Students can look up these terms and phrases that relate to the labor industry:

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Lesson

Labor History: Hardballs and Handshakes

1. Now begin a discussion about primary and secondary sources. Create class definitions for each type of source (or use the following definitions) and write them on the board.

   **Primary source** - source created by people who actually saw or participated in an event and recorded that event or their reactions to it immediately after the event.

   **Secondary source** - source created by someone either not present when the event took place, or removed by time from the event.

2. Review examples of primary and secondary sources.

   Primary sources may include contracts, newspaper articles, letters, diaries, interviews, laws, reports of government commissions, etc.

   Secondary sources may include entries in an encyclopedia, textbooks, journal articles, etc.

3. Ask students how primary sources might be helpful for someone who is learning about the past. You may want to ask students to specifically think about how primary sources would be helpful in learning about Jackie Robinson.

4. Discuss that both primary and secondary sources can show bias. Explain that bias means having an unfair or unbalanced opinion. Recognizing bias can be hard, but it can be very useful as it lets us find out about what people believed or thought about a particular subject.

5. Discuss that primary sources are a reflection of the people who wrote them and the time in which they were written. Sometimes these sources include terms and words that are not used anymore.
6. Ask students to think about how they might go about analyzing a primary or secondary source. Have students brainstorm questions they would want to ask when looking at a document.

7. Develop a "How to Analyze a Primary Source Document" list based on students' responses to the brainstorming session.

   Example:
   o What type of document is it?
   o Who created the document?
   o When was it created?
   o Who was the creator of the document writing for? In other words, who was the audience for this document?
   o What can this document tell us about America during the time in which it was created?

8. Transfer the list onto chart paper and display it in the room. Have students copy it into their notebooks.

9. Have each group report their findings to the rest of the class.
10. On the following pages we have a primary source document.

- What type of document is it?
  - This is a player contract between Frank Robinson and the Cincinnati Reds.

- Who created the document?
  - The National League.

- When was it created?
  - 1964.

- Who was the creator of the document writing for?
  - Frank Robinson, the Reds, and lawyers for the two sides.

- Is the source biased?
  - In a sense. The contract was drawn up by the National League and by the Cincinnati Reds.

- What can this document tell us about America during the time in which it was created?
  - It can tell us that owners had the upper hand over the players in the early 1960s.

As part of this exercise, point out specific elements of the document that students should pay attention to. Prompt students with questions. Stress the significance of the document and the things learned from it.
UNIFORM PLAYER'S CONTRACT

National League of Professional Baseball Clubs

Parties

CINCINNATI REDS, INC.,

herein called the Club, and...
...
FRANK ROBINSON

3931 Edin Avenue, Cincinnati, Ohio

herein called the Player.

Recital

The Club is a member of the National League of Professional Baseball Clubs, a voluntary association of ten
member Clubs which has subscribed to the Major League Rules with the American League of Professional Base-
ball Clubs and its constituent Clubs and to the Professional Baseball Rules with that League and the National
Association of Baseball Leagues. The purpose of those rules is to insure the public wholesome and high-class
professional baseball by defining the relations between Club and Player, between Club and Club, between League
and League, and by vesting in a designated Commissioner broad powers of control and discipline, and of decision
in case of disputes.

Agreement

In consideration of the facts above recited and of the promises of each to the other, the parties agree as
follows:

Employment

1. The Club hereby employs the Player to render, and the Player agrees to render, skilled services as a
baseball player during the year...

including the Club's training season, the Club's exhibition games, the World Series (or any other official series in which the Club may participate and in any receipts of which the player may be entitled to share).

Payment

2. For performance of the Player's services and promises hereunder the Club will pay the Player the sum
of...

...as follows:

In semi-monthly installments after the commencement of the playing season covered by this contract, unless the Player is "abroad" with the Club for the purpose of playing in any series outside the United States, the payment shall be paid on the first week-day after the return "home" of the Club, the term "home" and "abroad" meaning respectively at and away from the city in which the Club has its baseball field.

If a monthly rate of payment is stipulated above, it shall begin with the commencement of the Club's playing season and shall be payable in semi-monthly installments as above provided.

If the Player is in the service of the Club for part of the playing season only, he shall receive such proportion of the sum above mentioned, as the number of days of his actual employment in the Club's playing season bears to the number of days in said season.

Now withstanding the rate of payment stipulated above, the minimum rate of payment to the Player for each day of part-time service on a Major League Club shall be at the rate of...

The minimum rate of payment shall be at the rate of $7,000 per year retroactive to the beginning of the season if the Player is on a Major League Club's roster on June 15 and shall be at the rate of $6,000 per year if the Player physically joins a Major League Club between June 15 and August 31. If a Player physically joins a Major League Club on or after September 1, the minimum rate of payment shall be at the rate of $6,000 per year for each day of service with such Major League Club.

Loyalty

3. (a) The Player agrees to perform his services hereunder diligently and faithfully, to keep himself in
first-class physical condition and to obey the Club's training rules, and pelves himself to the American public
and to the Club to conform to high standards of personal conduct, fair play and good sportsmanship.

(b) In addition to his services in connection with the actual playing of baseball, the Player agrees to cooperate
with the Club and participate in any and all promotional activities of the Club and its League, which, in the opinion
of the Club, will promote the welfare of the Club or professional baseball, and to observe and comply with all re-
quirements of the Club respecting conduct and service of its team and its players, at all times whether on or off
the field.

Baseball Promotion

(c) The Player agrees that his picture may be taken for still photographs, motion pictures or television at
such times as the Club may designate and agrees that all rights in such pictures shall belong to the Club and may
be used by the Club for publicity purposes in any manner it desires. The Player further agrees that during the
playing season he will not make public appearances, participate in radio or television programs or permit his picture to be taken or write or sponsor newspaper or magazine articles or sponsor commercial products without the written consent of the Club, which shall not be withheld except in the reasonable interests of the Club or professional baseball.

Ability

4. (a) The Player represents and agrees that he has exceptional and unique skill and ability as a baseball
player: that his services to be rendered hereunder are of a special, unusual and extraordinary character which
gives him peculiar value which cannot be reasonably or adequately compensated for in damages at law, and that
the Player's breach of this contract will cause the Club great and irreparable injury and damage. The Player
agrees that, in addition to other remedies, the Club shall be entitled to injunctive and other equitable relief to
prevent a breach of this contract by the Player, including, among others, the right to enjoin the Player from play-
ing baseball for any other person or organization during the term of this contract.

(b) The Player represents that he has no physical or mental defects, known to him, which would prevent or
impair performance of his services.

Condition

(c) The Player represents that he does not, directly or indirectly, own stock or have any financial interest in
the ownership or earnings of any Major League Club, except as hereinafter expressly set forth, and covenants
that he will not hereafter, while connected with any Major League Club, acquire or hold any such stock or
interest except in accordance with Major League Rule 20 (e).

Interest in Club

5. (a) The Player agrees that, while under contract, and prior to expiration of the Club's right to renew this
contract, he will not play baseball otherwise than for the Club, except that the Player may participate in post-
season games under the conditions prescribed in the Major League Rules. Major League Rule 18 (b) is set forth
on page 4 hereof.
(2) Upon receipt of the waiver request, any other Major League Club may claim assignment of this contract at a waiver price of $1.00, the priority of claims to be determined in accordance with the Major League Rules.

(3) If this contract is so claimed, the Club shall, promptly and before any assignment, notify the Player that it had requested waivers for the purpose of terminating this contract and that the contract had been claimed.

(4) Within 5 days after receipt of notice of such claim, the Player shall be entitled, by written notice to the Club, to terminate this contract on the date of his notice of termination. If the Player fails to so notify the Club, this contract shall be assigned to the claiming Club.

(5) If the contract is not claimed, the Club shall promptly deliver written notice of termination to the Player at the expiration of the waiver period.

(g) Upon any termination of this contract by the Player, all obligations of both parties hereunder shall cease on the date of termination, except the obligation of the Club to pay the Player's compensation to said date.

8. The Player accepts as part of this contract the Regulations printed on the fourth page hereof.

9. The Club and the Player agree to accept, abide by and comply with all provisions of the Major League Rules and the Professional Baseball Rules which concern player conduct and player-club relationships and with all decisions of the Commissioner and the President of the Club's League, pursuant thereto.

10. (a) On or before January 15 (or if a Sunday), the next preceding business day of the year next following the last playing season covered by this contract, the Club may tender to the Player a contract for the term of any year by mailing the same to the Player at his address following his signature heretofore, or if none be given, then at his last address of record with the Club. If prior to the March 1 next succeeding said January 15, the Player and the Club have not agreed upon the terms of such contract, then on or before 10 days after said March 1, the Club shall have the right by written notice to the Player at said address to renew this contract for the period of one year on the same terms, except that the amount payable to the Player shall be such as the Club shall fix in said notice, provided, however, that said amount, if fixed by a Major League Club, shall be an amount payable at a rate not less than 75% of the rate stipulated for the preceding year.

(b) The Club's right to renew this contract, as provided in subparagraph (a) of this paragraph 10, and the promise of the Player not to play otherwise than with the Club has been taken into consideration in determining the amount payable under paragraph 2 hereof.

11. This contract is subject to federal or state legislation, regulations, executive or other official orders or other governmental action, now or hereafter in effect respecting military, naval, air or other governmental service, which may directly or indirectly affect the Player, Club or the League and subject also to the right of the Commissioner to suspend or alter the operation of this contract during any national emergency.

12. The term "Commissioner" wherever used in this contract shall be deemed to mean the Commissioner designated under the Major League Agreement, or in the case of a vacancy in the office of Commissioner, the Executive Council or such other body or person or persons as shall be designated in the Major League Agreement to exercise the powers and duties of the Commissioner during such vacancy.

The Club and the Player covenant that this contract fully sets forth all understandings and agreements between them, and agree that no other understandings or agreements, whether heretofore or hereafter made, shall be valid, recognized, or of any effect whatsoever, unless expressly set forth in a new or supplemental contract executed by the Player and the Club acting by its president, or such other officer as shall be hereunto duly authorized by the president or Board of Directors, as evidenced by a certificate filed of record with the League President and Commissioner and complying with the Major League Rules and the Professional Baseball Rules.

In the event the paid admissions to the home games of the Cincinnati Club, during the regular National League season of 1964 reaches $50,000, the Club agrees to pay the player a bonus of $2,500. In the event the paid admissions to the home games of the Cincinnati Club during the regular National League Season of 1964 reaches $900,000, the Club agrees to pay the player an additional bonus of $1,500. In the event the paid admissions to the home games of the Cincinnati Club during the regular National League Season of 1964 reaches $1,000,000, the Club agrees to pay the player an additional bonus of $3,500. This contract or any supplement hereof shall not be valid or effective unless and until approved by the League President.

Signed in duplicate this 27th day of January, A.D. 1964.

[Signature]

[Name]

CINCINNATI REDS, INC.

(Home address of Player)

Asst. Gen. Mgr. (Authorized Signature)

Social Security No.

[Number]

Approved

[Signature]

President, National League of Professional Baseball Clubs

[Number]
The legislative and judicial branches of the federal government play a major role in baseball as well as other sports. There are two areas of statutory law that are particularly important: (1) labor relations and collective bargaining and (2) antitrust. The National Labor Relations Act of 1935 (as amended by the Taft-Hartley Act of 1947) gives employees in private industry the right to join unions, engage in collective bargaining, and use pressure tactics such as strikes and picketing. The National Labor Relations Board was established to administer this law, especially to ensure that the rights provided to employees are not interfered with by employers.

The antitrust law consists mainly of the Sherman Act of 1890. This law prohibits contracts, combination, or conspiracies in restraint of trade, and provides treble damages for violations. What makes baseball unique is that it has an exemption from the antitrust law as a result of a 1922 decision by the United States Supreme Court. Whether baseball should have a legal exemption that other sports do not have has stimulated controversy. During the 1994-95 strike the debate became particularly lively as bills were introduced in Congress to modify baseball’s special status. The relational for change was that if the players had the power to sue on antitrust issues they might e able to end the stalemate. The way U.S. labor law is structured and applied, the government does not typically intrude in the process of day-to-day labor/management relations. It may become involved if there is, say, an unfair labor practice committed by the employer or union, such as restraining employee rights or failure to bargain in good faith. But the government recognizes that the collective bargaining and dispute settlement processes involve a private system of negotiation and adjudication. Fans may become frustrated with the government’s seeming unwillingness to do something to end a labor dispute, but under the law the government’s role is limited.
The Curt Flood Case

The first independent organization of professional athletes, the Major League Baseball Players Association, was formed in 1954. It remained in the background, however, until the players hired Marvin Miller in 1966 to head the organization. Hiring Miller, a former negotiator for the U.S. steel workers, turned out to be a stroke of genius. Miller began with a series of small gains for players, including increases in minimum salary, pension contributions by owners, and limits to the maximum salary reduction owners could impose. The first test of the big item – the reserve clause – reached the Supreme Court in 1972.

Curt Flood, a star player for the St. Louis Cardinals, had been traded to the Philadelphia Phillies in 1970. Flood did not want to move from St. Louis, and informed both teams and the commissioner’s office that he did not intend to leave. He would play out his contract in St. Louis. Commissioner Bowie Kuhn ruled that Flood had no right to act in this way, and ordered him to play for Philadelphia, or not play at all. Flood chose the latter, and sued MLB for violation of antitrust laws. The case reached the Supreme Court in 1972, and the court sided with MLB in Flood v. Kuhn. The court acknowledged that the 1922 ruling that MLB was exempt from antitrust law was an anomaly and should be overturned, but it refused to overturn the decision itself, arguing instead that if Congress wanted to rectify this anomaly, they should do so. Therefore the court stood pat, and the owners felt the case was settled permanently: the reserve clause had withstood legal challenge. They could not, however, have been more badly mistaken. While the reserve clause never has been overturned in a court of law, it would soon be drastically altered at the bargaining table, and ultimately lead to a revolution in the way talent is disbursed and revenues are shared in the professional sports industry.

Curt Flood lost the legal battle, but the players ultimately won the war, and are no longer restrained by the reserve clause. In a series of labor market victories buoyed by player strikes beginning in the wake of the Flood decision in 1972 and continuing through the rest of the century, players won the right to free agency, individual contract negotiations with agent representation, hearing committees for disciplinary actions, reductions in maximum salary cuts, increases in travel money, and improved travel conditions. Of course the biggest victory was free agency. These rights spread from baseball to other professional team sports. The current generation of professional athletes is among the highest paid workers in the world.

The right to bargain with other teams for their services changed the landscape of the industry dramatically. No longer were players shackled to one team forever, subject to the whims of the owner for their salary and status. Now they were free to bargain with any team. The impact on salaries was incredible. The average salary skyrocketed from $45,000 in 1975 to more than $2 million by the end of the century. Not all of that increase is due to free agency. Revenues increased during this period due to the dramatic increase in television revenue caused by American’ insatiable appetite for
sports. The result is a much larger revenue pie to divide, with the players getting a larger piece of that pie.

Player contracts have changed dramatically since free agency. Players used to be subject to whatever salary the owner offered. The only recourse for a player was to hold out for a better salary. This strategy seldom worked, because the owner had great influence on the media, and usually was able to turn the public against the player, adding another source of pressure on the player to sign for the terms offered by the team. The pressure of no payday – a payday that, while less than the player’s value to the team, still exceeded his opportunity cost by a fair amount, was sufficient to minimize the length of most holdouts.
Helping Jackie to Make Good

Biggest news of last week, as far as many persons are concerned, was the signing of Jackie Robinson to play baseball for the Brooklyn Dodgers. Robinson thus becomes the first of his race to be signed in the history of modern organized baseball. Before 1900, Moses Walker, a catcher, played with the old Toledo club of the American Association (then a major league) and George Stovey pitched for Newark in the International League. There were others too, who played without having their racial identity generally known. But that is all ancient history. What happened in Brooklyn last Friday when Jackie Roosevelt Robinson affixed his signature to a Brooklyn Dodger contract, marks the beginning of a new era.

As this is written, Jackie has played errorless ball. He has contributed most in runs batted in - all of this under terrific pressure. As a member of the Montreal Royals, Robinson, last season, was subjected to every abuse in the book, but he nevertheless led the International League with a batting average of .349, drove in 65 runs, scored 113 more, stole 40 bases and fielded .985.

Were it not for the color of his skin, there is no question that he would have been signed by Brooklyn long ago. It took a great deal of courage for Branch Rickey, Dodger president, and the now deposed Leo Durocher to meet the challenge which Robinson’s performance offered. Thanks to them and to their faith in an ideal, Robinson is where he is today. In view of the fact that the going will be even tougher than in the International League, Jackie’s future, while depending in great part upon his own individual performance also hinges upon the conduct of those who have his interest most at heart. This means that he should be treated as he would have it - as just another ballplayer, not as a phenomenon. Already there have been indications of excessive enthusiasm on the part of some of his well-wishers - enthusiasm which is definitely embarrassing to Jackie.

There is no cause to cheer every time he comes to bat or upon every occasion when he handles an easy chance. Such immodest and immoderate behavior can do more than anything else to increase his burden. As a trail-blazer, Jackie is well aware that upon his shoulders rests the future of other players of his race in the ranks of organized baseball. All that he wants is a fair chance to demonstrate his ability. He wants no unmerited applause. It is up to us, therefore, to see that his request is granted.
Jackie Robinson Primary Sources - Document 1

The Montreal Gazette - May 10, 1947

Jackie Robinson, controversial figure as the first Negro baseball player in modern major league history, was disclosed tonight to have received threatening letters in the mails. It was the second time in 24 hours that the Brooklyn Dodger first sacker had been named in anti-racial diamond developments. Last night Ford Frick, president of the National League, told of a report that St. Louis Cardinals had planned to strike in protest over Jackie's presence in the Brooklyn line-up. At Philadelphia tonight Branch Rickey told of the threatening letters. "Robinson turned them over to me," he said. "He did not and would not show them to Police Headquarters. However two of them were so vicious that I felt they should be investigated."

1. According to this article, what sort of opposition did Jackie face during his first month with the Brooklyn Dodgers?

_____________________________________________________________________

_____________________________________________________________________

2. Why do you think that Jackie chose not to show the police the threat letters he had received?

_____________________________________________________________________

_____________________________________________________________________

3. Put yourself in Jackie Robinson's shoes. Would you play after receiving threatening letters? Would you want to play for a whole season if you received hate mail?

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________
Jackie Robinson Primary Sources - Document 2

The Milwaukee Journal - July 3, 1947

Veeck Predicts Race for Negro Ball Stars

Cleveland, OH - President Bill Veeck of the Cleveland Indians says a wide open major league scramble for Negro players is under way and he wants to get the best. Commenting to newsmen on his signing of Larry Doby, an infielder with the Newark Eagles of the Negro National League, Veeck said: "Robinson (Jackie Robinson of the Brooklyn Dodgers, the only Negro in the National League) has proved to be a real big leaguer, so I wanted to get the best of the available Negro boys while the grabbing was good. Why wait?"

Veeck decided his first grab would be 22 year old Doby, who can play any position in the infield or outfield and has a season's batting average of .458. Although Doby will be the first Negro American Leaguer and the second of his race ever to be signed by a major league club, Veeck views it as apart of a trend. "Within 10 years," he declared, "Negro players will be in regular service with big league teams."

To the excited new Indian, it still was dream stuff. In an interview at Paterson, NJ, Doby said he was not sure whether he was "more surprised than excited, or more excited than surprised." "It's a big jump from our league to the majors, but I think I can make it."

Then he added that if he did not, "it'll not be because I did not try. It always has been my ambition to play big league ball, but I never thought I would make it."

1. Why were major league owners like Bill Veeck willing to desegregate their teams after Jackie Robinson broke the color barrier?

2. Why did Bill Veeck think it was important not to wait to sign Negro leagues athletes?

3. Why do you think Larry Doby believed it would be "a big jump" from the Negro leagues to the major leagues?
Jackie Robinson Primary Sources - Document 3

The Modesto Bee - July 4, 1958

Excerpt from article, Negro League is Doing Well With Giants Gone

"I campaigned for 35 years to get the Negro into organized ball," said Frank Forbes, a graying, bustling man in the mid 60s who runs around like an ambitious recruit. "And when Jackie Robinson and the Brooklyn club broke the barrier in 1947, they put me out of business."

Forbes was the promotional director of the Negro National League in the east and the Negro American League in the west.

As long as they retained their stars, these clubs did well in major league parks by advertising names such as Satchel Paige, athletes denied the right to prove that they were of big league caliber. But when Robinson paved the way for Larry Doby, Paige, Minnie Minoso, Roy Campanella and others to go top cabin, only the Negro American League survived and it was reduced to four clubs and had a tough time paying the bus fare.

1. What was Frank Forbes' role in the Negro National League and Negro American League?

_____________________________________________________________________________

2. What impact did the desegregation of baseball have on the Negro leagues?

_____________________________________________________________________________
Robinson to Join Protests

New York - Former Brooklyn Dodgers star Jackie Robinson said Tuesday he plans to go to Birmingham, Ala., in the next week or two to take part in the mass protest against racial segregation there. More than 2,000 Negroes have been arrested in Birmingham. Robinson said he did not want to join the protestors in jail but that he would find some way to take part in their movement.

The Negro former baseball star made the statement at a "Back Our Brothers" luncheon attended by more than 100 Negro and white public officials and civic leaders. Robinson made public a telegram he has sent to President Kennedy which said in part:

"It is my sincere belief that your personal intentions are honorable. However, the pace at which our country is moving toward total equality for all peoples is miserably slow, and is being demonstrated in Birmingham, Ala. Moderation and gradualism, as far a civil rights are concerned, are antique words, to say the least. The revolution that is taking place in this country cannot be squelched by police dogs or high-power hoses."

Robinson later repeated his remark at a demonstration of the National Association for the Advancement of Colored People in support of the Birmingham integration drive. He called it a "disgrace" that "the president of the United States has not yet moved in the matter." "The president should have the courage of his convictions. We demand that he take executive action."
National Learning Standards:

This lesson meets a variety of New York State and national learning standards for Language Arts, Civics, and United States History.

For a list of specific standards, please contact the Education Department at the National Baseball Hall of Fame: education@baseballhall.org.